



2018 Annual Open Enrollment

The Annual Open Enrollment Period — Online Only — Is Underway

Distributed to US Management Employees*

ONLINE ONLY:

September 25, 2017 –
October 15, 2017

ONLINE AND BY PHONE:

October 16, 2017 –
October 27, 2017

A wide-angle photograph of a vast lavender field with rows of purple flowers stretching towards the horizon. Two solitary trees stand in the distance under a clear sky.

click here to view
your annual open enrollment materials

(presentation includes sound — make sure your volume is at a reasonable level)

A close-up shot of a person's hands typing on a laptop keyboard, with the laptop screen visible in the background.

You can review all of your 2018 enrollment materials online.

Please consider the environment before printing these materials.

Click here to bypass the presentation, and go directly to the annual open enrollment information on the **BenefitAnswers Plus** website.

*For purposes of employee benefits, the term “Management Employee” is used to describe anyone who is eligible for plans with the management plan design. It refers to US-based Nokia employees who are not US union-represented employees covered under the terms of their applicable bargaining agreement.

2018 annual open enrollment materials will be posted to the [BenefitAnswers Plus website](#) for your reference.