




# 2022 annual open enrollment

It's almost time to enroll in your 2022 benefits

Distributed to US employees\*

A photograph of a park in autumn. Sunlight filters through trees with yellow and orange leaves, casting long shadows on a path covered in fallen leaves.

Annual open enrollment starts  
October 11, 2021, at 9:00 a.m., ET

A photograph of a wooden park bench on a paved path. The background shows a field and trees under a twilight sky with purple and orange hues.

This year, you may enroll in your 2022 Nokia health and welfare benefits online and by phone:

**Monday, October 11, 2021 –  
Friday, October 22, 2021**

**Note: This is a two-week enrollment period.**

**Starting on October 11, 2021,  
at 9:00 a.m., ET:**

- Go to [benefitanswersplus.com](https://benefitanswersplus.com) for annual open enrollment communication materials
- Go to [digital.alight.com/nokia](https://digital.alight.com/nokia) for personalized benefits and cost information and to make any changes to your coverage for 2022

\*Eligible employees under the US active management plan design

2022 annual open enrollment materials will be posted to the BenefitAnswers Plus website for your reference, starting on October 11, 2021.