

Trasmissione via pec

Lavoro, Welfare e Capitale umano
Area Sindacale

Spettabile
MINISTERO DEL LAVORO
DG TUTELA DELLE COND. DI
LAVORO – DIV. VIII
Via Forno 8
ROMA

Spettabili
FISTEL CISL
c.a. Sig. Giorgi
SLC CGIL
c.a. Sig. Carchidi
UILCOM UIL
c.a. Sig. Gozzo
Segreterie Nazionali

Milano, 2 luglio 2019
Prot. n. 1194 – MECC – FP/er

Spettabili
FISTEL CISL
SLC CGIL
UILCOM UIL
MONZA E BRIANZA
ROMA
SALERNO
TRIESTE

Spettabile
POLIS-LOMBARDIA
Istituto regionale per il supporto alle
politiche della Lombardia
Via Taramelli, 12
MILANO

E p.c.
Spettabile
NSN ITALIA SPA
Via Roma, 108
Cassina dè Pecchi

Oggetto: Licenziamento collettivo per riduzione del personale - comunicazione ai sensi degli artt. 24, comma 1, e 4, comma 2, L. 23.7.1991, n. 223, e successive modifiche.

Riceviamo e trasmettiamo quanto segue.

“La società **Nokia Solutions Networks Italia S.p.A.** (di seguito anche “la Società” o “Nokia”), con sede legale in Milano, Piazzale Biancamano, n. 8, ai sensi e per gli effetti della legge 23 luglio 1991, n. 223, e successive modificazioni, si vede costretta a comunicare la necessità di procedere ad una riduzione collettiva di personale per i motivi di seguito precisati.



1) STRUTTURA ORGANIZZATIVA DELLA SOCIETA'

Nokia si occupa di progettazione, produzione, sviluppo di tecnologie per le reti pubbliche fisse e mobili, nonché per le reti aziendali voce e dati oltre a piattaforme software per la gestione intelligente delle reti, la valorizzazione delle applicazioni, le soluzioni per il cloud e la virtualizzazione. La Società si occupa altresì di commercializzazione delle reti di comunicazione elettronica nonché di impianti, sistemi e apparati nei settori delle telecomunicazioni, delle comunicazioni elettroniche, della telematica e dell'informatica.

La Società è articolata in quattro unità produttive ubicate a Vimercate (MB), Roma, Battipaglia (SA) e Trieste, occupando complessivamente alla data del 1° luglio 2019, n. 1350 risorse (inclusi i dirigenti). Con particolare riferimento alle unità produttive di Vimercate, Roma, Battipaglia e Trieste coinvolte nella presente procedura di riduzione collettiva di personale, la popolazione aziendale è così composta:

- Vimercate: 1120 dipendenti, di cui 157 dirigenti, 593 quadri, 370 impiegati;
- Roma: 184 dipendenti, di cui 34 dirigenti, 97 quadri e 53 impiegati;
- Battipaglia 30 dipendenti, di cui 2 dirigenti, 18 quadri, 10 impiegati;
- Trieste 16 dipendenti, di cui 5 quadri, 11 impiegati.

Nell'azienda trovano applicazione il CCNL per le imprese esercenti servizi di telecomunicazione nonché il CCNL di Aziende Produttrici di Beni e Servizi per i Dirigenti.

La Società è organizzata in sei Business Groups principali e sette settori a supporto del *business*, ovvero i Corporate Functions.

Più specificamente, i Business Groups sono i seguenti:

- i. Fixed Networks (FN);
- ii. Global Services (GS)
- iii. IP&Optical Networks (ION)
- iv. Mobile Networks (MN)
- v. Nokia Enterprise
- vi. Nokia Software (NSW)

I Corporate Functions sono di seguito elencati:

- i. Bell Labs and CTO
- ii. Chief Financial Office (CFO)
- iii. Nokia Operations (NOPS)
- iv. Customer Operations EMEA & APAC
- v. Human Resources (CHRO)
- vi. Legal & Compliance (CLO)
- vii. Marketing & Corporate Affairs (MCA)

Entrambi i Business Groups ed i Corporate Functions sono suddivisi in Aree Organizzative che, a loro volta, si articolano in Funzioni alle quali sono addetti i dipendenti con specifiche mansioni assegnate.

Al riguardo, si allega il prospetto riepilogativo dell'intera popolazione aziendale di Nokia, suddivisa per unità produttive, Business Groups e Corporate Groups, nonché Aree



Organizzative e Funzioni, ed ordinata all'interno delle funzioni di appartenenza in base alle mansioni, identificate dal "position text" (All. 1).

2) MOTIVI CHE DETERMINANO LA SITUAZIONE DI ECCEDEXENZA

Come è noto, nel corso del 2016 il Gruppo Nokia ha acquisito il Gruppo Alcatel-Lucent; a seguito dell'acquisizione è stato portato avanti un processo di integrazione volto a razionalizzare le risorse al fine di poter meglio beneficiare delle sinergie di gruppo.

Nell'ambito di tale processo, Alcatel-Lucent Italia S.p.A. è stata recentemente incorporata in Nokia Solutions and Networks Italia S.p.A. con conseguente passaggio alla data del 1 gennaio 2019 di tutto il personale della prima società alle dipendenze della seconda.

Completato il processo di integrazione dei due Gruppi, si è posta l'esigenza, sia a livello globale che locale, di attribuire una nuova fisionomia alle singole società risultate dal suddetto processo onde consentire alle stesse di vincere la sfida della competizione globale.

Il mercato delle TLC è, infatti, attualmente interessato da una notevole tensione, in considerazione della forte competizione tra le aziende, derivante dalla necessità di assicurarsi, soprattutto in questa prima fase implementativa, una posizione di rilievo nel mercato del 5G, essendo le reti ed i prodotti pronti ad essere immessi sul mercato.

Nondimeno, la Società ha l'esigenza di consolidare la propria posizione negli altri settori di riferimento delle infrastrutture di telecomunicazioni in cui già opera, nonché di incrementare la propria penetrazione nei settori tecnologici emergenti quali quelli relativi a IoT e AI. A tale scopo il Gruppo Nokia ha inteso darsi una nuova fisionomia che permetta, per un verso, di reperire le risorse utili a realizzare gli investimenti necessari per competere nei suddetti mercati e, per altro verso, di continuare a sviluppare la capacità di rispondere in modo sempre più efficiente alle evoluzioni tecnologiche dei clienti.

In particolare in data 25 ottobre 2018 sono state illustrate le priorità del Gruppo, da perseguirsi in ciascuna azienda, ivi compresa quella italiana, declinate secondo più direttrici principali quali: mantenere la leadership nei propri settori di riferimento, migliorare i servizi di reti cognitive, innovare la propria offerta tramite l'augmented intelligence ed analytics, potenziare la penetrazione nei nuovi mercati tecnologici, migliorare l'attenzione al cliente e mantenere la leadership dei costi.

L'esigenza di raggiungere dette priorità comporta cambiamenti organizzativi che permettano di realizzare l'obiettivo globale di riduzione dei costi di 700 milioni di euro, da raggiungere tramite tutte le Società del Gruppo, complessivamente considerate, entro la fine del 2020.

Con particolare riferimento alla Società Italiana, in occasione dell'incontro tenuto con l'European Works Council in data 15 gennaio 2019, è stato comunicato che, con riferimento al 2019, sarebbero stati implementati interventi organizzativi volti a perseguire l'obiettivo di risparmio previsto fissato per l'anno 2019 attraverso iniziative mirate a :

- Semplificare i processi e gli strumenti, aumentare i livelli di automazione attraverso il ricorso alla digitalizzazione, ridurre i livelli organizzativi con conseguente contrazione della forza lavoro;
- Riorganizzare i processi di supporto delle funzioni centrali per raggiungere le migliori prestazioni in termini di costi;



- Concentrare gli sforzi di incubazione e ricerca a livello aziendale sui prodotti considerati strategici;
- Aumentare l'efficienza operativa accentrando i team di lavoro attualmente distribuiti su più territori in team globali o in hub dedicati, migliorandone l'economia di scala, la flessibilità e i tempi di risposta;
- Mantenere un'elevata attenzione alle spese generali in un'ottica di contenimento complessivo dei costi.

L'esigenza di ristrutturazione e di risparmio dei costi è avvertita dalla nostra Società in modo particolare anche alla luce dei risultati dei bilanci 2018 che hanno evidenziato una rilevante flessione dei ricavi delle vendite di entrambe le società.

L'anno che si è concluso ha, infatti, visto, per quanto attiene al mercato nazionale, un rilevante investimento economico da parte degli operatori telefonici nell'acquisto delle licenze del 5G e conseguentemente un'analoga riduzione degli stessi investimenti nello sviluppo delle infrastrutture di rete. Come conseguenza, nel corso del 2018, uno dei clienti principale di entrambe le società, ha ridotto gli investimenti nella rete in entrambi i comparti del mobile e del fisso, nell'ordine del 30% verso Nokia Solutions and Networks Italia e del 50% verso Alcatel-Lucent Italia.

Tale contingenza – unita al fisiologico fine vita di alcuni contratti con altri operatori- ha fatto sì che il fatturato delle due società si sia contratto nel 2018 nell'ordine del 26% rispetto all'esercizio precedente per Alcatel-Lucent Italia e del 32% per Nokia Solutions and Networks Italia, così realizzando una riduzione media del 27,5%.

In ragione di quanto sopra e visto anche il complesso contesto economico nazionale, si rende necessario implementare già nel 2019 il processo di razionalizzazione delle risorse (che andrà ulteriormente implementato nel 2020) determinato dall'esigenza di efficientamento, semplificazione, automazione, digitalizzazione, innovazione e centralizzazione a livello di Gruppo.

Per perseguire questi fini, Nokia si vede costretta a denunciare per l'anno 2019 un esubero nella misura indicata al punto 3 che segue.

- 3) NUMERO, COLLOCAZIONE AZIENDALE E PROFILI PROFESSIONALI DEL PERSONALE ECCELENTE**
Alla luce di quanto sopra illustrato, risultano esuberanti complessivi per 60 lavoratori. La loro collocazione aziendale ed il loro profilo professionale sono indicati nell'Allegato 1.
- 4) MOTIVI TECNICI, ORGANIZZATIVI E PRODUTTIVI PER I QUALI SI RITIENE DI NON POTER ADOTTARE MISURE IDONEE A PORRE RIMEDIO ALLA SITUAZIONE DI ECCELENZA ED EVITARE, IN TUTTO O IN PARTE, IL COLLOCAMENTO IN MOBILITÀ**

Il ricorso a strumenti alternativi al licenziamento non è percorribile essendo l'esubero strutturale. Non risulta pertanto percorribile il ricorso ad ammortizzatori sociali a al part-time, anche in considerazione della necessità di mantenere un'elevata efficienza operativa.



I dati relativi all'organico e all'esubero di personale qui denunciato sono aggiornati al 1° luglio 2019 e, pertanto, eventuali variazioni del personale dipendente potrà, se del caso, riverberarsi sul numero dei licenziamenti ritenuti necessari.

I tempi di attuazione del programma di mobilità saranno quelli immediatamente successivi all'esaurimento della presente procedura e comunque nell'ambito del termine di 120 giorni dalla sua chiusura.

La scrivente Società precisa che in azienda non sono riconosciute attribuzioni patrimoniali diverse da quelle previste dalla legislazione vigente e dalla contrattazione collettiva applicata ai propri dipendenti.

La presente viene trasmessa ad Assolombarda affinché provveda ad informare gli Enti competenti nonché le OO.SS. ai fini dell'espletamento dell'esame congiunto previsto dalla legge 223/1991.

Si resta a disposizione per gli incontri previsti dalla legge citata presso la sede di Assolombarda, Via Pantano n. 9, Milano.”

Distinti saluti

Il Responsabile dell'Area
Stefano Passerini

Riferimenti utili per comunicazione

- Fausto Panizzi (tel. 02.58370.399 – fax 02 58370.372)
- Segreteria Assolombarda (tel. 02 58370.348)

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	BG-CF	Area Organizzativa	Funzione N-3	Position TEXT	Organico	Personale In Esubero		
Battipaglia	NSW Nokia Software	NSW Global Business Center	NSW GBC Commercial Mgmt	NSW Tendering Manager	1			
				NSW GBC Global Services	Care Business Manager	1		
			NSW Core Services & Care	NSW CS&C Market Services EUR	Customer Solutions Architect	1		
					Project Manager EPOC	1		
					Technical Project Manager	1	1	
			NSW Applications Services & Care	NSW AS&C Digital Experience Monetization	Competence Center Lead	1		
					Head of Digital Experience - Monetization	1		
					Senior Solution Architect	1		
						Solution Engineer	2	1
						Technical Lead	2	
					Senior Domain Architect	1		
					Roll out Manager	3	1	
					IT Enterprise Architect	1		
					Care Program Manager	1		
					Customer Project Manager	1		
					Senior Customer Project Manager	1		
					Senior NPI	3		
					Technical Project Manager	2		
					IP/RAT CTS META Cluster Lead	1		
					Optics Customer Technical Advocate	1		
					NSP OMS gTAC Engineer	1		
					Senior NPI	1		
					Technology Professional Optics NMS	1		
			ION EUR RBC1					
			ION S OTEC					
			ION S TAC					
Battipaglia Total					30	3		
Roma	NSW Nokia Software	HR Nokia EDU	HR EDU MN Tribe	Head of Nokia EDU MN & NSW Unit	1			
				IP-Platforms Business Dev Vodafone	1			
		NSW Global Business Center	NSW GBC Apps PreSales & Bus Dev	Market Development Manager	1			
				NSW GBC PreSales Europe Security	1			
				NSW Solution Consultant Europe/MED	1			
				NSW Tendering Manager	1			
				PreSales Domain Leader Security	1			
				Solution Architect	1			
				Cloud Core Sales	1			
				EZE Core Lead Sales Solution Manager	1			
				Europe Sales Manager(Cloud&Data Center)	1			
				Enterprise Software Sales	1			
		NSW GBC Enterprise Sales	NSW GBC Global Services	Care Program Manager	1			
				Care Technical Manager	1			
				Customer Program Manager	1			
					Customer Solutions Architect	2		
					NSW Europe Customer Delivery Manager	1		
					Senior Project manager	1		
					Solution Engineer	1		
					Account Manager	2		
					Global lead Vodafone Core	1		
					Account Manager, Renewal, EUR MED	1		
					Sr. Engineer, CSS Core IMS and LTE sol.	1		
			Care Program Manager	1				
			Customer Service Engineer	1				
			Senior Customer Service Engineer	1				
			Technical Project Manager	1				
			Domain Architect	2	1			
			Senior Solution Engineer	1				
			NSW Applications Services & Care					
			NSW AS&C Digital Experience Monetization					

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Unità Produttiva	BG/CF	Area Organizzativa	Funzione N-3	Posizioni TELIT	Organico	Personale in Esubero			
Roma	NSW Nokia Software	NSW Applications Services & Care	NSW AS&C Digital Experience Monetization	Solution Engineer	1				
				Technical Care Specialist	3				
				Technical Support Manager	1				
				NSW AS&C Network Management	2	2			
				GS Global Services	GS Services Portfolio Sales	GS SPS EUR	GS SPS EUR	1	
							GS SPS NPO & Analytics Sales	1	
							GS Global Service Delivery	1	
							GS SPS Field Force	1	
								1	
								1	1
								1	
								1	
								1	1
								1	
								1	
								1	
				GS Enterprise Services	GS Operate & Managed Services	GS ES Portfolio Sales	GS GSD GDC India	1	
							GS GSD HWSO	1	
							GS Network Cognitive Services	1	
							GS NCS Network Analytics	1	
							GS NCS Optimization Excellence	1	
							Business Product Lead	1	
							Business Product Lead	1	
							Business Product Lead Opt. and Transf.	1	
							Services Solution Manager	2	
							MS Strategy & Portfolio Director	1	
							Sales Analytics & Operations Manager	1	
							CO E&A Customer Operations EMEA & APAC	CO E&A Europe	CO E&A EUR BD & Operations
				CO E&A EUR Market Services	1				
				CO E&A EUR Market Services	1				
				BO Manager	1				
				Cost & Progress Manager	1				
				Project Manager LDO	2				
				Senior NPO Engineer	4				
				Senior Radio Engineer	6				
				Service Business Manager NI	1				
				Service Business Manager NPO & SI	1				
				Technical Project Manager	1				
				TRANSPORTATION INTERFACE MANAGER	1				
				CO E&A EUR Mediterranean	CO E&A EZE Sales Solutioning	CO E&A EZE S&S Global Sales Support	CO E&A EZE S&S Solution Architects	10	
							Account Manager	1	
							Account Manager IP	1	
							CT Head Angean	1	
							Head of SSO MU MED	1	
							SP&P Account Manager	1	
							Team Assistant	2	
							VP, Mediterranean	1	
Bid Manager	3								
CTO	1								
EZE Customer Solution Architect	2								
NOPS Nokia Operations	NOPS Nokia Business Services	NOPS NBS Integrated Supply Chain Mgmt	Customer Sales Solution Manager				1		
			Customer Sales Solution Manager MED	1					
			Radio Sales Solutions Manager	2					
			Technical Configuration Expert	1					
			Customer Supply Coordinator	1					
			GS Business Procurement Manager	1					
			Pricing Director	1					
			CE Resident Engineer	1					
			CE Resident Engineer	1					
			FN Italy Project Manager	1					
			FN OF Senior Project Manager	1					
			FN Project Manager	1					
FN Services Business Developer	1								
FN TEP&OPEN FIBER PIM	1								
FN TIM AE Senior Project Manager	1								

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Unità Produttiva	BG-CF	Area Organizzativa	Funzione N-3	Position TEXT	Organico	Personale in Esubero
Roma	FN Fixed Networks	FN RBC Europe	FN RBC EUR MED & TEF	FN TIM PBM	1	
				FN TIM Project Manager	1	
				FN TIM Services Senior Project Manager	2	
				PMO Professional	1	
				Project Manager	1	
				FSIN Transformation UT 100 System Integ	1	
			FN RBC EUR&MEA Ctrl CustEng&Presales	FN Customer Solution Architect	1	
				Head FN Care - South East & East Europe	1	
				Technical Project Manager FN	2	
		FN Services	FN S Care Deploy&Multivend	Project Manager	1	
			FN S CNS GD L2 3	Customer Care Engineer	1	
				Customer Technical Advocate	1	
				Technical Support Engineer	1	
	LC Legal & Compliance	LC Business	LC Business CO	Director Head of LRC Europe Market	1	
	NE Nokia Enterprise	NE Transportation Energy & Public Sector	NE TEPS Europe	Head of CT TEP5 Italy	1	
				Key Account Manager	2	
			NE TEP5 PSS Transportation Sales	TEP5 Transportation Sales Lead EMEA	1	
				Vertical Solution Expert	1	
		NE Large Enterprise & Webscale	NE LE&Web EUR & MEA	LE&WEB HEAD Italy-Croatia-Malta-Albania	1	
	ION IP Optical Networks	ION EUROPE RBC	ION EUR CD SEE UK&I	Customer Project Manager	1	
				PMO Professional	1	1
				Senior Care PM	1	
				Senior Customer Program Manager	1	
				Senior Customer Project Manager	1	
				Senior NPI	9	
				Technical Program Manager	1	
				Technical Project Manager	4	
				TPM IP	3	
			ION EUR IP BD&ConsEng	Consulting Engineer IP	1	
				IP Pre-Sales Engineer Vertical Market	2	
				IP Sales Engineer	1	
				IP Services Pre-Sales Engineer	1	
				Manager IP Services	1	
				Partner Sales Manager	1	
			ION EUR Opt BD&ConsEng	Cluster Optics Service Prima	1	
				Optical Service Bus Dev. & Sales Support	1	
				Optics Service Sales Support	1	
			ION EUR RBCL	IP Resident Engineer	1	
				Optics Customer Technical Advocate	1	
				Telecom Italia Optics Resident Engineer	1	
			ION EUR RegOps&PMO	PMO manager	1	
				Resources & Capabilities Management Mana	1	
		ION Emerging Markets	ION EM M&A RBC	Project Manager	1	
		ION Services	ION S GNE	Professional Services SW engineer	1	
				PROJECT LEADER 1354 GA PROJECT	1	
				SW Customization Engineer	3	
				Technical Project Manager	1	
Roma Total					184	8
Trieste	ION IP Optical Networks	ION COO	ION COO Supply Chain	Product Engineer	2	
				Supply Chain Program Manager	3	1
		ION Optics	ION Optics SWIM RD	Test Engineer	10	
				Test Engineering Manager	1	
Trieste Total					16	1
Vimercate	HR Human Resources	HR Operations	HR OPS HRConnection Europe	HR Operations Expert	2	

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Unità Produttiva	BG-CF	Area Organizzativa	Funzione N-3	Position TEXT	Organico	Personale in Esubero		
Vimercate	HR Human Resources	HR Operations HR Nokia EDU	HR OPS HRConnection Europe	Payroll Manager	2			
				Assistant	1			
				VP, NokiaEDU	1			
			HR EDU Business Office & Vendor Mgmt	Specialist Vendor Management	1			
			HR EDU Cust&Partn Learn Serv	Learning Solution Consultant	2			
			HR EDU Lrng Svcs Strategy & Deployment	Lab Manager	1			
				Specialist Trainer	1			
			HR EDU MN Tribe	Augmented and Virtual Reality Developer	1			
				Augmented and Virtual Reality sw dev	1			
				Head of AR/VR Squad Group	1			
				Learning Business Manager	1			
				Learning Specialist	2			
				Senior Instructional Designer	1			
			HR EDU Prod&Tech LearningSol	Learning Business Manager	1			
				Learning Consultant	2			
				NOKIA EDU Head of PTL5 (ION&FN)	1			
			HR EDU PTL5 Emp Learning&Development	EDU Stakeholder Manager for HR	1			
				HRBP SI	1			
			HR BP GS	HRBP Market Services Europe	1			
			HR BP CO	Country HR Manager	1			
			HR Regions	HR Reg Europe	1			
				EMPLOYED SOCIAL SERVICES	4			
				Head of HR Region Europe	1			
				HR Consultant	3	1		
				Labor Relation Manager	1			
			NSW Nokia Software	HR BP ION	HR BP ION	HRBP ION EMEA RBC VIDEO	1	
				NSW Global Business Center	NSW GBC Apps PreSales & Bus Dev	IP-Platform Business Dev Vodafone	1	
						IP-Platform Business Dev Vodafone	1	
						NSW GBC PreSales Europe Head of DD / DI	1	
						Sales Solution Manager Core	1	
						Solution Architect	1	
					NSW GBC Commercial Mgmt	Commercial Manager	1	
						NSW Europe Commercial Management Leader	1	
						NSW Pricing Manager	1	
						NSW Tendering Manager	1	
						NSW Tendering Specialist	1	
						Project Contract Manager	1	
					NSW GBC Core PreSales	Cloud and DC Sales -Business Development	1	
						Cloud Core Sales Solution Manager	2	
						Cloud Core Solutions MED Lead	1	
						E2E Core Lead Sales Solution Manager	1	
						Sales Program Lead	1	
					NSW GBC Global Services	Assistant	1	
						Case Program Manager	1	
						Case Technical Customer Advocate	1	
						Case Technical Manager	1	
						Customer Program Manager	2	
			Customer Project Manager	2				
			Customer Solutions Architect	1				
			NSW EUR Project Operations Control Mgr	1				
			Senior Customer Project Manager	3				
			Senior Project manager	2				
			Technical Project Manager	2				
		NSW GBC Mkt EUR	Account Manager	8	1			
			Global Account Manager -VP GCBT	1				

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Unità Produttiva	BG-CF	Area Organizzativa	Funzione N-3	Posizione TEXT	Organico	Personale in Esubero
Vimercate	NSW Nokia Software	NSW Global Business Center	NSW GBC Mkt EUR	NSW Account Manager	1	
				Sales Leader	1	
				Vodafone Global Account Manager	1	
			NSW GBC Operations	NSW GBC Business Operations (Europe)	1	
		NSW Core Services & Care	NSW CS&C Delivery Architecture Office	Subject Matter Expert	1	1
			NSW CS&C Global Core Care Delivery	Escalation/Incident Manager Europe	1	
				Manager, CS&C Core IMS and E2E solutions	1	
				Manager, Customer Technical Support	1	
				Sr. Engineer, CS&C Core IMS and E2E sol.	2	
			NSW CS&C Market Services EUR	Customer Project Manager	4	
				Customer Service Engineer	5	
				Lead Customer Project Manager	1	
				Lead E2E IP solution engineers	1	
				Lead Solution Engineer	2	
				Lead Technical Manager	1	
				Lead Technical Project Manager	2	
				Manager Center of Expertise	1	
				Project Manager	1	
				Senior Customer Project Manager	1	
				Senior Customer Service Engineer	13	
				Senior Solution Engineer	3	
				Service Business Manager	1	
				Solution Architect	2	
				Solution Engineer	1	
				Technical Project Manager	4	
		NSW Applications Services & Care	NSW AS&C Digital Experience Monetization	Competence Center Lead	2	
				Domain Architect	1	
				Solution Engineer	1	
				Technical Care Specialist	1	
				Technical Project Manager	1	
			NSW AS&C Digital Intelligence	Business Analyst	1	
				Senior SW Engineer	2	
				Solution Architect	1	
			NSW AS&C Digital Operations	Senior SW Engineer	1	
				Software Engineer	2	
				Solution Architect	1	
			NSW AS&C Network Management	Solution Engineer	2	
				Technical Lead	1	
			NSW AS&C Network SW/DN SON CB & ACE	Domain Architect	1	
			NSW AS&C Security Services	Customer Solutions Architect	1	
		NSW Chief Operating Office	NSW COO Adv Procurement&Supply Chain Eng	Advanced Procurement - Core Services	1	
		NSW Products	NSW Prod ProdM Eng & M	Product manager	1	
				VP, R&D Finance	1	
				CTC - CFO Italy	1	
	CFO Chief Financial Office	CFO Region EMEA & APAC	CFO Region EMEA&APAC Europe	Customer Team Controller	3	
				Financial Project Controller	4	2
				GC&T Controller	1	
				GS Region EUR Business Controller	1	
				Head of F&C Region South East	1	
				Head of F&A MU CECA/MED	1	
				Head of Region Projects	1	
				Internal Controls Manager	1	
				Market Unit CFO, East Europe	1	
				MU controller Mediterranean	1	

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	BG CF	Area Organizzativa	Funzione N-3	Position TEXT	Organico	Personale in Esubero
Vincerebbe	CFO Chief Financial Office	CFO Region EMEA & APAC	CFO Region EMEARAPAC Europe	Region Accounting Expert	1	
				Region F&C Assistant	1	1
		CFO Nokia Enterprise	CFO Nokia Enterprise EMEARAPAC	CT Controller TEP3 South	1	
		CFO Corporate Finance & Tax	CFO CF&T Regional Tax	Regional Tax Manager	1	
		CFO NSW		NSW Region Controller MEA	1	
			CFO NSW Offer Controlling	Offer control manager - Nokia Software	1	
		CFO MM		Business Controller	1	
			CFO MN X-Hval & HeIBAN	Business Controller	1	
		CFO FN	CFO FN Offer Control	FN Europe & MEA Offer Control Expert	1	1
			CFO FN Sales & FPA	Financial Analyst	1	1
		CFO ION	CFO ION Offer Control	ION Offer Controller	1	
			CFO ION Optics	Optics Controlling FP&A	1	
	GS Global Services	GS Deploy	GS Deploy Build Turnkey & Modernization	Site Engineering Manager	1	
			GS Deploy Execution Excellence	Head of Execution Excellence	2	
		GS COO		Head of Business Operations	1	
		GS Services Portfolio Sales	GS SPS EUR	Head of Services Sales MU Mediterranean	1	
				Head of Services Solution & Dev. MED&CA	1	
				Services Solutions Sales Manager	1	
				Solution Consultant	1	
				Solutions Sales Manager	1	
			GS SPS NPO & Analytics Sales	Head of NPO Solution Consultants	1	
				Head of Services Portfolio Sales Europe	1	
				NPO EZE Solution Consultant	1	
				Solutions Sales Manager	1	
			GS SPS System Attached	EUROPE IN SOLUTION MANAGER	1	
				Global Head of Sales, SPS SAS	1	
				Senior Solution Consultant	1	
				Solution Consultant System Attached Serv	2	
				Solutions Sales Manager	1	
		GS Global Service Delivery	GS GSD Field Force	Delivery Manager	1	
				Field Competence Support Engineer	1	
				Field Competence Support Professional	6	3
				Field Force Italy Leader	1	
				Field Quality & EHS Inspector	2	1
				Field Service Manager	3	
				Field Services Manager North East Italy	1	
				Head of Operations	1	
				Project Management Office	4	2
				Roll out Manager	24	7
			GS GSD GDC India	SI Solution Specialist	1	1
				Technical Project Manager	3	3
			GS GSD HWSO	Head of HWSO Operations Europa Southeast	1	
				HWSO Customer Delivery Coordinator	2	1
				HWSO Customer Delivery Manager	7	
				HWSO Logistics Coordinator	1	
				HWSO Product Life Cycle Manager	3	1
				Network Planning and Optimization Busine	1	
		GS Network Cognitive Services	GS NCS Cognitive Hubs	Analytics DevOps Engineer	1	
				Analytics Engineer	4	
				Cognitive Data Engineer Lead	1	
				Cognitive Data Scientist Lead	1	
				Cognitive DevOps Engineer Lead	1	
				Cognitive SW Engineer Lead	1	
				Data Scientist	5	

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	BG-CT	Area Organizzativa	Funzione N-3	Position TEXT	Organici	Personale in Esubero
Vimercate	GS Global Services	GS Network Cognitive Services	GS NCS Cognitive Hubs	Data Visualization Engineer	1	
				Head of Cognitive HUB Italy	1	
				Head of Cognitive Hubs	1	
				Head of Cognitive Hubs Product Ownership	1	
				Senior Analytics Architect	1	
				Senior Analytics Engineer	1	
				Senior Cognitive HUB Product Owner	2	
				Senior Data Scientist	1	
			GS NCS Cognitive Offering Development	Business Operations PMO	1	
				GS Analytics Transl Program Manager	1	
				Head of Cognitive Offering Development	1	
			GS NCS Delivery Excellence	Head of NCS Delivery Excellence	1	
			GS NCS Network Analytics	Head of Network Analytics Offering	1	
				Principal Engineer	1	
				Service Product Manager	1	
				Service Product Manager	1	
		GS Portfolio & Investment Management	GS PIM Strategy	Portfolio Manager	1	
		GS Customer Support	GS CS Executive Customer Supp Global	CS ECS Global ECS EUR1 Lead	1	
	CO E&A Customer Operations EMEA & APAC	CO E&A Europe		CBT Head VF South	1	
			CO ERA EUR BO & Operations	CO Europe Strategy Manager	1	
			CO E&A EUR East Europe	CBT HEAD VIMPELCOM EE	1	
			CO ERA EUR GCBT Vodafone	Account Manager	4	
				Business Operations Manager, VF GCBT	1	1
				CT head Vodafone Europa, other	1	
				CT Vodafone Italy & Malta	1	
			CO ERA EUR Market Services	BO Head GCBT VF	1	
				BO Head MU MED/CECA	1	
				BO Manager	1	
				BUILD IN Portfolio Manager ELAT Delive	1	
				Business & Portfolio Mgr/NPO End User Fo	1	
				Business Operations Manager	1	
				Care Program Manager	1	
				Care Technical Manager	4	
				CO Europe Services, Head of Market MED	1	
				Cost & Progress Manager	2	
				Customer Delivery Manager	3	
				Customer Operations Manager	1	
				Customer Service Engineer	1	
				Domain Architect	1	
				Europe NI Transformation & Start up mgr	1	
				GS EUR Head of NPO	1	
				GS Europe Head of Business Assurance	1	
				Hardware Service Business Manager	1	
				Head of Care Business Management	1	
				Head of Europe TSS SMS	1	
				Manager Country Procurement Italy	1	
				Market Operational Quality Manager - ELA	1	
				Market Project Procurement Manager	4	1
				NI Start up Project Director	1	
				NPO Technical Solution Consultant	1	
				NW Design & Optimisation - Performance &	1	
				PBM Italy Implementation	1	
				PBM Italy Maintenance	1	
				Processes & Tools Specialist	1	1

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	BG-CF	Area Organizzativa	Funzione N-3	Position TEXT	Organico	Personale in Esubero
Vimercate	CO ERA Customer Operations EMEA & APAC	CO ERA Europe	CO ERA EUR Market Services	Project Manager EPDC		1
				Project Manager LDG		14
				Radio Engineer		1
				Radio Netw Planning & Opt Engineer		1
				RSO Europe Radio Stream Head		1
				RSO Territory Manager		1
				Senior NFO Engineer		16
				Senior Radio Engineer		7
				Service Business Manager		7
				Service Business Manager Care		1
				Site Design Manager		1
				Strategic Market Procurement Manager EUR		1
				Stream Manager LDO		1
				SW Support Specialist		1
				Team Assistant		1
				Technical Manager		1
				Vendor Manager		2
			CO ERA EUR Mediterranean	Account Manager		4
				CT Head Italy		1
				CT Head Wind Tre		1
			CO ERA EUR West & Central Europe	CBT (LIAD/NL) AM Milan, Italy		1
		CO ERA EZE Sales Solutioning	CO ERA EZE SSol EUR	Head of Solutions Sales MED Market Unit		1
				HoSS Vodafone		1
			CO ERA EZE SSol Global Sales Support	Bid Manager		2
				Head of Bid Management EUR MED/CECA		1
				Senior Bid Manager		1
			CO ERA EZE SSol Solution Architects	Customer Solutions Architect		1
				EZE Customer Solution Architect		1
				SG EZE Solution Architect		1
		CO ERA MN Product Sales	CO ERA MN PS EZE Sales	Customer Sales Solution Manager		3
			CO ERA MN PS Europe	Customer Solutions Manager Italy		1
				Head of Sales GCBT Vodafone		1
				Lead Customer Product Manager		1
				Radio Sales Solution Manager		1
				Radio Sales Solutions Manager		1
			CO ERA MN PS Radio Networks	Special Solutions Sales Manager		2
				SpeSo EZE Transport Sales Lead		1
		CO ERA SSO	CO ERA SSO Sales Operations & Analytics	Deployment Manager		1
				Sales Operations Manager		2
	NOPS Nokia Operations	NOPS Nokia Business Services	NOPS NBS Business Process Delivery	Global Strategic Data Analyst		1
				Head of Process Management		1
				Project Manager		4
				On-Call Reporting Process Expert		1
			NOPS NBS Finance Services	Accounting Expert CA		3
				Chief Accountant CA		1
				Finance Accounting Manager CA, Italy		1
				Senior Accountant CA		1
			NOPS NBS Global Trade Management	Export Control Officer		1
			NOPS NBS Integrated Supply Chain Mgmt	Global Demand Manager		1
				Head of Business Segment X Head		1
				Head of Global Performance Management		1
				Head of SC Portfolio Mgmt		1
				Head of SC S&E Market EU SE		1
				IBP Manager for S&OP		1

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	BG-CF	Area Organizzativa	Funzione N-S	Position TEXT	Organico	Personale in Esubero
Vimercate	NOPS Nokia Operations	NOPS Nokia Business Services	NOPS NBS Integrated Supply Chain Mgmt	Market Demand Manager	1	
				MW Orderfulfillment	1	
				Performance Analyst	1	
				Portfolio Manager	1	
				Prod. Planning WTD manager	1	
				Production Planning Professional	1	
				Technical Configuration Expert	4	4
				Technical Contract Manager	30	1
				Technical Contract Specialist	1	
				Technical Project Manager	4	
				Technical Support Manager	2	
				Technical Support Specialist	1	
			NOPS NBS Market Operations Europe	Customer Supply Coordinator	7	
				Customer Supply Manager	5	1
				Head of MO CBT IBS Italy & CSC	1	
				Head of MO CBT Vodafone	1	
				Account Logistic Coordinator	1	1
			NOPS NBS Nokia Procurement	Assistant	1	
				Business Excellence Manager	1	
				Category Manager	7	
				Head of Optical Components Procurement	1	
				Procurement Contract Manager	1	
				Program Manager Procurement	2	
				Strategic Procurement Mgr BusConsulting	1	
				Strategic Procurement Mgr EMS Saemina	1	1
				Supplier Relationship Manager	1	
				TCA Product Component Engineer	1	
				Tech Proc Man Should Cost Modelling	1	
				Technical Expert	1	
			NOPS NBS Supply Network & Engineering	ems product manager	1	
		NOPS Real Estate	NOPS RE Market Europe	Head of Workplace Ret Market Europe	1	
				Real Estate Europe Business Operation	1	
				Services	1	
				WR South Europe Area Manager	1	
			NOPS RE Program & Performance Management	Corp. Fac. Mngt. and Contract Manager	1	1
			NOPS RE Strategy & Portfolio	RE Europe South Asset Manager	1	
				Real Estate Asset Mgr Lead EMEA/Americas	1	
		NOPS IT	NOPS IT Business Applications	IT Senior Programme Manager	1	
				IT Solution Owner/Solution Designer	1	
				Stakeholder Manager	1	
			NOPS IT Infrastructure	IT Program Manager	1	
		NOPS CMBD	NOPS CMBD CS&BD	CS&BD Lead	1	
		NOPS Transformation		Head of Nokia Transformation	1	
		NOPS Quality	NOPS Q Customer & Delivery Quality	Customer Quality Manager	1	
			NOPS Q IP Optical Networks Quality	Head of Quality Optics	1	
			NOPS Q Strategic Quality Transformation	Manager Audit/Certification Europe&MEA	1	
	FN Fixed Networks	FN RDC Europe	FN RDC EUR Market Strategy & Dev	Solution Selling Specialist	1	
			FN RDC EUR MED & TEF	Business Development Manager	2	
				FN Cust.Eng. NPI Engineer	6	
				FN Cust.Eng. Solution Architect	1	
				FN Cust.Eng. Technical PM	4	
				FN Customer Engineering Team Leader	1	
				FN Fastweb & TEPs Program Business Mgr	1	
				FN FW Senior Project Manager	1	

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	BG CF	Area Organizzativa	Funzione N-3	Position TEXT	Organico	Personale in Esubero
Vimercate	FN Fixed Networks	FN RBC Europe	FN RBC EUR MED & TEF	FN FW/TEPS Program Manager		1
				FN RBC Italy Cross Projects Support		2
				FN WF Sewler Project Mgr		1
				Head FN RBC Europe MED/Telefonica		1
				Head of FN Customer Delivery - Italy		1
			FN RBC EUR NBB UK & WF	FND Business Manager		1
			FN RBC EUR/MEA Governance & BizOps	FN RBC EUR-MEA Workforce Mngt Specialist		1
		FN CDO	FN CDO Commercial Mgmt	Pricing Transform. and Autom. Manager		1
		FN BBA	FN BBA Fiber PLM	Head of Fiber Business Line		1
		FN Services	FN S Care Deploy&Multivend	Project Manager		1
			FN S CNS GD L2 3	Care Service Mgr- MEA Cluster Lead		1
				Care Services Mgr - SEE Cluster Lead		1
				Customer Care Engineer		1
				Customer Care Manager - Italy		1
				Customer Technical Advocate - Vodafone		1
				Customer Technical Advocate - WIND		1
				MVC Care Services manager		1
				Technical Support Engineer		4
	LC Legal & Compliance	LC Business	FN S SIOP Site Implent&Outside Plant	Tiger Team Project Manager		1
			LC Business CO	Commercial Contract Manager		1
				Lead Counsel Italy TIM & Wind		1
			LC Business ION and Enterprise	Lead Counsel Optical Networks - ION L&C		1
		LC Ethics & Compliance	LC EC Global Ombuds Program & Compl Ops	Sr. Manager & Deputy Global Ombuds		1
	NE Nokia Enterprise	NE Transportation Energy & Public Sector	NE TEPS Europe	Customer Solutions Manager		2
				Key Account Manager		3
			NE TEPS Partner Sales & Program	Key Account Manager		1
			NE TEPS PSS Transportation Sales	Global Partner Sales Manager		1
				Global Partner Sales Manager Transport.		1
				Vertical Solution Expert		1
			NE Ops Performance Control & Sales Ops	HC planner & SIP manager		1
				Head of Perf. Control, Sales Operations		1
				Head of TEPS Sales Operations		1
			NE Ops Supply Chain	Customer Supply Manager		1
	MN Mobile Networks	MN PDM	MN PDM TRS ProdM	Assistant		1
				E2E Transport Product Management Leader		1
				Partner Product Manager		1
				Partner Sales Manager		1
				Wavence Product and Strategy Manager		1
				Wavence Product Management leader		1
				Wavence Product Manager		1
				Wavence Product Strategy leader		1
				Wavence Product Strategy Manager		1
				Wavence Release&Longtial Product Manager		1
				XHaul Business Development Leader		1
				XHaul Portfolio Management Leader		1
				XHaul Portfolio manager		3
				XHaul Senior Business Developer		1
		MN CRAN	MN CRAN RD Airframe	Lab support		1
		MN TRS	MN TRS RD&Pz X-Haul	App&Process Manager		1
				Analytics Engineer		1
				Assistant		1
				Designer		3
				DevOps Database&Interfaces		1
				E2E TRS X-Haul RD&Pz Program Team Lead		1

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	RIG CF	Area Organizzativa	Funzione N-3	Position TEXT	Organico	Personale in Esubero
Vimercate	MN Mobile Networks	MN TRS	MN TRS RD&Pz X Haul	E2E TRS X-Haul RD&Pz RD3 Lead	1	
				E2E TRS X-Haul RD&Pz RD4 Lead	1	
				E2E TRS X-Haul RD&Pz RDS Lead	1	
				engineer, Digital HW	5	
				Engineer, Mechanical	7	
				Environmental Test Team Leader	1	
				FPGA Engineer	2	
				FPGA Senior specialist	1	
				Hardware Digital Lab Manager	1	
				Head X-Haul TEC	1	
				Junior HW Designer	2	
				Manager ISV Test	1	
				Microwave Project Leader	2	
				Microwave Senior engineer	1	
				Modem System Architect	1	
				Operations Specialist	1	
				Program Manager	1	
				Program/Project Mng&Supp	3	
				Project Manager EPOC	1	
				R&D Squad group leader	2	
				Radio Validation Engineer	1	
				Radio Validation Team Leader	1	
				Release Coordinator	1	
				Senior Digital Test Engineer	1	
				Senior ISV Test Engineer	13	
				Senior ISV Tester Engineer	1	
				Senior Radio Test Automation Engineer	1	
				Senior Radio Validation Engineer	1	
				Senior System Engineer	1	
				Software Architect	2	
				Software Developer	1	
				Software Developer Engineer	13	
				Software Engineer	1	
				Software Integrator Engineer	3	
				ST Technical Leader	3	
				SW release leader	1	
				System and Architecture Engineer	1	
				System Architect	5	
				System ISV Test Engineer	1	
				Team Leader	1	
				Technical Project Manager	2	
				Tribe Quality Owner	1	
				X Haul NPI & Technical Support	1	
				X Haul NPI engineer	2	
				X Haul Serviceability Manager	1	
				X Haul TEC engineer	5	
		MN BM	MN BM SCE	Project Manager, Delivery Capability	1	
				Specialist, Test Engineering	1	
				Case Business Leader	1	
				CPC Specialist	2	
				Customer Project Manager	5	
				General Project Manager	1	
				IP Customer Engineering Manager	1	
				Lead Optics Customer Engineering Manager	1	
	ION IP Optical Networks	ION EUROPE RBC	ION EUR CD SEE UK&I			

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	BG CF	Area Organizzativa	Funzione N-3	Position TEXT	Organico	Personale in Esubero
Vimercate	ION IP Optical Networks	ION EUROPE RDC	ION EUR CD SEE UK&I	Lead IPM	1	
				NPI Engineering Professional	3	
				PMO manager	1	
				PMO Professional	1	1
				RED AM Professional	1	
				Senior Care PM	4	
				Senior Customer Program Manager	1	
				Senior Customer Project Manager	4	
				Senior NPI	8	
				Technical Project Manager	6	
			ION EUR IP BD&ConsEng	Consulting Engineer IP	1	
				ION IP Pre-Sales Manager Vodafone EMEA	1	
				IP Services Pre-Sales Engineer	1	
				Pre sales	1	
				Sales Solution Manager	1	
			ION EUR Opt BD&ConsEng	ADVANCED TENDERING TEAM SENIOR DIRECTOR	1	
				Business Management Leader	1	
				Cluster Optics Service Prime	1	
				EE Optics Business Development Director	1	
				EMEA Optics Business Development Directo	1	
				EMEA Subsea Business Development Directo	1	
				EMPLOYED SOCIAL SERVICES	1	
				Executive & Team Assistant	1	
				IBERIA, TURKEY SALES SUPP ERS	1	
				Optics Business Development	4	
				Optics Business Development Manager	8	
				Optics Consulting Engineering Manager	2	
				Optics EMEA Strategic Growth Director	1	
				Optics Proposal Solution Manager	4	
				Optics Service Sales Support	1	
				Optics System Engineer	1	
				Optics System Engineer Manager	6	
				Regional Product Manager	1	
				system engineer senior manager	1	
			ION EUR RRC1	EMEA Central CE NMS	1	
				EMEA Network Integration Leader	1	
				EMEA NPI and Pre-Sales Optics Leader	1	
				Integration Professional	1	
				ION CTS Italy Manager	1	
				IP CTA	2	
				IP NPI and Network Design Engineer	1	
				Lead Technical Project Manager	1	
				NPI Engineering Professional	2	
				NPI integration professional	2	
				Network Technical Support Engineer	1	
				Optics Customer Technical Advocate	1	
				Technical Project Manager	2	
				Optics executive assistant	1	
		ION COO	ION COO BG Procurement	Advanced Procurement Manager	1	
				ION PFS	1	
				ION Senior Strategic Analyst	1	
				ION Strategic Reporting Analyst	1	
			ION COO Commercial Strategy & Analysis	Tendering Tool Manager	1	
			ION COO Supply Chain	GS SU Business Controller	1	

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	BG-CF	Area Organizzativa	Funzione N-3	Position TEXT	Organico	Personale in Esubero
Vimercate	ION IP Optical Networks	ION COO	ION COO Supply Chain	ION Optics BPP and CT BR master data res	1	
				ION Optics Demand Planner	2	
				ION Optics Demand Planning Manager	2	
				ION Optics Global Planning	1	
				ION Optics Inventory Management	1	
				ION Optics Master Planner	8	
				ION Optics Order Fulfillment	4	
				ION Optics Planning Analytics Manager	2	
				Master Planning	1	
				Optics Industrial Engineer	1	
				Processes & Tools Specialist	1	
				Product Engineer	8	
				Product Engineering Manager	1	
				PFOM Project Manager	1	
				Supply Chain Program Manager	4	
				T&E Project Manager	1	
				Test Engineer	2	
				Transformation & Efficiency Improv. Mngt.	1	
				VP IP Transport Supply Chain	1	
				Administrative Assistant	1	
		ION APAC RBC	ION APAC Optics BD	Operations Enablement Senior Director	1	
			ION APAC Optics BD	ION/A	1	
		ION Emerging Markets		Head of Optics Business Development	1	
			ION EM MEA RBC	Customer Project Manager	1	
				EMEA Strategic Business Development Seni	1	
				MEA Optics Business Development Director	1	
				Optics Business Development Manager	2	
				Optics Pre-Sales Support Specialist	1	
				Optics Solution Architect - Engineer	1	
				Program Manager	1	
		ION Optics	ION Optics NAREPT	Plastic Networks Competence Center Mngt	1	
				Product manager	1	
			ION Optics PLM CORE	Terrestrial Global Network Archit. Mngt.	1	
				E2E Ntw Solutions Engineering Manager	2	
				E2E Ntw Solutions Manager	1	
				Multi-Layer Automation & Netw. Prod.Mngt	1	
				ION Portfolio Leader	1	
				Planning Tools Product Manager	4	
				Product Management	1	
				Product manager	4	
				Subsea PLM	1	
				SW Product Manager	4	
				SWDM PRODUCT MANAGER	1	
			ION Optics PLM Metro	Head OMSN and TOM Transformation unit	1	
				Product Management - Standards	1	
				Product manager	5	
				Terrestrial System Architect	1	
			ION Optics SWDM BD	Access and Aggregation Technology	1	
				ASIC Designer - 300	1	
				ASIC Development	3	
				ASIC Development Engineer	2	
				ASIC&FPGA Engineer	21	
				ASIC&FPGA Manager	2	
				ASIC&FPGA Manager - Bell Labs Fellow	1	

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	BG CF	Area Organizzativa	Funzione N-3	Position TEXT	Organico	Personale in Esubero
Vimercate	ION IP Optical Networks	ION Optics	ION Optics SWDM RD	ASIC/FPGA Project Manager	1	
				ASIC/FPGA Senior Engineer	2	
				ASIC/FPGA Senior Engineer - DMTS	1	
				ASIC/FPGA Technical Manager	2	
				ASIC/FPGA Technical Manager - DMTS	1	
				Circuit Design Engineer Coherent	1	
				Development Manager	1	
				FW Designer	1	
				FW Development Coherent	1	
				Hardware Engineer	1	
				Hardware Technician	1	
				HW Designer	1	
				HW Engineer	4	
				LAB Technician	1	
				Layover	2	
				NMS Program Manager	1	
				Optical Modules Development specialist	1	
				Optical Modules Introduction specialist	1	
				Optical Network Analyst	1	
				Optical Network Tester	3	
				Optical Planning Tool Solution Use Mana	1	
				Optical Planning Tool System Engineer	1	
				Optical Quality Assurance Test Engineer	1	
				Photonic Engineer	1	
				Photonic Engineer Coherent	2	
				Photonic Integrated Tech (PIC) T. Leader	1	
				Photonic Integrated Transceiver Manager	1	
				Physical Designer	2	
				PIC Designer	4	
				Planning Tool Architect	1	
				Planning Tool System Engineer	1	
				Planning Tools Software Engineer	9	
				Program Manager	1	
				Senior HW Engineer	2	
				Senior Optical Transceiver Manager	1	
				Senior Planning Tools Software Engineer	4	
				Senior SW Engineer	7	
				Software Manager	1	
				Sr. Optical Planning Tools Sys. Engineer	1	
				SW Architect/SW Engineer	2	
				SW Engineer	9	
				Team Leader - Optical Verification	1	
				Technical Manager	5	
				Test Engineer	7	
				Test Engineering Manager	1	
				Validation and Test Engineer	1	
				Verification Engineer	6	
		ION Services	ION S Care & Deployment	ION Deployment Services PLM	1	
				ION Optics SW Svcs Care PLM	1	
			ION S Global PMO	Global PMO Professional	5	
				ION Global PMO	1	
			ION S GNE	Design Professional Services Chief Archi	1	
				Global Optical Practice Leader	1	
				NSM PS Chief architect	1	

Allegato 1: Struttura Organizzativa e distribuzione del personale in esubero di Nokia Solutions and Networks Italia S.p.A.

Unità Produttiva	BG-CF	Area Organizzativa	Funzione N-3	Posizione TEXT	Organico	Personale In Esubero
Vimercate	ION IP Optical Networks	ION Services	ION S GNE	Optics networks architect and SW develop	1	
				Optics Professional Services Architect	1	
				Optics PS SW and NMS Domain architect	1	
				Optics PS SW and WDM Domain architect	2	
				Optics PS Transformation Architect	1	
				PS Network Design and NMS SME	1	
				PS Transport DCN network architect	1	
				Transport network architect	1	
			ION S IP PRO STR PLM	Project Line Management	1	
				Solution Manager	1	
			ION S Learning Services	Optical Networks - Training & Cert. Prof	1	
				Training & Certification Professional	3	
			ION S OTEC	Assistant	1	
				NSP/DMS gTAC Engineer	2	
				NSP/DMS TEC Engineer	2	
				DMS Technical Support Engineer	2	
				Optical Technical Expertise Centre	1	
				Optics Customer Technical Advocate	1	
				Optics Technical Support Engineer	1	
				TEC Engineer	5	
				TEC Engineer NEM-T	16	
				TEC Engineer WDM	2	
				TEC manager	2	
				TEC/Quality Engineer	2	
				Technical Support Engineer	1	1
		ION NSM	ION NSM ION FN Customer Documentation	Customer Documentation Lead	1	
				Technical Writer	3	
				NSSE	2	1
	MCA Marketing & Corporate Affairs	MCA HSSE	MCA HSSE OPS FMEA	EMC test engineer	2	
	BLCTO Bell Labs & CTO	BLCTO ISG IndustryStandardsGroup	BLCTO ISG NtwkCmpl Reli&EngSvcs EngAnlys	EMC test manager	1	
				Environment & Standards Manager	1	
				Environmental compliance manager	1	
				Environmental test engineer	2	
				Mechanical test engineer	1	
				Quality system manager	1	
				Safety compliance engineer	2	
				Test Engineer	1	
Vimercate Total					1120	48
Grand Total					1350	60