

T-MOBILE FOR MILITARY AND VETERANS

AUGUST 2020
FACT SHEET



T-Mobile stands ready to support our military and veteran employees and customers.

T-Mobile has a longstanding commitment to our military and veteran families. In the last year we've reaffirmed our dedication through increased hiring commitments, new career assistance programs, community support initiatives and Magenta Military plans – the biggest military discount in the industry!

Hiring & Career Readiness

- T-Mobile is committed to hire 10,000 veterans and military spouses by 2023. These hardworking individuals bring considerable teamwork and leadership experience that helps us grow our business. And, they are the best example of engaged citizens by giving back to their communities through voting, volunteer work and more.
- Our Military & Diversity Sourcing team accelerates military hiring efforts at T-Mobile and provides additional support with career navigation for veterans and military spouses. Plus, we are engaged in over 100 military communities across the country and attend more than 100 hiring events nationwide each year. Learn more at T-Mobile.com/careers.

What is Military Friendly®?

- T-Mobile is proud to be a Military Friendly employer, the gold standard from GI Jobs Magazine that measures an organization's commitment, effort and success in creating sustainable and meaningful opportunities for the military community.



“ Military service members sacrifice so much to ensure safety and freedom for our country. At T-Mobile, we understand this deeply and so we've made it a priority to provide a great workplace for our military employees—excellent benefits, an organized effort to hire service members and spouses, discounted wireless plans, and many resources to help with transition to civilian life. I'm honored to be the executive sponsor of our Veterans & Allies Employee Resource Group, where I am continually in awe of the character of our military employees – hardworking, highly skilled and dedicated – traits that mirror what T-Mobile is all about. ”

– Jon Freier, EVP of Consumer Markets

Nearly **50%** of self-identified veteran employees work in technology, and we intend to continue our focus on hiring them at T-Mobile.



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Employee Culture & Readiness

- Veterans & Allies Network (VAN) is a community of 12,000 T-Mobile employee veterans and allies who seek to increase awareness around veteran culture, the positive impact veterans add to the business, and how veterans' values of respect, integrity, loyalty and honor align with T-Mobile company values.



- T-Mobile Team of Pros (TOPS) program is a six-month rotational development program that allows frontline employees to explore roles on the Product & Technology team at T-Mobile, which can open exciting job opportunities for our military employees.
- Deployment eligibility for military leave begins on an employee's first day of work. Employees on approved military leave are eligible for their full T-Mobile base pay plus commission, if applicable, and are aligned to the sales compensation plan for up to two weeks. Employees may be eligible for supplemental pay for an additional 50 weeks (max two claims per year).
- Military spouse retail transfer allows retail teams to transfer a military spouse employee from one market/region to another based on military relocation (permanent change of station or PCS).
- Employee mobile service discount helps employees take advantage of steep discounts on all rate plans and enroll up to 10 voice lines, plus up to five mobile internet lines with T-Mobile.
- Other T-Mobile employee benefits include health plans, paid time off, childcare assistance and paid parental leave (and much more).

Our Communities

- T-Mobile has partnered with The Mission Continues, where our employees volunteer in their local communities across the country to give back to the veteran community.
- We have also been a top sponsor for the United War on Veteran Council's annual Veterans Day parade in New York City. More than 100 T-Mobile veteran and military spouse employees proudly march in the parade each year.



Our Military Customers

- We launched our Magenta Military & Magenta Plus Military phone plans – the best discount in wireless – exclusive to active-duty military, veterans and their families, with 50% off our regular Magenta plan rates for family lines and 5G access included.



“ I am proud to be one of the co-chairs of T-Mobile's Veterans and Allies Network. Together, alongside over 12,000 T-Mobile who have made a formal commitment to support the veteran community – we are evolving T-Mobile each day to be a best workplace for active duty military, veterans and their families. It is our mission to do all we can to serve those who have served our country. ”

–Tana Avellar, HR Manager, National Guard Reserve and Veterans & Allies Network Chair