

ELIGIBILITY AND PARTICIPATION

Who Is Eligible

You are eligible to participate in the ASPSE as soon as administratively feasible following the date you become an eligible employee. Participation is *not* automatic. If you are eligible, you must enroll in the ASPSE to participate.

You are an eligible employee if you are a regular, full-time or part-time or Term salaried employee who works for a participating company, or an employee who has been temporarily promoted to a salaried position and has held that position for more than one year. Note that the following individuals are not eligible employees: (1) individuals who are not paid from the U.S. payroll of a participating company, (2) individuals who are employed by an independent company (such as an employment agency), (3) individuals whose services are rendered pursuant to an agreement excluding participation in benefit plans, (4) individuals who are included in a unit covered by a collective bargaining agreement that does not provide for participation under the ASPSE, (5) individuals who are non-resident aliens employed outside the United States, (6) individuals who are “leased employees” under Section 414(n) of the Internal Revenue Code, or (7) individuals who are classified as “temporary employees” on the participating company’s payroll.

How to Enroll

After you become an eligible employee, you will be sent an enrollment package at your home address of record. The package contains information about the ASPSE and complete details about the enrollment process. Any time after you receive the enrollment package, you may enroll through NetBenefits, or by calling the Avaya 401(k) Plan Service Center.

U.S.-based Employees	Employees Assigned Outside the U.S.
<p>Log on to NetBenefits at http://www.401k.com.</p> <p>Call 1-877-208-0783 to access the voice response system (“VRS”) or speak with a service representative. You may access the VRS from any touch tone or rotary phone 24 hours a day, seven days a week.</p> <p>If you need or want to speak to a service representative, you may call any business day from 8:30 a.m. to 12:00 midnight, Eastern time.</p>	<p>Log on to NetBenefits at http://www.401k.com.</p> <p>Visit http://www.com/traveler or call AT&T Direct at 1-800-331-1140 for your country code. After you call the correct country code number, call 1-877-208-0783 to access the VRS. The VRS is available 24 hours a day, seven days a week.</p> <p>If you need or want to speak to a service representative, you may call any business day from 8:30 a.m. to 12:00 midnight, Eastern time.</p>

Hearing impaired employees may call **1-800-610-4015** to reach a telecommunications device for the deaf (TDD).

When you begin participating in the Plan, you should name a beneficiary who will receive your Plan account in the event of your death. Go to NetBenefits to name your beneficiary online. If you are married, your spouse is automatically your sole, primary beneficiary, unless your spouse provides written, notarized consent to you naming a different beneficiary. Under the Plan, your spouse is your lawful husband or lawful wife for federal income tax purposes. If you do not designate a beneficiary, or if neither your spouse nor any of your designated beneficiaries is living when you die, your ASPSE account is paid to your estate.

Make-up Contributions

If you are a new participant in the ASPSE and elect to contribute to the Plan before the end of the month after the month in which you receive your notice of eligibility to participate in this Plan, you may make additional contributions to make up for contributions missed between your eligibility date and your first payroll deduction contribution. You can request these additional contributions through the end of the second month following the date you become eligible. However, the missed contributions cannot exceed two months. You must elect to make up your eligible missed contributions by speaking to a service representative when you enroll or by requesting a "Missed Contribution Authorization Form" from NetBenefits.