

## **PARTICIPATING IN THE PLAN**

Coverage under the STD Plan is provided automatically by the Company at no cost to you. You do not need to enroll.

To be eligible for short-term disability benefits, **eligible employees** must work for a **Participating Company**. Benefits begin on your eighth consecutive calendar day of absence due to a certified disability.

Individuals who are not paid from the U.S. payroll of a **Participating Company**, and who are employed by an independent company (such as an employment agency), or whose services are rendered pursuant to an agreement excluding participation in benefit plans, are not eligible to participate in the STD Plan.

### ***Who Is Eligible and When***

Short-term disability benefits begin on your eighth consecutive calendar day of absence from work due to a certified disability. The amount of pay you receive for the first seven calendar days of your absence depends on your organization's practice.

### ***Benefits Provided***

The amount of your short-term disability benefits depends on:

- Your **rate of pay** as of your first day of absence due to a certified disability,
- Your scheduled hours of work or equivalent work-week classification, not including overtime, and
- Your **net credited service** as of your eighth consecutive calendar day of absence.

You may receive benefits for a maximum of 26 weeks. If you have less than 15 years of **net credited service**, you may be eligible to receive eight weeks at 90% of pay and up to 18 subsequent weeks at 70% of pay. If you have 15 or more years of **net credited service**, you may be eligible to receive 90% of pay for up to 26 weeks.

**If You Become Disabled Again**

The following chart outlines how benefits are paid if you become disabled again, whether due to the same or a different cause as your previous disability.

<b>If Your Return to Work Between Disabilities Lasts:</b>	<b>Your Short-Term Disability Benefits Resume on:</b>	<b>Your Benefits Are Based on Your Rate of Pay on:</b>	<b>In Determining the Amount of Benefits (90% or 70% Pay):</b>
Fewer than two weeks	The first day of your subsequent absence due to disability.	The first day of your subsequent absence due to disability.	The previous absence will be counted.
At least two weeks, but fewer than 13 weeks	The eighth consecutive calendar day of your subsequent absence due to disability.	The first day of your subsequent absence due to disability.	The previous absence will be counted.
At least 13 weeks	The eighth consecutive calendar day of your subsequent absence due to disability.	The first day of your subsequent absence due to disability.	The previous absence will not be counted. You will be eligible for another 26 weeks of 90% pay or 70% pay.

If you return to work for less than 13 weeks between disabilities, the benefits paid during your previous absence will be counted when determining the amount of 90% or 70% pay you will receive during your next period of absence.

For example, if you had less than 15 years of **net credited service** and collected benefits for six weeks during your first disability, and were actively at work for more than two but fewer than 13 weeks between disabilities, you would then be eligible for up to two additional weeks of 90% pay and 18 weeks of 70% pay for your second disability.

**If You Remain Disabled After Your Benefits Expire**

If you continue to be disabled after you have received 26 weeks of short-term disability benefits, you *may* be eligible for benefits under The Avaya Inc. Long-Term Disability Plan for Salaried Employees.

In addition, if you have at least 15 years of **net credited service**, you *may* also be eligible to receive a disability pension under The Avaya Inc. Pension Plan for Salaried Employees and The Avaya Inc. Pension Plan.

### **Requirements for Benefit Payment**

To qualify for payment of short-term disability benefits, you must:

- Report the disability to your supervisor on your first day of absence. Benefits are not payable for disability absences that are not reported within 60 days,
- Place yourself under a recognized health care provider's care and follow the recommended treatment,
- Provide information from your recognized health care provider, satisfactory to the **Claims Administrator** (see "Important Contacts"), certifying your disability, including the nature and frequency of your treatment,
- Have a medical examination by a recognized health care provider designated by the **Claims Administrator** (see "Important Contacts") and/or provide any additional information when requested, and
- Contact the **Claims Administrator** (see "Important Contacts") to obtain written permission if you intend to leave home during your disability. You must also receive your recognized health care provider's approval before leaving home. To receive benefit payments during your time away from home, you must continue to furnish satisfactory proof of your disability.

The **Claims Administrator** (see "Important Contacts") will supply all the forms you need to complete for short-term disability benefits.

If you become **totally disabled** because of a work-related accident, you may be eligible for state Workers' Compensation payments in addition to the STD Plan benefits. The **Claims Administrator** (see "Important Contacts") will supply all the forms you need to complete in order to apply for Workers' Compensation.