




2022 annual open enrollment

Get ready to enroll in your 2022 benefits

Distributed to US employees*

A photograph of a small white boat on a calm lake at sunset. The sky is a vibrant orange and yellow, with the sun low on the horizon. The boat is in the foreground, and its reflection is visible in the water. In the background, there are silhouettes of trees and a distant shoreline.

Get ready for
annual open enrollment

A photograph of a red kayak on a lake at sunset. The kayak is in the foreground, and a paddle is visible. The water is dark blue, and the sky is a mix of orange and blue. The sun is low on the horizon, creating a reflection on the water.

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

October 11, 2021 –
October 22, 2021

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

Starting on October 11, 2021,
visit the BenefitAnswers Plus
website for information about
your 2022 Nokia benefits.

*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.