

EMPLOYMENT-RELATED EVENTS

Your coverage under the Vision Care Plan will end if certain events occur.

If You Change Your Employment Status

Changes in your employment status, such as going from full-time to part-time, generally do not affect your participation in the Vision Care Plan.

If your job classification is changed to represented, it will affect your eligibility for Vision Care Plan benefits as follows:

- Coverage under the Vision Care Plan will end on the last day of the month in which your status changes.
- Your job classification change to a represented position will make you eligible to participate in the vision care plan offered to represented employees.

If You Terminate Employment

If you terminate employment for any reason, coverage under the Vision Care Plan ends on the last day of the month in which you terminate. You may be able to continue coverage for yourself and your **covered dependents** through **COBRA** (see “Continuing Your Vision Coverage Through COBRA”).

If You Retire

Your coverage under the Vision Care Plan ends on the last day of the month in which you retire. You may be able to continue coverage for yourself and your **covered dependents** through **COBRA** (see “Continuing Your Vision Coverage Through COBRA”).

If You Leave the Company and Are Rehired

If you leave the Company and then are rehired as an **eligible employee**, you and your **eligible dependents** may enroll for coverage as of your first day of work with a **Participating Company** (see “When Coverage Begins” and “Enrollment”).

If You Become Disabled

You are eligible for coverage under the Vision Care Plan during any period you are eligible to receive benefits under The Avaya Inc. Short-Term Disability Plan for Salaried Employees.

You are not eligible for coverage under the Vision Care Plan during any period you are eligible to receive benefits under The Avaya Inc. Long-Term Disability Plan for Salaried Employees. You may be able to continue coverage for yourself and your **covered dependents** through **COBRA** for a limited period of time (see “Continuing Your Vision Coverage Through COBRA”).

Your coverage under the Vision Care Plan will automatically resume on your first day of work upon your return, if you elect to enroll for coverage (see “When Coverage Begins” and “Enrollment”).

If You Take an Approved Leave of Absence

If you are on an approved leave of absence, you can continue vision care coverage for yourself and your **covered dependents**. You and your **covered dependents** will be notified of any continuation rights available under **COBRA**.

If you are eligible for an **FMLA** leave under The Family and Medical Leave Act of 1993, as amended, Avaya Inc. will comply with this legislation.

If Both You and Your Spouse Work for the Company

No one person can receive benefits as a dependent of more than one employee, or as both a dependent and an employee. For example, you may not be **covered** as an active Avaya Inc. employee and a dependent of another Avaya Inc. employee. Either spouse may cover dependent **children**; however, both parents cannot cover the same child at the same time.