

AVAYA INC. FAMILIES

Avaya Inc. has many families – retired employees whose **lawful spouse, domestic partner, children, or domestic partnership dependents** also may have retired from or be employed by Avaya Inc. This may affect your coverage under the Dental Plan.

Enrollment Rules

An **eligible retiree** may cover another salaried Avaya Inc. employee or retiree. Therefore, if your **lawful spouse** or **domestic partner** is an active salaried employee, you may enroll as his or her dependent under the Dental Plan, or he or she may enroll as your dependent, but not both. If your **lawful spouse** is a retired salaried employee, you may enroll as his or her dependent under The Avaya Inc. Retiree Dental Expense Plan for Salaried Employees.

A salaried retired or active Avaya Inc. employee cannot enroll a represented Avaya Inc. retired or active employee as an **eligible dependent**.

Only one Avaya Inc. employee or retiree may enroll any given **eligible dependent**. Either you or your Avaya Inc. **lawful spouse** or **domestic partner**, as an employee or retiree, may cover your dependent **children**. A child may not be **covered** by both parents or by both a parent and a **domestic partner** at the same time.