

Great Place to Work

T-Mobile's Un-carrier mission means putting customers first and changing the rules of this industry in their favor.

Employing the best people to work the front lines and behind the scenes every day helps us realize this mission. T-Mobile invests in employees by offering outstanding pay, benefits, and experiences. We also prioritize incorporating diversity, equity, and inclusion into the workplace because we know it makes us better. At the end of 2021, T-Mobile implemented a nationwide [minimum pay of at least \\$20 per hour](#) for all employees, regardless of their role or contract status or location.⁵⁰ This trend has set the pace for the industry, with other carriers following T-Mobile's lead and raising minimum wages for their employees, too.⁵¹



WE SAID:

As part of its mission to build the best wireless network in America and offer customers the best value, backed by the best customer experience in the industry, T-Mobile committed to offering employees the same or better wages and benefits post-merger.⁵²

WE DELIVERED:

T-Mobile and other carriers have significantly increased wages for their employees,⁵³ and the overall U.S. labor market remains remarkably strong, with the Bureau of Labor statistics consistently reporting 11 million or more job openings in recent months.⁵⁴ T-Mobile's combination with Sprint has enhanced wages for American workers in the wireless and in-home broadband markets, thanks to enhanced competition for the best and most talented employees.

T-Mobile employees enjoy many benefits beyond monetary compensation. The total compensation for each full-time T-Mobile employee includes an annual grant of company stock. And T-Mobile offers industry-leading benefits, such as up-front tuition assistance up to \$5,250 per year at partner institutions; up to 12 weeks of paid family leave for birth and non-birth parents; up to \$14,000 in adoption/surrogacy assistance; up to \$250 per month to help cover child-care expenses; and immediate eligibility for all employees to participate in our 401(k) plan.⁵⁵ As the company grows, every one of our full-time team members benefits from our success, contributing to industry-leading employee satisfaction scores. T-Mobile is proud of our consistent recognition as one of the best companies to work for by many independent observers,⁵⁶ and as a top employer for women, persons with disabilities, veterans, and the LGBTQ+ community.⁵⁷ And our commitment to our employees and their morale is a key to our eleven consecutive J.D. Power #1 rankings in customer service and our consistent #1 ranking in customer purchase experience.⁵⁸