

## **MISCELLANEOUS COVERAGE INFORMATION**

### ***Benefit Limits***

There are benefit limits under the STD Plan. For example, if you receive short-term disability benefits under the law from another source (e.g., Workers' Compensation or state disability benefit laws) similar to those provided under the STD Plan, the amount you receive from Avaya Inc. is reduced by the amounts you receive from those other sources. However, short-term disability benefit payments are not reduced for disability benefits you receive for military service or under Social Security.

Disability benefits may not be payable under the STD Plan if you make a claim or bring a suit for damages on account of injury (other than a claim or suit based on discrimination or any right protected by statute), outside the provisions of the STD Plan, against Avaya Inc. or any other Company with which arrangements have been made for an interchange of benefit obligations.

### ***Social Security***

Social Security may also provide disability benefits to employees who qualify. Social Security benefits are paid in addition to benefits paid under the STD Plan.

In order to receive Social Security benefits, you must apply for them. For more information, contact your local Social Security office. You can find the address in the telephone book under United States Government.