

This Letter of Intent declares that *Elisa Oyj* (hereinafter Company) and *Simon Holmbacka* (hereinafter Post doc) aim at collaborating in the Post Docs in Companies (PoDoCo) program coordinated by FIMECC Ltd regarding *Utilization of multi-dimensional data for mobile network performance management* (hereinafter Research topic).

The proposed collaboration covers a period of \* 24 months

(including both research period and targeted research period)

From 01.04.2017 To 01.04.2019

\*) Please note that the period of the grant received may differ from the applied grant period.

**Motivation:**

*Commercialising expertise in network efficiency, especially utilising self-organising networks, is one of the chosen strategic domains of Elisa, for the success of which "Utilization of multi-dimensional data for mobile network performance management" is seen as a crucial element. Also the dimension of bringing a rigorous research mindset into everyday ways of working of the organisation, is seen as a valuable indirect outcome of the collaboration in the PoDoCo context.*

The Company shall not restrict the Post doc's right to publish the results and findings related to the Research topic generated during the grant period, nevertheless keeping the right to approval thereof in writing beforehand. The Company shall engage to the collaboration under this Letter of Intent by appointing adequate resources in order to perform the actions needed hereunder. As a partner of the collaboration, Post doc shall use all reasonable efforts in order to perform the tasks as set out in the research plan.

We have familiarized ourselves with the practices related to PoDoCo program and are willing to accept them as they are. Company will not represent this Letter of Intent as a formal commitment to hire the Post doc after PoDoCo grant period. Post doc will not represent this Letter of Intent as a formal commitment to work for the Company after PoDoCo grant period. Instead, this document serves as a sincere aim for an employment relationship to take place after the grant period and a serious commitment by both parties to try to make it happen.

Helsinki, 31 October 2016

  
Kimmo Pentikäinen  
VP, Business Development  
Elisa Oyj

Turku, 31 October 2016

  
Simon Holmbacka

*Please fill in the boxes which are indicated with italics letters in bold. If some item is not relevant in your case, you can delete such items. Please note that this sample letter is only a guide to subjects that should be covered in a letter of intent. It is not necessary to follow the exact phrasing of this sample letter.*