



# MOBILIZE FOR EQUALITY

**T-Mobile®**  
**A BEST PLACE TO WORK FOR LGBTQ EQUALITY**



### Health Plan

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

### Paid Time-Off Programs

We all need some away time! T-Mobile observes 10 paid holidays per year. Plus, your paid time off (PTO) for vacation or illness begins accruing your first day on the job.

### 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.

### Adoption/Surrogacy Benefits

Because families matter, we offer up to \$13,500 per child in adoption or surrogacy assistance.

### Childcare Subsidy Program

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

### Transgender-Specific Medical Coverage

Benefits, transportation and lodging coverage for gender-affirming medical services including surgery (top, bottom, hysterectomy, facial feminization, and more), hormones, and behavioral health services. No lifetime dollar limit on surgical services.

### Educational Assistance

Take your education to the next level with up to \$5,250/yr for full-timers and \$2,500/yr for part-timers towards eligible courses. Plus we cover full tuition at multiple schools!

### Stock & Savings Plans

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

### LiveMagenta: Be the Best You!

Free access to a money coach, a life coach, quit smoking, or learn to manage everyday stressors.

### Employee Mobile Service Discount

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

### Employee Referral Program

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

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.



Visit us at [tmobile.careers](https://t-mobile.careers)

