

AVAYA INC. FAMILIES

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

A salaried retired or active Avaya Inc. employee cannot enroll a represented Avaya Inc. employee or retiree 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.

Benefits/Family Deductibles and Out-of-Pocket Maximums

Expenses incurred by you and any dependents enrolled with you under your selected option count toward the two-person or family **deductible** and two-person or family **out-of-pocket maximum** under that option.

The following rules apply for each family member who enrolls separately from you as an Avaya Inc. employee or retiree:

- The individual, two-person or family **out-of-pocket maximum** limit applies separately.
- The two-person or family **deductible** will apply only if at least one of you is eligible to claim the other as a **Class I dependent**, the active salaried employee is enrolled in the Enhanced Indemnity option (as defined in The Avaya Inc. Medical Expense Plan for Salaried Employees SPD) and the retired employee is enrolled in the **Salaried Retiree Indemnity** option.
- If the family **deductible** does apply, it is not automatic. You will need to submit your Explanation of Benefits statements to **Aetna** to show that you paid more

toward the family **deductible** than required. You will also need to submit a claim for reimbursement.