



## #BeYou at T-Mobile

T-Mobile believes that inclusion starts from within, and that delivering the best customer experience can only happen when our company is as diverse as the people we serve. Our Equity In Action efforts support a dynamic environment that embraces everyone's differences – across race, gender, age, ability, orientation, and identity – making it the most honest reflection of how the Un-carrier embeds diversity, equity, and inclusion across the business.

### Over 13,000 members and growing

Our PRIDE Employee Resource Group is the go-to for information, consultation, and education on sexual orientation and gender identity topics at T-Mobile, helping to maintain a safe and accepting workplace for all. Its mission is to move the business forward through engaged conversation and action around significant LGBTQ+ community programming at T-Mobile and beyond. With over 13,000 members and growing, PRIDE underscores our #StrongerTogether company mantra.



### He, she, they, them, us

Every member of Team Magenta can choose to be addressed by the name and pronoun that corresponds to their gender identity, which is why we encourage pronoun expression in our email signatures, Slack, Workday, Webex profiles, and more. T-Mobile also offers optional name badges for all retail employees that can include their personal pronouns and helps ALL employees learn best practices for politely asking co-workers how they would like to be addressed.

### Benefitting all

T-Mobile offers medical, dental and vision coverage to employees, domestic partners, and children of domestic partners (under age 26). This is also inclusive of transgender-specific medical coverage such as gender-affirming surgery, hormones, facial bone reduction, hair removal, and voice therapy, just to name a few. We also offer options for travel reimbursement when care, providers, or both aren't available locally. Our fertility, adoption, surrogacy programs, and paid parental leave options remove barriers and open opportunities to parenthood and family-building for all.

“Having an inclusive culture is at the heart of everything we do – and that will never change. Our unparalleled employee advocacy and enthusiasm for equity is what makes T-Mobile the best place to work for LGBTQ+ talent.”

Holli Martinez,  
Head of Diversity, Equity, and Inclusion at T-Mobile



## LiveMagenta 24/7/365

Extended to employees, domestic partners, and children of domestic partners, this resource hub offers each family member 10 no-cost counseling sessions per incident with LGBTQ+ expert therapists, unlimited access to life coaches, mindfulness programs, community apps, resources, guides, and tools to build a culture of Pride and help it thrive.

## Standing stronger together inside and out

T-Mobile doesn't see Pride as an opportunity to promote the Un-carrier brand, nor a box to be checked. It's about authentically engaging with the LGBTQ+ community and investing in organizations driving systematic equity. We're proud corporate sponsors of the Human Rights Campaign, with a five-year, \$1 million contribution toward new programming supporting digital literacy and financial empowerment for LGBTQ+ youth. The Un-carrier has also earned a perfect score on HRC's Corporate Equality Index for the last decade, reinforcing that T-Mobile is one of the best places to work for LGBTQ+ talent. In addition, T-Mobile supports LGBT Tech through its PowerOn program, which provides resources to grassroots LGBTQ+ organizations across the country for devices and connectivity.

Of course, every year we look forward to the opportunity to show up proudly as sponsors of, participants in, and advocates for Pride celebrations coast-to-coast.

## LGBTQ+ rights are human rights, period

Fairness, equal treatment, and opportunity are central to T-Mobile's corporate values. As part of our continued allyship for the LGBTQ+ community, we stand against discriminatory legislation and barriers to equity.

In addition to being a member of HRC's [The Business Coalition for the Equality Act](#), T-Mobile is also a proud signatory of the HRC's [Business Statement Opposing Anti-LGBTQ State Legislation](#).



[T-Mobile.com/pride](https://www.t-mobile.com/pride)

[#StrongerTogether](https://www.t-mobile.com/pride)