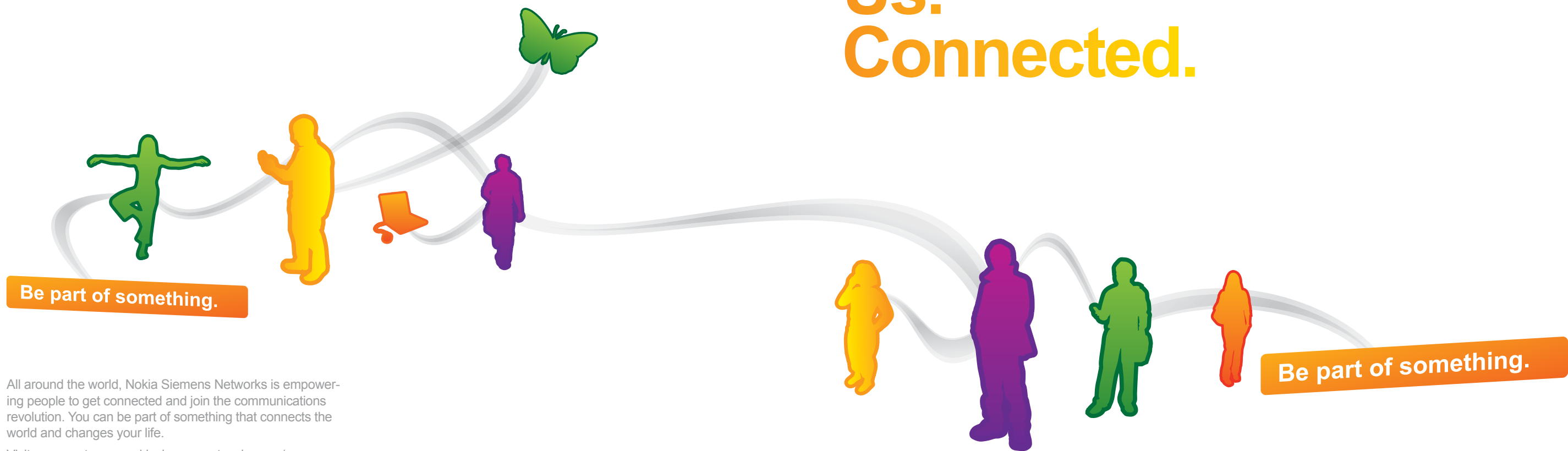


You. Us. Connected.



All around the world, Nokia Siemens Networks is empowering people to get connected and join the communications revolution. You can be part of something that connects the world and changes your life.

Visit us now at www.nokiasiemensnetworks.com/careers

We are a company of 60,000 individuals, furthering ourselves personally and professionally, united in a larger cause. Together we are working to help billions of people live better, more connected lives. We invite you to join us in our mission – to be part of something that is shaping the future of communications.

Be part of something.

...that connects you to the world...

With employees and operations in over 150 countries, we are truly an international company, with thousands of teams working daily in practically every time zone.

You can lead a conference call with Helsinki in the morning, and participate on a Beijing video conference in the afternoon. At Nokia Siemens Networks, you will be able to engage with people from around the world, providing valuable opportunities to share and exchange ideas, values and cultures.

Through the use of advanced tools and applications supporting virtual teaming, collaboration, and remote working, Nokia Siemens Networks provides more opportunities to create your ideal work environment and facilitates the development of global work teams within the organization.

This means you have an infrastructure in which to work and grow, operating by the key ethos of the company: connectivity.

From Argentina to Zambia, USA to Japan, we take strength from the shared values of a diverse workforce that circles the globe.

...and takes you on a journey....

With our Internal Job Marketplace you'll be able to view NSN employment opportunities available in different countries around the world.

The world is your neighborhood, and we have a connected network of locations and people in every corner of the globe. We are uniquely positioned to offer you more job mobility and work flexibility.

That means you'll have the opportunity to experience the world – be it a video conference call to Paris or a three-month assignment to Singapore. Recognizing the importance of international experience, Nokia Siemens encourages international career assignments with employment policies designed to facilitate and not inhibit job mobility within the company.

In addition, international short-term and long term delegations providing challenging assignments in other countries can also be part of your personal development plan.

Take on a challenging new position in the rapidly developing China market, or perhaps lend your expertise to a global team based in Munich for a three-month summer assignment.

Combine these opportunities with collaborative technologies such as mobile email, instant messaging and other communication solutions, and you'll experience a high degree of workplace flexibility.

Our business is about making the world a smaller, closer place, bringing people and cultures together. By being a member of the Nokia Siemens Networks family, you'll have the opportunity to experience more of that world first hand.



Be part of something.

...that cares about your lifestyle.

Our employment policies and healthcare services are in place to give you the support you need, when you need it.

We recognize that life is more than just working. It's watching your son or daughter play soccer, or taking your partner to a U2 concert. It's making sure your dad gets to his doctor visit, or staying home when your child has the flu. A successful life is a balanced one, and whether you're telecommuting from home or working in an office, your well-being is important to us.

We have a comprehensive occupational health and safety policy, and offer life and medical insurance benefits. Our retirement plans and programs are designed to encourage employee participation and savings to

meet long-term retirement objectives. We even offer you flexibility to take unpaid time off for health and other personal reasons.

In addition, Nokia Siemens Networks offers a flexible work from home employment policy, providing many employees the opportunity to work a few days from home each week based on their tenure and job requirements.

We recognize the value of a healthy and happy workforce, for the good of your future, and ours.

Modern communications have a productive and positive impact on society, supporting the advancement of people around the world. With this impact comes a unique opportunity and responsibility, which we take seriously. We encourage our employees as well as our customers to be ecologically aware. And we lead by example.

Our commitment to the environment extends into activities such as the Green Networks System Technology Development, a research project that aims to reduce data center and network power consumption by 30%.

We developed the Flexi Base Station, which consumes 70% less energy than previous models and won the prestigious Best Network Technology Advance at the GSMA Global Mobile Awards.

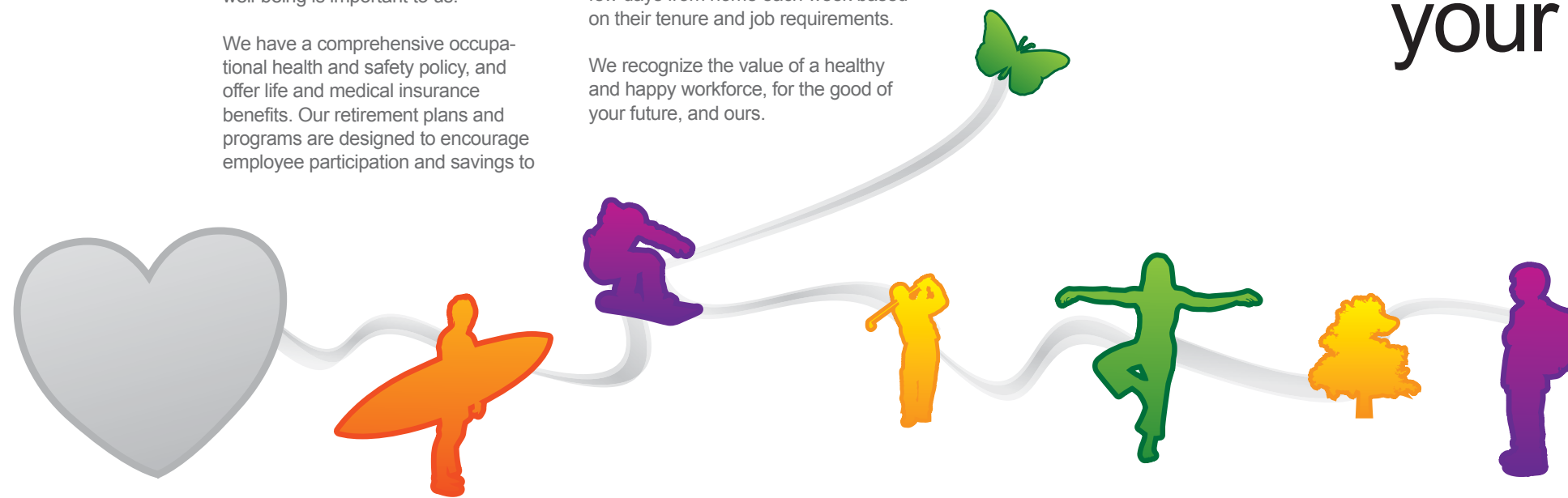
Our Village Connection program is bringing valuable services and information to remote parts of Africa that had been missed by the communications revolution. It makes it easy and cost-effective for villages to be connected to the rest of the world, and we were happy to have this program honored for Excellence in Innovation at

the 2nd annual National Telecom Awards.

As a next-generation company we're always thinking about the future – of our employees and our planet.

...and cares about your community...

We have an ambitious environmental agenda, with the long-term goal of reducing carbon emissions to zero.



Be part of something.

...that helps you build your career...

We'll give you the training you need to meet the challenges of a dynamic industry. We're committed to providing you with the tools and materials that will help you develop your career and personal growth.

Our Integrated People Management program has managers engaged with employees to help them in their career growth process. Our annual Personal Development Plans allow managers to assess each employee's individual opportunity in personal and professional advancement.

Success 4 You is a semiannual performance management tool and process providing the opportunity for employee and manager to define individual, team and department objectives, and provide measurement and feedback on achievement.

We're establishing programs to pinpoint employees with talent potential – and put them in Succession Planning to help prepare them for future leadership and executive roles. We're developing plans to foster team effectiveness, mentoring programs, and management and leadership training.

When you join Nokia Siemens Networks, there's no reason to stop learning, growing, or discovering.

Our Global Academy, has training facilities in more than 40 countries, offering over 2,000 courses in nine languages.

Whether it's helping develop Long Term Evolution (LTE) technology, EDGE evolution, High-Speed Downlink Packet Access (HSDPA), or 4G concept prototypes, you could be working at the forefront of communication innovation.

At the Next Generation Technology Lab in Dallas, Texas, you could be helping with the company's LTE development and deployment plans, conducting trials with local providers to meet the requirements of their markets.

The Innovation Forum is an industry leader in promoting technological advancement, creating virtual networks

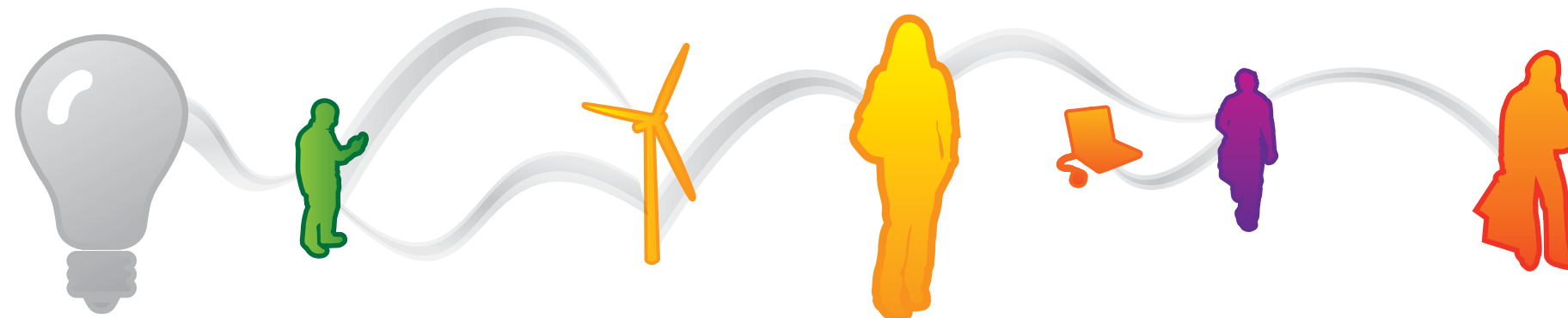
between architects, designers and managers at an early stage in new product development.

We offer support with our Innovation Board, which invites proposals from all reaches of the company for possible investment. Idea Management Tools allow all employees the opportunity to submit provocative ideas for funding consideration.

Our commitment to investing in research and development means you'll have the tools to help create the next generation of technologies, products, services and solutions.

We have Innovation Theme days and fairs with external experts, because we're always open to ideas. We prize innovation. After all, our business was built on it.

... and shapes the future of technology.



Be part of something...

That makes a difference

Unique Special New
Global Together Cutting edge

Big That matters Green
With a future Stimulating

That's right for you

Better With history