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**Nokia își continuă strategia de aliniere a forței de muncă și operațunilor**

**Următoarea etapă în procesul de îmbunătățire a eficienței în producție, în cadrul diviziei Location & Commerce și funcțiunilor suport**

Espoo, Finlanda - Nokia a anunțat astăzi planurile sale de completare a acțiunilor menite să alinieze operațiunile cu dimensiunea forței de muncă. Măsurile susțin atât execuția strategiei companiei, cât și realizarea obiectivelor privind economiile, anunțate la începutul acestui an, țintind de asemenea creșterea eficienței și vitezei organizației.

La începutul anului, Nokia a anunțat schimbări concentrate cu preponderență pe alinierea operațiunilor sale de Cercetare&Dezvoltare în segmentul Dispozitivelor Inteligente și cel al Telefoanelor Mobile. Astăzi compania a anunțat următoarea fază de aliniere operațională care include planuri privind reduceri în segmentul producției, în cadrul diviziei Location & Commerce și funcțiunilor suport.

Nokia intenționează ajustarea capacităților de producție și revigorarea operațiunilor de producție, pentru a servi mai bine rețeaua globală de clienți, parteneri și furnizori după cum urmează:

* Concentrarea producției de telefoane cu capabilități de bază în acele fabrici care beneficiază de o poziționare optimă față de furnizori și piețele cheie. Ca rezultat, Nokia intenționează să închidă capacitățile de producție din Cluj, România, până la sfârșitul anului 2011, întrucât fabricile Nokia de mare volum din Asia asigură beneficii mai mari in privința proximității și eficienței.
* Revizuirea rolului pe care îl au, pe termen lung, operațiunile de producție din Salo, Finlanda, Komarom, Ungaria și Reynosa, Mexic. Este de așteptat ca aceste fabrici să continue să aibă un rol important în servirea clienților de dispozitive smartphone din Europa și America de Nord dar planul este ca acestea să se concentreze pe clienți, software dedicat în mod specific piețelor și personalizarea pachetelor de vânzare. Se estimează că aceste schimbări vor avea un impact asupra personalului în anul 2012 dar fără impact în 2011. Nokia va iniția discuții cu reprezentanții angajaților și stakeholderii din aceste fabrici și se așteaptă să aibă o imagine mai precisă privind posibilul impact asupra forței de muncă în primul trimestru al anului 2012.

Nokia a anunțat anterior planurile sale de a crea o divizie de Location & Commerce prin consolidarea activelor de localizare, incluzând NAVTEQ și operațiunile Nokia de servicii sociale pentru localizare. Ca parte a consolidarii acestei divizii, Nokia a identificat potențiale sinergii și oportunități de creștere a eficienței, prin automatizare. Location & Commerce este responsabilă pentru livrarea celui mai bun conținut digital din lume în privința cartografierii, a platformei de localizare și a experienței de localizare socială. Nokia a planificat concentrarea eforturilor de dezvoltare pe direcția Location & Commerce în Berlin, Boston și Chicago și alte centre de suport și intenționează închiderea operațiunilor din Bonn, Germania și Malvern, Statele Unite.

Nokia începe, de asemenea, consultări cu angajații din Vânzări, Marketing și funcțiuni de tip corporație în linie cu anunțul făcut de în data de 27 aprilie 2011.

“Înregistrăm un progres solid către îndeplinirea strategiei noastre iar aceste noi schimbări planificate ne vor ajuta să ne poziționăm ca un jucător mai dinamic, mai îndrăzneț și mai eficient”, a spus Stephen Elop, Președinte și CEO al Nokia. “Trebuie să facem pași dureroși, dar necesari, pentru a alinia forța de muncă și operațiunile cu direcția noastră de evoluție.”

“Europa este un element central al viitorului Nokia. Pe lângă sediul nostru central , avem o prezență puternică pe zona de Cercetare & Dezvoltare în Europa. Avem patru centre majore de Cercetare & Dezvoltare în Finlanda și două în Germania, precum și Centrele de Cercetare Nokia și alte centre de suport în Europa. Nokia păstrează de asemenea o prezență locală puternică prin intermediul birourilor de vânzări din întreaga regiune precum și operațiunilor din Salo și Komarom”, a adaugat Elop.

Estimăm că intenția de a închide fabrica din Cluj, împreună cu ajustările din cadrul operațiunilor de distribuție și livrare vizează aproximativ 2.200 de angajați. Schimbările planificate în cadrul diviziei Location & Commerce ar putea afecta aproximativ 1.300 de angajați. Aceste reduceri de personal vin în completarea măsurilor anunțate în aprilie și sunt programate să se producă până la sfârșitul anului 2012.

În conformitate cu valorile companiei, Nokia va oferi angajaților afectați de reducerile planificate un program complex de sprijin. Nokia rămâne hotărâtă să acorde sprijinul său pentru angajați și comunitățile locale pe parcursul acestei schimbări dificile.

[**Despre Nokia**](http://www.nokia.com/)Nokia ajută oamenii să se conecteze la ceea ce contează pentru ei, îmbinând tehnologii avansate cu servicii personalizate. În fiecare zi, peste 1,3 miliarde de oameni comunică între ei prin terminale Nokia – de la telefoane mobile accesibile, optimizate pentru voce, la smartphone-uri avansate, conectate la internet, comercializate în aproape toate pieţele din lume. Prin intermediul serviciilor noastre, utilizatorii se pot bucura şi de acces la hărţi şi navigaţie pe telefonul mobil, un magazin de aplicaţii care creşte rapid, un catalog tot mai extins de muzică digitală, email gratuit şi multe altele. NAVTEQ (companie deţinută de Nokia) este lider în domeniul hărţilor digitale detaliate şi al serviciilor de navigaţie, în timp ce Nokia Siemens Networks oferă echipamente, servicii şi soluţii pentru reţele de comunicaţii globale.

***FORWARD-LOOKING STATEMENTS*** *It should be noted that certain statements herein which are not historical facts are forward-looking statements, including, without limitation, those regarding: A) the expected plans and benefits of our strategic partnership with Microsoft to combine complementary assets and expertise to form a global mobile ecosystem and to adopt Windows Phone as our primary smartphone platform; B) the timing and expected benefits of our new strategy, including expected operational and financial benefits and targets as well as changes in leadership and operational structure; C) the timing of the deliveries of our products and services; D) our ability to innovate, develop, execute and commercialize new technologies, products and services; E) expectations regarding market developments and structural changes; F) expectations and targets regarding our industry volumes, market share, prices, net sales and margins of products and services; G) expectations and targets regarding our operational priorities and results of operations; H) expectations and targets regarding collaboration and partnering arrangements; I) the outcome of pending and threatened litigation; J) expectations regarding the successful completion of acquisitions or restructurings on a timely basis and our ability to achieve the financial and operational targets set in connection with any such acquisition or restructuring; and K) statements preceded by "believe," "expect," "anticipate," "foresee," "target," "estimate," "designed," "plans," "will" or similar expressions. These statements are based on management's best assumptions and beliefs in light of the information currently available to it. Because they involve risks and uncertainties, actual results may differ materially from the results that we currently expect. Factors that could cause these differences include, but are not limited differ materially from the results that we currently expect. Factors that could cause these differences include, but are not limited to: 1) our ability to succeed in creating a competitive smartphone platform for high-quality differentiated winning smartphones or in creating new sources of revenue through our partnership with Microsoft; 2) the expected timing of the planned transition to Windows Phone as our primary smartphone platform and the introduction of mobile products based on that platform; 3) our ability to maintain the viability of our current Symbian smartphone platform during the transition to Windows Phone as our primary smartphone platform; 4) our ability to realize a return on our investment in MeeGo and next generation devices, platforms and user experiences; 5) our ability to build a competitive and profitable global ecosystem of sufficient scale, attractiveness and value to all participants and to bring winning smartphones to the market in a timely manner; 6) our ability to produce mobile phones in a timely and cost efficient manner with differentiated hardware, localized services and applications; 7) our ability to increase our speed of innovation, product development and execution to bring new competitive smartphones and mobile phones to the market in a timely manner; 8) our ability to retain, motivate, develop and recruit appropriately skilled employees; 9) our ability to implement our strategies, particularly our new mobile product strategy; 10) the intensity of competition in the various markets where we do business and our ability to maintain or improve our market position or respond successfully to changes in the competitive environment; 11) our ability to maintain and leverage our traditional strengths in the mobile product market if we are unable to retain the loyalty of our mobile operator and distributor customers and consumers as a result of the implementation of our new strategy or other factors; 12) our success in collaboration and partnering arrangements with third parties, including Microsoft; 13) the success, financial condition and performance of our suppliers, collaboration partners and customers; 14) our ability to source sufficient quantities of fully functional quality components, subassemblies and software on a timely basis without interruption and on favorable terms, including the disruption of production and/or deliveries from any of our suppliers as a result of adverse conditions in the geographic areas where they are located; 15) our ability to manage efficiently our manufacturing, service creation, delivery and logistics without interruption; 16) our ability to ensure the timely delivery of sufficient volumes of products that meet our and our customers' and consumers' requirements and manage our inventory and timely adapt our supply to meet changing demands for our products; 17) any actual or even alleged defects or other quality, safety and security issues in our products; 18) any actual or alleged loss, improper disclosure or leakage of any personal or consumer data collected or made available to us or stored in or through our products; 19) our ability to successfully manage costs, including our ability to achieve targeted costs reductions and to effectively and timely execute related restructuring measures, including personnel reductions; 20) our ability to effectively and smoothly implement the new operational structure for our businesses; 21) the development of the mobile and fixed communications industry and general economic conditions globally and regionally; 22) exchange rate fluctuations, including, in particular, fluctuations between the euro, which is our reporting currency, and the US dollar, the Japanese yen and the Chinese yuan, as well as certain other currencies; 23) our ability to protect the technologies, which we or others develop or that we license, from claims that we have infringed third parties' intellectual property rights, as well as our unrestricted use on commercially acceptable terms of certain technologies in our products and services; 24) our ability to protect numerous Nokia, NAVTEQ and Nokia Siemens Networks patented, standardized or proprietary technologies from third-party infringement or actions to invalidate the intellectual property rights of these technologies; 25) the impact of changes in government policies, trade policies, laws or regulations and economic or political turmoil in countries where our assets are located and we do business; 26) any disruption to information technology systems and networks that our operations rely on; 27) unfavorable outcome of litigations; 28) allegations of possible health risks from electromagnetic fields generated by base stations and mobile products and lawsuits related to them, regardless of merit; 29) our ability to achieve targeted costs reductions and increase profitability in Nokia Siemens Networks and to effectively and timely execute related restructuring measures; 30) Nokia Siemens Networks' ability to maintain or improve its market position or respond successfully to changes in the competitive environment; 31) Nokia Siemens Networks' liquidity and its ability to meet its working capital requirements; 32) whether Nokia Siemens Networks is able to successfully integrate the acquired assets of Motorola Solutions' networks business, retain existing customers of the acquired business, cross-sell Nokia Siemens Networks' products and services to customers of the acquired business and otherwise realize the expected synergies and benefits of the acquisition; 33) Nokia Siemens Networks' ability to timely introduce new products, services, upgrades and technologies; 34) Nokia Siemens Networks' success in the telecommunications infrastructure services market and Nokia Siemens Networks' ability to effectively and profitably adapt its business and operations in a timely manner to the increasingly diverse service needs of its customers; 35) developments under large, multi-year contracts or in relation to major customers in the networks infrastructure and related services business; 36) the management of our customer financing exposure, particularly in the networks infrastructure and related services business; 37) whether ongoing or any additional governmental investigations into differ materially from the results that we currently expect. 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