

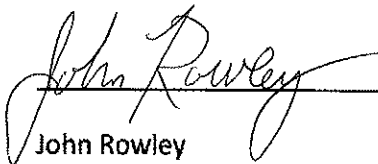
Contract Extension Agreement

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 and June 13, 2016) until June 14, 2018. Except as set forth below, all provisions of the 2009 Collective Bargaining Agreement remain in full force and effect:

- Effective October 2, 2016, wage schedules shall be increased by 2.25% on the Maximum Rates and by 2.25% on the Minimum Rates in effect on October 1, 2016.

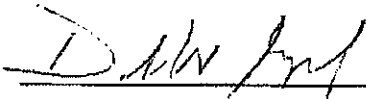
Agreed this 26th of April, 2016



John Rowley

Chairman System Council T-5

International Brotherhood of Electrical Workers



David Graepel

Senior Director, Avaya Global Labor Relations