




2023 annual open enrollment

It's almost time to enroll in your 2023 benefits

Distributed to US active employees



Annual open enrollment starts
October 24, 2022,
at 9:00 a.m., ET



This year, you may enroll in your 2023 Nokia health and welfare benefits online and by phone:

**Monday, October 24, 2022 –
Friday, November 4, 2022**

Note: This is a two-week enrollment period.

**Starting on October 24, 2022,
at 9:00 a.m., ET:**

- Go to benefitanswersplus.com for annual open enrollment communication materials, including details about the new medical options
- Go to digital.alight.com/nokia for personalized benefits and cost information and to make any changes to your coverage for 2023