

**Memorandum of Agreement Extending Expiring Collective Bargaining Agreement's
Terms between Avaya and the Communications Workers of America**

This Memorandum of Agreement (the "Agreement") is entered into as of September 22, 2023, by and between Avaya LLC ("Avaya") and the Communication Workers of America ("CWA"). The undersigned parties agree and acknowledge the following:

1. Avaya and the CWA are parties to a collective bargaining agreement, entered into effective May 24, 2009, as has been amended, extended, and modified from time to time, with a current term effective September 24, 2023 pursuant to the May 22, 2023, Memorandum of Agreement between the parties (the "CBA").

2. The parties acknowledge that they have made significant progress towards an agreement on a successor contract during bargaining sessions over the past several months, including a weeklong in-person meeting during the week of September 18, 2023. However, given an impending tropical storm impacting the location where the parties are currently bargaining, and with the safety of the bargaining teams in mind, the parties have agreed to an extension of the CBA to allow good-faith bargaining to continue prior to the expiration of the CBA.

3. In the spirit of cooperation and in the interests of maintaining labor peace and promoting collaborative negotiations, the parties agree to further extend the terms of the CBA through 11:59 P.M. on October 24, 2023, unless replaced earlier by a signed and ratified successor contract to the CBA (in any case, the "Extension Period") without resorting to economic or other recourse ordinarily available to them. Specifically, the parties agree that during negotiations for a successor contract to the CBA, and through the Extension Period:

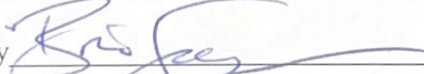
(a) The parties shall continue to maintain the status quo as if the CBA continued in full force and effect.

(b) The parties acknowledge and agree that the status quo under the CBA prohibits a strike or other form of work curtailment, disruption, or stoppage, or engage in any other form of economic action by the CWA, or a lockout by Avaya.

4. This Memorandum of Agreement may be executed in multiple counterparts, which together shall constitute one and the same agreement.

The parties hereto have executed this Agreement as of the date first above written.

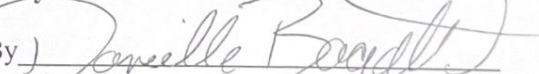
Communication Workers of America

By 

Name: Brian Sawyer

Title: Staff Representative
Telecommunications & Technologies

Avaya LLC

By 

Name: Danielle Bagatta

Title: Legal Director &
Assistant Corporate Secretary