

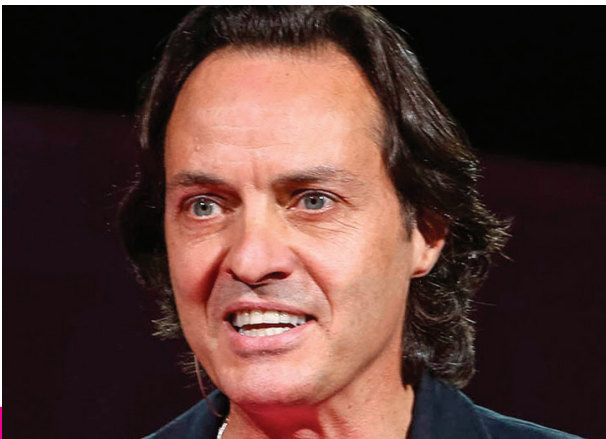
# DIVERSITY: GOOD BUSINESS FOR ALL OF US

## A heightened focus on diversity

T-Mobile's National Development and Procurement teams have contractual relationships worth millions of dollars with vendors and contractors. With this buying power, come many responsibilities – not only to deliver on the contractual promises between T-Mobile and these vendors, but also to provide leadership on issues of importance to our customers, our employees, and our business success.

## How do we achieve supplier diversity?

- **We break down barriers** and build opportunities in their place.
- **Our commitment to ethical business practices permeates our corporate culture.** In fact, for the 9th straight year, Ethisphere has recognized T-Mobile as one of the World's Most Ethical Companies<sup>1</sup>.
- **T-Mobile supports CEO Action for Diversity & Inclusion**, the largest CEO-driven business commitment across the United States that is advancing diversity and inclusion in the workplace<sup>2</sup>.
- For 2019 and beyond, **National Development and Procurement are stepping up our work** to develop and increase participation of diverse business enterprises<sup>3</sup>.



**T-Mobile's CEO John Legere is not just a fan of workforce diversity – he is an advocate.**

*"Our diversity is not only a huge source of pride; it's also a massive competitive advantage. T-Mobile's diversity fuels better ideas – the very ideas that are driving our Un-carrier revolution forward."*

## What sets us apart

It's simple: We won't stop! We are intent on growing a robust supply chain that reflects our diversity and values, strengthens our customer relationships and economically develops the communities we serve. We accomplish this by providing access as well as fair and equitable opportunity for direct and indirect suppliers from the following types of businesses:

- Minority owned
- Woman owned
- Lesbian, Gay, Bisexual & Transgender owned
- Veteran or service-disabled veteran owned
- Disability owned
- Small Business Administration-defined small and disadvantaged

## We also know.

Engaging and strengthening our outreach to business organizations that support diversity is critical. It's why we actively partner with:

- National Gay & Lesbian Chamber of Commerce
- National Minority Supplier Development Council
- National Veteran-Owned Business Association
- Northwest Mountain Minority Supplier Development Council
- United States Hispanic Chamber of Commerce
- Women's Business Enterprise National Council
- National Veteran Business Development Council

# Registering for T-Mobile's Supplier Diversity Program

Companies interested in T-Mobile's supplier diversity program must be certified before registering with us. Here are three steps to take:

**1. Get Certified:** Make sure your business is a certified Small or Diverse Business. If your business is MBE, WBE, LGBTBE, or DVBE4 eligible for certification by the California Public Utilities Commission (CPUC), please invite them to certify with CPUC's Supplier Clearinghouse (<http://www.thesupplierclearinghouse.com/>). If other, certify with one of the following:

- US Business Leadership Network (for Disabled certification) <http://www.usbln.org/what-we-do/supplier-diversity/>
- National Gay & Lesbian Chamber of Commerce (for LGBTBE certification) <http://nglcc.org/get-certified>
- National Minority Supplier Development Council (for MBE certification) <http://www.nmsdc.org/mbes/mbe-certification/>
- Women's Business Enterprise National Council (for WBE certification) <http://www.wbenc.org/certification/>
- U.S. Small Business Administration (SBA) Women-Owned Small Businesses Overview (for additional WOSB certification) <https://www.sba.gov/contracting/government-contracting-programs/women-owned-small-businesses>
- VetBiz – Veteran and Service-Disabled Veteran-Owned Verification (for VOSBs and SDVOSBs) <https://www.va.gov/osdbu/>
- U.S. Small Business Administration (SBA) Certification Overview <http://www.sba.gov/content/register-government-contracting>
- Federal Government System for Award Management (self-certification as small) <http://www.sam.gov/portal/SAM/> (U.S.)
- Small Business Administration (SBA) HUBZone Certification Overview <http://www.sba.gov/content/applying-hubzone-program>
- U.S. Small Business Administration (SBA) Small Disadvantaged Businesses Overview <https://www.sba.gov/contracting/government-contracting-programs/small-disadvantaged-businesses>
- The National Veteran Business Development Council's certification program: <http://nvbdc.org/certification.html>

**2. Sign up:** Register at <https://t-mo.co/2NMlvAm>. You need to fill out your company profile completely, and keep certifications and profile data up-to-date going forward. <https://www.youtube.com/watch?v=0xUt9BESGCQ>

**3. Prime Suppliers:** If you have contracts in place with diverse suppliers, you can easily register with T-Mobile's ConnXus Tier Tracker reporting system at this link: <https://www.t-mobile.com/our-story/working-together/suppliers/supplier-diversity>

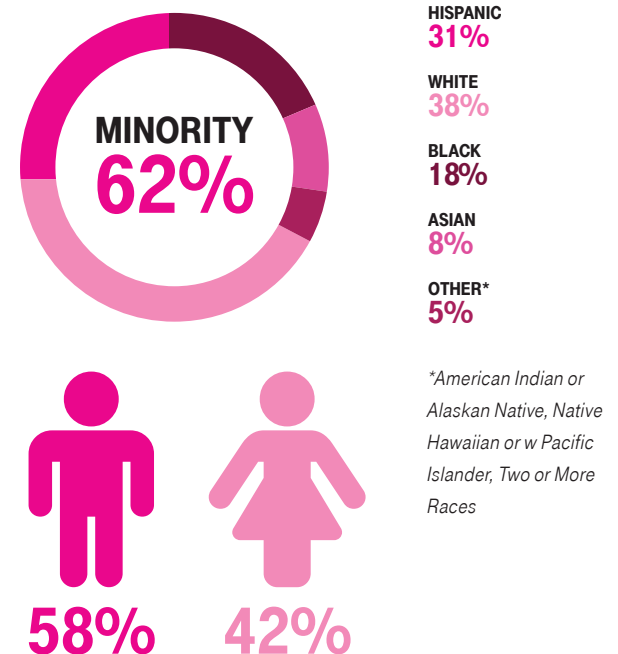
## Why supplier diversity is important

It is clear to us – there are multiple benefits to supplier diversity because it: 1) brings differentiated products, fresh approaches, and disruptive Un-carrier-like services and solutions, 2) increases supply chain competitiveness, 3) is consistent with our corporate values, 4) helps us measure success through competitive scores and positive trends, and 5) economically empowers communities where our diverse customers live, work and play.

### Facts:

During **2017**, T-Mobile's agreements with diverse suppliers resulted in expenditures of approximately **\$1.3 billion**.

### When it comes to our employees, we practice diversity in hiring:



## Contact Any of Us

**Procurement Supplier Diversity:** Chi Pak, [Chi.Pak2@T-Mobile.com](mailto:Chi.Pak2@T-Mobile.com)

**National Development:** Kristen Larson, [Kristen.Larson8@T-Mobile.com](mailto:Kristen.Larson8@T-Mobile.com)

**Register or sign-in to ConnXus Support at:** [www.T-Mobile.MySupplier-Network.com](http://www.T-Mobile.MySupplier-Network.com)

## HowMobileWorks.com



<sup>1)</sup> Ethisphere's program honors companies that excel in three primary areas: a) Promoting ethical business standards, b) enabling managers and employees to make good choices, and c) shaping future industry standards by forging tomorrow's best practices today.

<sup>2)</sup> For more information about CEO Action for Diversity and Inclusion, visit: [www.CEOAction.com](http://www.CEOAction.com)

<sup>3)</sup> Diverse suppliers are defined as business enterprises that are at least 51-percent owned, managed, and controlled by one or more of the following: • Women • Minorities: African-American, Hispanic-American, Native-American, or Asian-American • Service-Disabled Veterans • Lesbian, Gay, Bisexual or Transgender Individuals

<sup>4)</sup> MBE = Minority business enterprise | WBE = Women business enterprise | LGBTBE = Lesbian, Gay, Bisexual and Transgender business enterprise | DVBE = Disabled Veteran business enterprise