



Financial Incentive Notice

Avaya LLC (350 Mt. Kemble Avenue, Morristown, NJ 07960, USA) and its [subsidiaries / affiliates](#) (hereafter “Avaya” “we,” “us,” or “our”) from time to time offers programs, benefits, and other offerings to customers/prospective customers related to the collection, retention of Personal Information that may be deemed a “financial incentive” or “price or service difference” under the California Consumer Privacy Act (“CCPA”). These offerings may involve collecting identifiers from employees of customers/prospective customers who participate. We are providing you with this information so that you may make an informed decision on whether to participate in our programs. Examples of the programs we offer include:

- **Surveys:** We may offer employees of our customers/prospective customers opportunities to participate in surveys. In exchange for participation, you may be offered a financial incentive, such as a discount or a coupon. As part of these surveys, we may collect Personal Information, such as your name, email address, phone number, technology use experiences and other responses to the survey questions. Participation in surveys is governed by the applicable terms and conditions for the survey, which will also describe any financial incentives associated with that survey and how to participate. You can terminate participation at any time as will be explained in the survey terms. Our good-faith estimate of the value of your Personal Information is the value of the benefit we offer to you. We have calculated such value by using the expense related to the benefit.
- **Limited-Time Promotions or Sweepstakes:** From time to time, we may offer incentives limited to a specific time period, such as limited-time sweepstakes, contests and other promotions. In exchange for your participation in these promotions, you may be offered a financial incentive, such as a prize. As part of these limited-time promotions or sweepstakes, we may collect your Personal Information, such as your name, email address, and phone number. Participation in a limited-time offer or promotion is governed by the applicable terms and conditions for the program (e.g., Sweepstakes Rules and Prize Acceptance Agreements), which will also describe any financial incentives associated with the promotion and how to participate. You can terminate participation at any time as will be explained in the program terms. The value of your Personal Information will be disclosed in the promotions terms.

By participating in any of the above promotional programs, you agree that the benefits are reasonably related to the value of the Personal Information collected and retained.

Participation in our promotional programs is always optional, and you can terminate program participation at any time as explained in the applicable program terms. You can also contact us at dataprivacy@avaya.com to unsubscribe or cancel your participation in any program.