



## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

At Sprint, we Believe diversity helps us Excel and Win.

Sprint serves a diverse customer base. We're committed to Affirmative Action and Equal Employment Opportunity (EEO), and we embrace a culture of inclusion. As an equal-opportunity employer, we will not discriminate against anyone due to status including, but not limited to, an individual's race, color, religion, creed, sex, gender identity, sexual orientation, age, disability, national origin, genetic information or ancestry, as well as citizenship, marital, veteran, and family and medical leave status or any other status protected by law. This policy applies to all employment decisions, including, but not limited to, recruiting, hiring, compensation, promotion, benefits, discipline, termination, job assignments and training. In addition, all Sprint facilities provided for employees are available on a nondiscriminatory basis as are Sprint-sponsored employee recreational and social activities.

Sprint is a federal contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("Section 4212") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). Sprint is committed to equal employment opportunity, and it is Sprint's policy to take affirmative action to employ and advance in employment protected veterans (disabled veterans, recently separated veterans, Armed Forces Service Medal veterans, or active duty wartime or campaign badge veterans) and individuals with disabilities at all levels of employment, including the executive level. Sprint also will provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of Sprint's business.

We are committed to creating a professional, inviting work environment free of harassment, which is any unwelcome verbal, physical, or visual conduct based on an individual's protected status. Any incident of harassment or discrimination should be reported to a manager, Human Resources Representative, or the Ethics Helpline, which will be promptly and thoroughly investigated.

Sprint prohibits harassment, discrimination, and retaliation against any applicant or employee because he or she (1) files a complaint; (2) assists or participates in an investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal opportunity for protected veterans or individuals with disabilities; (3) opposes any act or practice made unlawful by Section 4212, Section 503, their implementing regulations, or any other Federal, State or local law requiring equal opportunity for protected veterans or individuals with disabilities; or (4) exercises any other right protected by Section 4212, Section 503, or their implementing regulations.

Stephany Newport manages the Equal Employment Opportunity Program. Her responsibilities include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. She will receive and review reports on the progress of the program.

If any employee or applicant for employment believes he or she has been treated in a way that violates this policy, they should contact either Stephany Newport at [er.corporate@sprint.com](mailto:er.corporate@sprint.com), the Human Resources Business Partner, report the incident through the Ethics Hotline, or contact any other representative of management.

The non-confidential portions of the affirmative action program for individuals with disabilities and protected veterans shall be available for inspection during Sprint's normal business hours by contacting Human Resources.

As CEO, I fully support our affirmative action program and am committed to the implementation of Sprint's equal opportunity and affirmative action policies.

A handwritten signature in black ink, appearing to read "Michel Combes".

Michel Combes  
CEO  
Sprint Corporation  
April 10, 2019