

November 2007

## Hoax messages on Nokia recruitment

There have been some emails circulating that claim to offer employment at Nokia, but have been sent via parties that are not associated with Nokia in any way. Therefore, these so-called job offers do not in any way suggest an offer of employment by Nokia. Nokia does not offer employment directly via email if no prior contact has been made with the candidate (e.g. interviews and/or assessments).

Please note that replying to such emails or taking the requested actions could lead to your personal information being misused by the originators of the message or others.

If you have received an unsolicited job offer which seems to be coming from Nokia and/or you doubt the validity of any correspondence concerning an offer of employment at Nokia, please contact Nokia Human Resources directly through this channel: <http://www.nokia.com/A4122038>