



September 2023

Re: Notification of Equal Employment Opportunity/Affirmative Action Obligations

Dear Vendor/Subcontractor:

As part of T-Mobile USA, Inc.'s compliance with federal Equal Employment Opportunity and Affirmative Action regulations, we hereby notify you that T-Mobile USA, Inc. ("T-Mobile") is an equal opportunity employer that makes employment decisions without regard to race, religion, creed, color, national origin, religious affiliation, ethnicity, citizenship, sex, sexual orientation, gender identity or expression, age, familial status, or status with regard to public assistance, marital status, veteran's status, or disability status, or any other status protected by the laws or regulations in the locations where we operate, except where such status is a bona fide occupational qualification and that T-Mobile takes affirmative steps to employ and advance in employment qualified protected veterans and qualified individuals with disabilities. T-Mobile further notifies you that, as an entity supplying goods and/or services to T-Mobile, your organization may be subject to, and required to take action pursuant to, the following laws and accompanying regulations:

- **Executive Order 11246 (and its implementing regulations at 41 C.F.R. part 60);**
- **The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (and its implementing regulations at 41 C.F.R. 60-300); and**
- **Section 503 of the Rehabilitation Act of 1973, as amended (and its implementing regulations at 41 C.F.R 60-741); and,**
- **Executive Order 13496 (and its implementing regulations at 29 C.F.R. part 471, Appendix A to Subpart A).**

We would like to take this opportunity to request your assistance in furthering these principles as well. Thank you in advance for your cooperation.

Sincerely,

Human Resources EEO/AA Compliance

T-Mobile™

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