

Contract Extension Agreement

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

Avaya Inc. and the Communications Workers of America 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 12 of February, 2016



Lisa Bolton

Vice President - Telecommunications & Technologies

Communications Workers of America



David Graepel

Senior Director, Avaya Global Labor Relations