



2020 Annual Open Enrollment

Get Ready for the Annual Open Enrollment Period

Distributed to US Management Employees*

find out what's
happening so
you will be ready

visit the BenefitAnswers Plus website

The annual open enrollment period for your
2020 Nokia health and welfare benefits coverage is:

Online-only enrollment:

October 14, 2019 – October 20, 2019

Online and phone enrollment:

October 21, 2019 – November 1, 2019

click here ▶

*For purposes of employee benefits, the term "Management Employee" is used to describe anyone who is eligible for plans with the active management plan design. It generally refers to US-based Nokia employees who are not union-represented employees covered by a collective bargaining agreement. It excludes individuals who are otherwise excluded from eligibility under the terms of the plans.

2020 annual open enrollment materials will be posted to the [BenefitAnswers Plus website](#) for your reference.