

Contract Extension Agreement

By and Between Avaya Inc. and the International Brotherhood of Electrical Workers

Avaya Inc. and the International Brotherhood of Electrical Workers do hereby agree to extend the 2009 Collective Bargaining Agreement effective May 24, 2009 (previously extended to June 7, 2014) until June 13, 2016. Except as set forth below, all provisions of the 2009 Collective Bargaining Agreement remain in full force and effect:

1. Medical benefits for represented employees under the Avaya Inc. Medical Expense Plan (the "Medical Plan") and postretirement medical benefits under the Avaya Inc. Retiree Medical Expense Plan (the "Retiree Medical Plan") will be modified as described below effective January 1, 2015 and January 1, 2016. The Medical Plan and the Retiree Medical Plan will be amended to reflect such changes.

Medical	(Effective 2015)		(Effective 2016)	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual deductible	\$250 / \$500	\$1,300 / \$2,600	\$350 / \$700	\$1,300 / \$2,600
Coinsurance	95% after deductible	60% of R&C after deductible	95% after deductible	60% of R&C after deductible
Copays PCP Spec ER Hosp	NA	NA	NA	NA
Annual out-of-pocket maximum	\$1,500/\$3,000 (max 3 people)	\$5,000/\$10,000	\$2,000/\$4,000 (max 3 people)	\$5,000/\$10,000
Rx				
Deductible		\$50/\$100		\$50/\$100
Annual out-of-pocket maximum (Rx)	NA		NA	
Retail Plan Design				
Tier 1	\$15	30% after deductible	\$15	30% after deductible
Tier 2 (min/max)	\$30		\$30	
Tier 3 (min/max)	\$45 Chemo drugs: \$15		\$45 Chemo drugs: \$15	
Mail Plan Design (90 day supply)				
	\$30	NA	\$30	NA
Tier 2 (min/max)	\$60		\$60	
Tier 3 (min/max)	\$90		\$90	

2. There will be no layoffs for the period of July 1, 2014 through December 31, 2014 except for refusal to accept transfer under Article G24 of the Agreement.

3. The Company match on the Avaya Savings Plan will be suspended for the period of January 1, 2015 through June 30, 2015.

4. Wage Increases – There will be a \$750 lump sum payable on October 3, 2014 and a \$750 lump sum payable on October 2, 2015 to those who are active regular employees on these dates (excluding those in the Job Match Center).

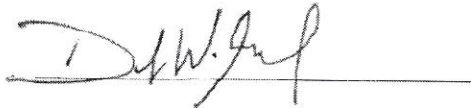
Agreed this 31st of January, 2014



John Rowley

Chairman System Council T-5

International Brotherhood of Electrical Workers



David Graepel

Senior Director, Avaya Global Labor Relations