

Contract Extension Agreement

By and Between Avaya Inc. and the Communications Workers of America

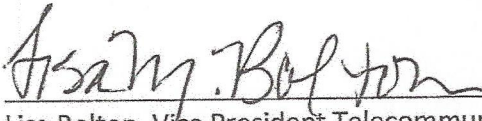
Avaya Inc. and the Communications Workers of America agree to extend the 2009 Collective Bargaining Agreement ("2009 Agreement"), effective May 24, 2009 (as previously extended to June 7, 2014, June 13, 2016 and June 14, 2018 and September 21, 2019), until **June 19, 2021**.

Except as set forth below, all provisions of the: i) 2009 Agreement; ii) Contract Extension Agreement dated October 11, 2011; iii) Contract Extension agreement dated November 25, 2013; iv) Contract Extension Agreement dated February 12, 2016; v) Modification Agreement signed on January 13, 2017; and vi) Contract Extension Agreement dated January 25, 2018, remain in full force and effect:

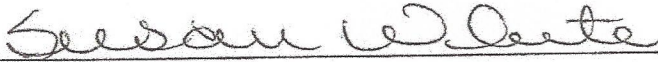
- Effective **October 1, 2019** wage schedules shall be increased by **2.8%** on the Maximum rates and **2.8%** on the Minimum rates in effect on July 1, 2018.
- For retirees who retired as of **April 30, 2019**, the Company will provide the following medical coverage funding:
 - For calendar year **2020**, the HRAs for **non-Medicare** eligible represented retirees will be funded as follows:
 - **\$4,300** (**\$2,200** Company contribution and **\$2,100** VEBA contribution) for retiree-only coverage; and
 - **\$8,250** (**\$4,000** Company contribution and **\$4,250** VEBA contribution) for retiree and spouse/domestic partner coverage.
 - For calendar year **2021**, the HRAs for **non-Medicare** eligible represented retirees will be funded as follows:
 - **\$2,200** Company contribution for retiree-only coverage; and
 - **\$4,000** Company contribution for retiree and spouse/domestic partner coverage.
 - For calendar year **2020**, the HRAs for **Medicare eligible** represented retirees will be funded as follows:
 - **\$2,300** (**\$2,200** Company contribution and **\$100** VEBA contribution) for retiree-only coverage; and
 - **\$4,100** (**\$4,000** Company contribution and **\$100** VEBA contribution) for retiree and spouse/domestic partner coverage.
 - For calendar year **2021**, the HRAs for **Medicare eligible** represented retirees will be funded as follows:
 - **\$2,200** Company contribution for retiree-only coverage; and
 - **\$4,000** Company contribution for retiree and spouse/domestic partner coverage.

The Union understands and acknowledges that effective January 1, 2020, medical coverage for retirees who retired as of April 30, 2019 will be provided consistent with the foregoing funding levels, which are not additive to those expressed in any other writings or agreements between the parties. The retiree health care provisions in the 2009 Collective Bargaining Agreement, the February 12, 2016 extension agreement, the Modification Agreement signed on January 13, 2017, and the January 25, 2018 extension agreement, are modified accordingly.

Agreed on this 29 day of July 2019.



Lisa Bolton, Vice President Telecommunications and Technologies
The Communications Workers of America



Susan White, Senior Manager
Avaya Labor Relations