

EMPLOYMENT CERTIFICATE

On request, I certify that **Wael Mohd Ali Awad** (born on 20.06.1974) has been employed by Nokia Oyj since 01.04.1996 and Nokia Siemens Networks Oy during 01.04.2007-15.06.2012. Wael Awad has transferred to Nokia Siemens Networks Oy from Nokia Oyj due to transfer of business.

Wael Awad has worked at Nokia Oyj in the following positions:

- Harjoittelija
- Ohjelmistosuunnittelija
- Software Designer
- R&D Engineer
- Senior Software Engineer
- R&D Manager

Wael Awad has worked at Nokia Siemens Networks Oy in the following positions:

- R&D Manager
- R&D Manager, Software

While working as R&D Manager, Software during 01.09.2007-15.06.2012, his duties have included development team line management responsibilities in an SW R&D department:

- Recruitment: Position definition & publishment, interviews, selections, security checks, starting the employment.
- Employment contracts, fixed term, permanent, and temporary (e.g., Duty-on-call). End of employment arrangements.
- Job descriptions of the employees.
- Induction of the newcomers.
- People leadership process: Objective definition, Achievement Review, Performance Evaluation, Personal Devel. Plan, Personal Improvement Plan.
- Recognition and rewarding.
- Corrective actions in performance issues.
- Information sharing related to work, and to the company and the industry issues.
- The wellbeing of the subordinates: Supporting actions, observation of the disturbances, adjusting the work accordingly.

**Nokia Siemens
Networks**



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- Subordinates' time-off arrangements: Vacations, sick leaves, study leaves, parental leaves, backups, etc.
- Overtime , special projects, and duty-on-call arrangements.
- Ensure team charters, team work development, etc.
- Participation in the R&D Unit level leadership: Action planning & managing the plan implementation, decision making, process development, results follow-up, Short Term Plan (STP) and Long Range Plan (LRP), subcontracting, etc.



Wael Awad has performed his duties with excellent working skills and immaculate behavior.

The reason for the termination of the employment relationship is employee's resignation.

Nokia Siemens Networks Oy
Human Resources


Susanna Koskelainen
Human Resources Specialist