

Tieteenkatu 1
FIN-33720 TAMPERE
PL/P.O.BOX 88
FIN-33721 Tampere
Finland

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To whom it may concern:

Dorna Caskie has been a Nokia employee for over 8 years. For the last two years, she has been working in the Technology Platforms division of Nokia Mobile Phones, developing competitive intelligence resources for Nokia's PC Suite product family. I am the Entity Manager of PC Suite.

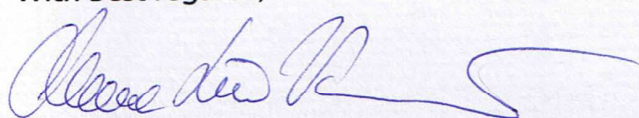
During the time I have known Dorna, she has worked at the Specialist level and had performed the following tasks:

- successfully delivered subcontracted software components from the Ukraine and the United States to our Finnish production organization,
- provided detailed analysis of the PC connectivity software market in North America, including insights into the operators' business models,
- acquired, benchmarked, and reported on a variety of mobile handset accessories products, including products that might open new business opportunities for Nokia,
- distributed a weekly e-mail newsletter, organized "show and tell" demos, and created a large website of competitive information and resources for our group,
- on her own initiative, she has also joined the Society of Competitive Intelligence Professionals to further develop her competence in this area.

Dorna performed these tasks while she was based in the United States, but was also required to make regular trips to Finland (for approximately 10-12 days each month). As our sole team member in North America, she has made an effort to help us leverage the resources available to us in her residential area. She has managed her expenses effectively, and established good working relationships with other members of our organization here in Finland.

Prior to working in PC Suite, Dorna worked in several other Nokia departments in the United States. Dorna has strong native speaking and written skills in English, she has always a positive, winning attitude to challenges ahead and I would recommend her for a position where she can use her analytical and communications abilities.

With best regards,



Minna-Liisa Vesanen
Head of PC Suite
TP Symbian Product Platforms