

ADDITIONAL INFORMATION

Plan Funding and Payment of Benefits

You (the **Avaya Participating Company** employee) pay the full cost associated with benefits under The Avaya Inc. Vision Care Plan for Salaried Employees.

Benefits Cannot Be Assigned

Assignment or alienation of any benefits provided by the Vision Care Plan will not be permitted or recognized, except as otherwise required by applicable law. This means that benefits provided under the Vision Care Plan are not subject to sale, assignment, anticipation, alienation, attachment, garnishment, levy, execution or any other form of transfer. Generally, state and local laws will not be recognized unless permitted by or under applicable federal law, such as ERISA.

Plan May Be Amended or Terminated

The **Avaya Participating Company's** expects to continue the Vision Care Plan, but reserves the right to amend or terminate the Vision Care Plan at any time by the resolution of the Board of Directors or properly authorized designee. In addition, an **Avaya Participating Company** does not guarantee the continuation of any vision benefits during employment, nor does it guarantee any specific level of benefits or contributions.

Plan Administrator

The Plan Administrator has the full discretionary authority and power to control and manage all aspects of the Vision Care Plan, to determine eligibility for Vision Care Plan benefits, to interpret and construe the terms and provisions of the Vision Care Plan, to determine questions of fact and law, to direct disbursements, and to adopt rules for the administration of the Vision Care Plan as deemed appropriate in accordance with the terms of the Vision Care Plan, the contract, and all applicable laws.

Plan Sponsor

The Plan Sponsor may allocate or delegate its responsibilities for the administration of the Vision Care Plan to others and employ others to carry out or render advice with respect to its responsibilities under the Vision Care Plan, including discretionary authority to interpret and construe the terms of the Vision Care Plan, to direct disbursements, and to determine eligibility for Vision Care Plan benefits.