

## Merger Equity FAQs

Q1	What does the merger mean for my Sprint stock awards?
A1	According to the merger agreement between Sprint and T-Mobile, your outstanding Sprint stock awards will convert to T-Mobile stock awards after the close of merger.
Q2	How does the conversion work for my Sprint stock awards?
A2	<p>Your outstanding Sprint stock will be converted to T-Mobile stock awards according to the final exchange ratio of 1 share of Sprint = 0.10256 shares of T-Mobile stock. For example:</p> <p>1) A Sprint employee has 167 unvested Turn Around Incentive Award units. Here is how the TIA would be converted to T-Mobile units at close using the exchange ratio and rounded up to the nearest share.          - 167 Sprint TIA multiplied by the 0.10256 Exchange Ratio = 18 T-Mobile TIA (rounded up to nearest share)</p> <p>2) A Sprint employee has 5,386 unvested PRSUs. Here is how the PRSUs would be converted to T-Mobile PRSUs at close using the exchange ratio and rounded up to the nearest share.          - 5,386 Sprint PRSUs multiplied by the 0.10256 Exchange Ratio = 553 T-Mobile PRSUs (rounded up to nearest share)</p> <p>3) A Sprint employee has 10,508 unvested RSUs. Here is how the RSUs would be converted to T-Mobile RSUs at close using the exchange ratio and rounded up to the nearest share.          - 10,508 Sprint TRSUs multiplied by the 0.10256 Exchange Ratio = 1,078 T-Mobile TRSUs (rounded up to nearest share)</p> <p>4) A Sprint employee has 891 Stock Options at a option price of \$8.17. Here is how the options would be converted to T-Mobile Stock Options at close using the exchange ratio and rounded down to the nearest share and grant price rounded up to the nearest cent.          -891 Sprint Stock Options multiplied by the 0.10256 Exchange Ratio = 91 T-Mobile Stock Options (rounded down to nearest share)          -\$8.17 Sprint Option Price divided by the 0.10256 Exchange Ratio = \$79.67 T-Mobile Option Price (rounded up to the nearest cent)</p>
Q3	How was the conversion ratio determined?
A3	The conversion ratio was set per the terms of the Business Combination Agreement dated April 29, 2018.
Q4	Where can I see my converted Sprint stock awards post close?
A4	Your outstanding Sprint stock awards will convert to T-Mobile stock awards and transition to Fidelity Stock Plan Services for record keeping by April 22, 2020. You'll receive more information from the T-Mobile Stock Plan mailbox and Fidelity following the transition.
Q5	Will the vesting schedule change for my Sprint stock awards?
A5	The vesting schedule for your awards will not change. All outstanding unvested shares will vest according to your award agreement. Tip! Download your award agreement from UBS for future reference.
Q6	What is the new stock ticker for my stock awards?
A6	The new stock ticker for your awards is TMUS. All Sprint outstanding stock awards will be converted to T-Mobile stock awards.

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Q7	Will the value of my Sprint stock awards change as a result of the merger?
A7	The value of your stock awards will not change. The exchange ratio (0.10256) will be applied to convert your Sprint stock awards to T-Mobile stock awards, but the overall value of your award will not change.
Q8	Does this conversion impact my taxes?
A8	The conversion of your outstanding Sprint stock awards to T-Mobile stock awards is not a taxable event.
Q9	Can I still access my awards during the conversion?
A9	During the conversion, you <b>will not</b> be able to view your stock awards. The conversion is expected to begin shortly before merger close and complete approximately three weeks after close.
Q10	What happens if my stock awards are scheduled to vest while the conversion is taking place?
A10	Your stock awards will continue to vest according to their schedule. If you have a vest during the conversion window, you will see the vested shares in your Fidelity account after the conversion.
Q11	What is the policy on security trading?
A11	At Day 0, Sprint's Securities Law Compliance Policy will be replaced by T-Mobile's policy. Under that policy, you cannot trade in T-Mobile stock when you are aware of material non-public information. In addition, certain employees are subject to periodic blackouts during which they may not trade in T-Mobile stock. Employees subject to blackout will be notified in advance of a blackout window. You'll be prompted to take Insider Trading training approximately 30 days after close.
Q12	When will I see my stock awards at Fidelity?
A12	The conversion and transfer to Fidelity will take approximately three weeks. You'll receive an email from T-Mobile Stock Plan with more information when your stock awards are viewable at Fidelity Investments.
Q13	Where can I see my Sprint shares that already vested?
A13	Sprint shares from previous vesting will remain in your UBS brokerage account. They will <b>not</b> be included in the transition to Fidelity. These shares will be converted to TMUS shares of stock using the 0.10256 Exchange Ratio. If you want to transfer your brokerage account to Fidelity so that all your shares are viewable in one place, contact Fidelity.
Q14	What is a Turnaround Incentive Award (TIA)?
A14	The Turnaround Incentive Award (TIA) was a one-time stock grant awarded to employees. TIA 1 Recipients received the TIA grant on or before February 2, 2017; TIA 2 Recipients received the TIA grant on May 24, 2017. Anyone hired after March 31, 2017 is not eligible for the TIA.
Q15	If my Turn Around Incentive Award (TIA) performance period has not ended, will it be adjusted for performance at close?
A15	Yes, the TIA 2 will be adjusted at 100% of the target award at close.

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Q16	Does my TIA vest immediately at close?
A16	No. The vesting schedule for your TIA will not change and will continue to vest according to the original vesting schedule. TIA 1 will generally vest on September 21, 2020, and TIA 2 will generally vest 50% on May 24, 2021 and 50% on May 24, 2022. At close all outstanding unvested TIA awards will be converted to TMUS stock awards and will be viewable in your Fidelity account.
Q17	What happens to my TIA if I leave the company?
A17	Refer to your TIA agreement for details on how your awards will be treated upon separation from T-Mobile. Tip! Download your award agreement from UBS for future reference before your award is transitioned to Fidelity.
Q18	Will my Performance-based Restricted Stock Unit (PRSU) award be adjusted for performance at close?
A18	Yes. According to the merger agreement and the award agreement, your PRSU awards with an open performance period will be adjusted to 100% of target at close of the merger and will continue to vest according to the original vesting schedule. Tip! Download your award agreement from UBS for future reference before your award is transitioned to Fidelity.
Q19	Do my PRSU awards vest immediately at close?
A19	No. The vesting schedule for your PRSU will not change. Your PRSU award will continue to vest according to the original vesting schedule once it is adjusted for performance and converted TMUS stock.
Q20	What happens to my PRSU awards if I leave the company?
A20	Refer to your PRSU award agreement for details on how your awards will be treated upon separation from T-Mobile. Tip! Download your award agreement from UBS for future reference.
Q21	Do my Time-based RSU (TRSU) awards vest immediately at close?
A21	No. The vesting schedule for your TRSU will not change. Your RSU award will continue to vest according to the original vesting schedule once it is converted TMUS stock and will be viewable in your Fidelity account.

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Q22	What happens to my TRSU awards if I leave the company?
A22	Refer to your TRSU award agreement for details on how your awards are treated upon separation from T-Mobile. Tip! Download your award agreement from UBS for future reference.
Q23	Do my Stock Options vest immediately at close?
A23	No. The vesting schedule for your Stock Options will not change. Your Stock Options will continue to vest according to the original vesting schedule once it is converted TMUS stock and will be viewable in your Fidelity account.
Q24	What happens to my Stock Options if I leave the company?
A24	Refer to your Stock Option award agreement for details on how your awards are treated upon separation from T-Mobile. Tip! Download your award agreement from UBS for future reference.