

Annual open enrollment starts
October 9, 2023, at 9:00 a.m., ET



This year, you may enroll in your 2024 Nokia health and welfare benefits online and by phone:

**Monday, October 9, 2023 –
Friday, October 20, 2023**

Note: This is a two-week enrollment period.

**Starting on October 9, 2023,
at 9:00 a.m., ET:**

- Go to benefitanswersplus.com for annual open enrollment communication materials
- Go to digital.alight.com/nokia for personalized benefits and cost information, and to make any changes to your coverage for 2024

