

INTRODUCTION

The Avaya Inc. Vision Care Plan for Salaried Employees encourages good eye care by offering affordable routine eye exams and prescription lenses (including one necessary eyeglass frame) or prescription contact lenses. You are eligible to use your vision care benefits once in a calendar year.

While you are free to use any provider you wish, your out-of-pocket expenses are generally lower when you go to a provider who participates in the vision care networks.

Coverage for you and your **eligible dependents** begins on your first day of work at a **Participating Company**, if you elect to enroll for coverage within your initial enrollment period.