

SERVICES NOT COVERED UNDER THE PLAN

The following services and supplies are not **covered** under the Vision Care Plan:

- Drugs or any other medication
- Medical or surgical treatment
- Special or unusual treatment, such as orthoptics, vision training, subnormal vision aids, aniseikonic lenses or tonography
- Services or supplies not prescribed by a licensed physician, optometrist or ophthalmologist
- Nonprescription lenses or contact lenses
- Experimental or investigational treatment, drugs or devices
- Tinted, photochromic, oversized, photosensitive, high index or antireflective lenses, whether or not those lenses are medically necessary, although network providers will limit their charges for these non-covered items (see “Non-Covered Items/Negotiated Fees”)
- Services or supplies available from any government agency or covered by any governmental plan
- Replacement of broken or lost frames or lenses within a calendar year (including contact lenses)
- Contact lens care kits, cleaning solutions, lens insurance, and extra fittings. Note that lens cleaning solutions are eligible expenses under the Avaya Inc. Health Care Reimbursement Account Plan for salaried employees.
- Services or supplies for which no obligation to pay exists or for which no charge would be made in the absence of the Vision Care Plan’s benefits
- Vision exams or any materials furnished for any condition, disease, ailment or injury arising out of or in the course of employment
- Vision exams performed and lenses and frames ordered before the individual became eligible for coverage under the Vision Care Plan, or after termination of the individual’s coverage under the Vision Care Plan

- Services or supplies **covered** under any other Company-provided medical benefit program or by Workers' Compensation laws, or to the extent covered by a Company safety lens program
- Two pairs of glasses, in lieu of bifocals or trifocals
- Any eye examination, or any corrective eyewear, required by the Company as a condition of employment
- Services rendered or materials purchased outside the United States or Canada, unless the individual resides in the United States or Canada and the charges are incurred while on a business or pleasure trip.

Remember, you may be eligible for reimbursement of expenses not **covered** by the Vision Care Plan through The Avaya Inc. Health Care Reimbursement Account Plan for salaried employees.