



T-Mobile® A BEST PLACE TO WORK FOR VETERANS

Paid Time-Off Programs

We all need some away time! T-Mobile observes ten paid holidays per year, including Veterans Day. Plus, your paid time off (PTO) for vacation or illness begins accruing your first day on the job.

Employee Mobile Service Discount

Take advantage of steep discounts on all rate plans, and enroll up to 10 voice lines plus up to five mobile internet lines.

Paid Parental Leave

Get off to a great start. Up to 7 weeks of 100% paid leave for birth moms, and up to 3 weeks of 100% paid leave for dads or non-birth moms who adopt, use a surrogate or whose domestic partner has a baby.

Childcare Subsidy Program

We offer up to \$200/month to help cover the cost of childcare.

Backup Child and Adult/Elder Care

Up to 10 backup visits for child/ adult/elder care per year.

Employee Referral Program

We love employees who refer people for jobs here. And we reward them with bonuses.

Adoption/Surrogacy Benefits

Because families matter, we offer up to \$13,400 per child in adoption or surrogacy assistance.

Health Plan

Your medical, dental and vision coverage starts the first of the month following 30 days of service. Eligible dependents include opposite- or same-sex spouse, domestic partner, dependent and domestic partner children younger than 26.

Educational Assistance

Learn new skills and we'll help! T-Mobile employees may be eligible for tuition assistance when taking classes that make them better employees. Full-time employees may be eligible for up to \$5,250; part-timers up to \$2,500.

Deployment

Eligibility for Military Leave starts on your first day here. Your health benefits continue for 26 weeks following deployment. Employees on approved Military Leave are eligible for their full T-Mobile base pay for up to two weeks and may be eligible for supplemental pay for an additional 180 days.

Stock & Savings Plans

Annual employee stock grant, employee stock purchase and 401(k) plans make it easy for employees to share in company performance and save for the future.

Employee Assistance Program (EAP)

Need help with a pressing work, personal, or family problem? Confidential help is available 24 hours a day, seven days a week.

Nothing in this flyer is intended to interpret, extend or change the provisions of T-Mobile's benefit plans in any way. The benefit plan documents shall govern if there is a discrepancy between this flyer and the actual provisions of the Plan.

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T-Mobile®