



T-Mobile USA, Inc.
12920 SE 38th Street, Bellevue, WA 98006

Equal Employment Opportunity:

T-Mobile USA, Inc. is an equal opportunity employer. All decisions concerning the employment relationship will be made without regard to age, race, color, religion, creed, sex, sexual orientation, gender identity or expression, national origin, marital status, veteran status, the presence of any physical or mental disability, or any other status or characteristic protected by federal, state, or local law. Discrimination or harassment based upon any of these factors is wholly inconsistent with our Company values and will not be tolerated. Furthermore, such discrimination or harassment may violate federal, state, or local law. Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

Pursuant to federal law, T-Mobile USA, Inc. has established an affirmative action program to assure equal employment opportunity.

Responsibility:

To ensure that the principle of equal employment opportunity is a reality at T-Mobile USA, Inc., I, with the support of top management, announce Larry Myers, EVP, Human Resources, has overall primary responsibility for implementing our EEO policy and affirmative action program. All employees are responsible to act in accordance with the Company's EEO policy, and are encouraged to assist the Company's affirmative efforts in support of its EEO policy. All members of management must be familiar with this policy, must fully support it, and are responsible for applying these principles in good faith.

This statement is being posted to inform applicants and employees of T-Mobile USA, Inc.'s commitment to equal employment opportunity. The Affirmative Action Plan for Individuals with Disabilities and Protected Veterans (Disabled Veterans, Recently Separated Veterans, Armed Services Medal Award Veterans, and Active Duty Wartime or Campaign Badge Veterans, pursuant to applicable regulations) is located in Human Resources and may be reviewed by applicants and employees on weekdays during normal working hours. Additionally, disabled individuals and covered veterans who would like to be included in our affirmative action program may tell us now or at any time in the future. We also invite you to tell us now, or at any time in the future, about any reasonable accommodations that you believe we could make to enable you to participate in the hiring process at T-Mobile or to perform the essential functions of your job. Submitting such information is voluntary, will not adversely affect your employment, will be used solely as permitted by law, and will be kept confidential pursuant to applicable law.

A handwritten signature in black ink, appearing to read 'John Legere'.

John Legere
President & CEO