



# 2018 Annual Open Enrollment

Get Ready for the Annual Open Enrollment Period

Distributed to US Management Employees\*

## ONLINE ONLY:

September 25, 2017 –  
October 15, 2017

## ONLINE AND BY PHONE:

October 16, 2017 –  
October 27, 2017

# click here to get ready

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



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 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.

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