

MEMORANDUM OF UNDERSTANDING
between
T-MOBILE US, INC.
and
MULTICULTURAL LEADERSHIP ORGANIZATIONS

THIS MEMORANDUM OF UNDERSTANDING (“**MOU**”) is entered into on this 11th day of October, 2019 by and among T-Mobile US, Inc. (“**T-Mobile**”) and the National Urban League, National Action Network, Asian Americans Advancing Justice – AAJC, OCA – Asian Pacific American Advocates, League of United Latin American Citizens and UNIDOSUS (collectively referred to herein as the “**Multicultural Leadership Organizations**”) to set forth their mutual goals and commitments in promoting more diverse and inclusive business practices, leadership, and workforce; a superior advanced 5G wireless network that is more accessible for low-to-moderate income, minority, and rural communities; and a community development and philanthropy program that is sustainable and impactful. T-Mobile and the Multicultural Leadership Organizations shall collectively be known herein as the “**Parties**”.

WHEREAS, T-Mobile and Sprint Corporation are in the process of merging (the “**Transaction**”), with the combined corporation (“**New T-Mobile**”) expected to be the third largest wireless carrier with over 126 million subscribers; and

WHEREAS, the Multicultural Leadership Organizations are tax-exempt organizations comprised of civic, advocacy, and community leaders spanning our nation’s Asian, Latino, and African American communities united under a new definition of diversity and inclusion that reinforces greater opportunity, empowerment, and financial equality for underserved communities; and

WHEREAS, the Multicultural Leadership Organizations expect Sprint and T-Mobile will continue the diversity and inclusion practices developed and implemented by the companies, and will cause New T-Mobile to improve upon, if not exceed, any current diversity efforts in the five Focus Areas (defined below) of corporate governance, employment/workforce recruitment and retention, procurement, access, and philanthropy and community investments; and

WHEREAS, the effective date of this MOU is wholly contingent upon the closing of the Transaction;

NOW, THEREFORE, the foregoing premises considered, the Parties enter into this MOU and agree to be bound as follows:

1. Purpose

T-Mobile and the Multicultural Leadership Organizations enter into this MOU to establish an action plan, inclusive of strategic goals and timelines, to guide their collaborative efforts following the Transaction on the initiatives enumerated herein in the five “**Focus Areas**”: (a) **Corporate Governance**; (b) **Workforce Recruitment and Retention**; (c) **Procurement** and **Entrepreneurship**; (d) **Wireless Services (including 5G Wireless**

Services) for Low Income Consumers; and (e) **Philanthropy and Community Investment**.

2. Scope

This MOU is intended to apply to New T-Mobile, following the Transaction, and will include each of New T-Mobile's operating subsidiaries. References herein to "T-Mobile" or "New T-Mobile" are intended to include T-Mobile US, Inc. and its existing and future operating subsidiaries.

3. Corporate Governance

a. Board of Directors and Management.

Following the close of the Transaction, New T-Mobile will seek to maximize the diversity of its Board of Directors. Although many of the members of New T-Mobile's Board of Directors have yet to be announced, it is currently contemplated that at least two (2) of the initial appointees to New T-Mobile's Board will be Black, Asian, Pacific Islander or Latino and New T-Mobile will strive to have four (4) such Board members by the end of 2023. New T-Mobile will continue to evaluate the makeup of its Board on an ongoing basis and will partner and collaborate with organizations that specialize in searching for diverse board candidates to fill vacancies.

b. Diversity and Inclusion

T-Mobile has a Diversity and Inclusion Office which is spearheaded by the Vice President of Diversity and Inclusion (the "**VP D&I**") who leads the company's diversity and inclusion initiatives.

New T-Mobile plans to retain the VP D&I position. The person in that position will report their activities directly to the Chief Executive Officer, the President or another similarly ranked officer at New T-Mobile, and participate in the New T-Mobile Internal Diversity Board. The position will continue to lead the company's diversity and inclusion initiatives, including the diversity and inclusion components of the New T-Mobile procurement strategy (in collaboration with the Procurement organization), and be empowered with authority and resources to ensure that diversity is integrated into all aspects of the organization's strategy and is among the organization's core values. The VP D&I will have primary responsibility for implementing the Diversity Strategic Plan described below.

In filling any vacancy for the position, New T-Mobile will consider a diverse pool of candidates, which will include, at a minimum, African-Americans, Latinos, and Asian Americans. New T-Mobile will partner with the Multicultural Leadership Organizations and diverse search firms to identify potential candidates.

c. Vice-President of Governmental and External Affairs

T-Mobile has a Vice-President of Governmental and External Affairs who will work

with community organizations on policy matters, ways diversity and inclusion can benefit public policy, and technology needs, as well as investment, and will be empowered with authority and resources to ensure that diversity and inclusion is integrated into all aspects of the organization's strategy and is among the organization's core values. The Vice-President of Governmental and External Affairs will report their activities to the Chief Executive Officer, the President or another similarly ranked senior officer of New T-Mobile on diversity and inclusion issues, will be the primary liaison with community organizations, and will participate in the New T-Mobile Internal Diversity Board.

In filling any vacancy for the position, New T-Mobile will consider a diverse pool of candidates, which will include, at a minimum, African-Americans, Latinos, and Asian Americans. New T-Mobile will partner with the Multicultural Leadership Organizations and diverse search firms to identify potential candidates.

d. External Diversity and Inclusion Council

- i. Composition. Within ninety (90) days after the close of the Transaction, New T-Mobile will establish a national diversity and inclusion council (the "**Council**") (sponsored by New T-Mobile's Government Affairs and Diversity and Inclusion teams) comprised of a representative from each of the Multicultural Leadership Organizations and other non-employees who are highly esteemed, regarded as pillars in their respective communities, and represent a diverse constituency.

New T-Mobile shall endeavor to achieve ethnic and geographic diversity in the Council, which shall be comprised of no fewer than twelve (12) individuals from diverse groups including African Americans, Latinos, Asian Americans, Native Americans, veterans, women, the LGBTQ community, and persons with disabilities. T-Mobile will require any group participating on the Council to certify to New T-Mobile that it has sustainable policies and practices to ensure that they pay their male and female employees equally for equal work, at least 35 percent of its leadership and governance positions held by women and at least 35 percent of its leadership and governance positions held by people of color.

New T-Mobile shall appoint a person, considering individuals recommended by the Multicultural Leadership Organizations, to serve as Chair of the Council. New T-Mobile, in consultation with the Council Chair, will appoint all individuals who will sit on the Council other than the designees from the Multicultural Leadership Organizations.

- ii. Role. New T-Mobile will develop and implement a Diversity Strategic Plan addressing each of the Focus Areas and reflecting best practices in the industry ("**Diversity Strategic Plan**"). The Council shall be the main external advisory group to NewT- Mobile regarding the

development and execution of the Diversity Strategic Plan. The Diversity Strategic Plan shall be presented by the VP D&I and VP of Governmental and External Affairs to the New T-Mobile Management Team within one-hundred and eighty (180) days following the close of the Transaction for review and approval.

The External Diversity Council will also provide guidance and advice to New T-Mobile's senior executive teams regarding the development and implementation of the Diversity Strategic Plan, which is intended to improve diversity practices at New T-Mobile.

To facilitate employee buy-in, New T-Mobile will evaluate the creation of a Sub-Council, representing all levels of the organization, to help guide the development, implementation, and monitoring of the Diversity Strategic Plan.

- iii. Term. Members of the Council shall serve a term of three (3) years which may be renewed for a second term in accordance with the governance charter of the Council. The initial members' terms will be staggered. Removal for cause will be permitted where a member has violated the terms of this MOU or otherwise engaged in conduct which New T-Mobile deems, in its reasonable discretion, inconsistent with their duties as a Council member.
- iv. Meetings. The Council shall meet at least two (2) times per year at the headquarters of New T-Mobile, unless another convenient location is selected by New T-Mobile. New T-Mobile's VP D&I along with the VP of Governmental and External Affairs shall attend each meeting of the Council. New T-Mobile understands the Multicultural Leadership Organizations' goals that the Council have the attention of senior executive leadership of New T-Mobile and will use reasonable efforts to ensure that relevant members of its Senior Leadership Team attend meetings and interact with the Council to receive their advice and counsel. The Chief Executive Officer, President or another similarly ranked officer of New T-Mobile will attend the initial meeting of the Council and the release of the Diversity Strategic Plan.

The Council will meet to provide input on the continuing development of the Diversity Strategic Plan; consider relevant business and operations plans provided by New T-Mobile within the scope of this MOU; subject to strict confidentiality provisions, review progress on diversity initiatives; recommend ways in which New T-Mobile can improve its efforts in the Focus Areas; and recommend ways in which New T-Mobile and the External Diversity Council can effectively collaborate to improve diversity and inclusion. Council members shall execute non-disclosure agreements with respect to any company information they receive in connection with Council business and any such information that is disclosed shall be deemed

privileged by all parties involved.

New T-Mobile shall assist the Council in scheduling the meetings and other associated administrative tasks and shall reimburse members of the Council for reasonable meeting-related expenses such as travel, lodging, programming by experts in the Focus Areas of the Council, and meals, plus a per diem and honorarium for members consistent with comparable boards and councils.

Every year for five (5) years following the close of the Transaction, and upon the advanced and reasonable request of the Multicultural Leadership Organizations, New T-Mobile's VP D&I and VP of Governmental and External Affairs, along with other relevant members of the Senior Leadership Team as determined by New T-Mobile, shall meet at least once per year with the Multicultural Leadership Organizations leaders and members to provide updates on the Focus Areas discussed in this MOU as well as other areas of mutual interest. The first meeting shall be held within the first twelve (12) months following the close of the Transaction.

4. Workforce Recruitment and Retention

New T-Mobile shall strive to increase the diversity of its workforce at all levels to reflect the diversity of the communities in which it operates. New T-Mobile will work with the Council to establish plans in this area, which will be included in the Diversity Strategic Plan, to create and enhance existing mentoring, outreach, recruiting, development, and training programs that provide meaningful opportunities for advancement and retention. New T-Mobile shall consider recommendations submitted by the Multicultural Leadership Organizations to expand and improve the quality of potential candidates.

To achieve the goal of increasing diversity among its leadership, particularly at the director level and above, New T-Mobile will take affirmative steps, which will be described in greater detail in the Diversity Strategic Plan, to recruit diverse candidates.

At a minimum, New T-Mobile will establish the following initiatives:

- a. New T-Mobile will maintain or improve upon T Mobile's existing workplace diversity and inclusion awareness program with the following components: (1) a comprehensive policy describing New T-Mobile's commitment to a diverse employee population and creation of an inclusive culture; (2) dissemination and communication of New T-Mobile's diversity policy via its Intranet and Internet sites, New Employee Orientation Program, employment policies and practices, and Careers web page; (3) encouraging and supporting the expansion of employee affinity groups; (4) training for all leaders on their role in creating and maintaining an inclusive work environment and diverse workplace; and (5) other best practices contained in the Diversity Strategic Plan. If meaningful progress has not been achieved at the one-year anniversary of the Diversity Strategic Plan's implementation, the DNI Council will evaluate whether a component of the

performance evaluation and incentive compensation of New T-Mobile's senior leaders should be based upon on executives' success in furthering diversity and inclusion within the company, and prepare a recommendation to New T-Mobile if it deems appropriate.

- b. New T-Mobile will set up an annual award during the term of this agreement that recognizes one or more New T-Mobile Executive(s) or Senior Management Employee(s) under each Executive Vice President who best implements or furthers the goals of the diversity and inclusion initiatives set forth in this MOU. Such award will be in the form of restricted stock with a value of at least one-hundred thousand dollars (\$100,000.) The VP D&I shall report the recipients to the Council and recognize the recipients internally.

New T-Mobile will partner with the Multicultural Leadership Organizations, other community and civic groups, as well as local workforce development organizations to assist in identifying, training, and recruiting qualified people of color and other diverse candidates to fill the call center and customer services jobs anticipated to be created as part of New T-Mobile.

New T-Mobile will work with the Council and the Multicultural Leadership Organizations to locate future call centers (sites selected after close of the Transaction) in areas in or accessible to underserved communities and to hire from those communities.

- c. To increase the pool of skilled and qualified diverse candidates for employment, New T-Mobile shall support and establish strategic partnerships with local trade schools and other community and civic organizations to train and/or certify individuals for employment in the wireless, telecommunications, technology or other industries. In addition, New T-Mobile will invest in local community programs designed to prepare people of color and other diverse individuals to succeed in the workplace, including mentoring programs to enhance opportunities for upward mobility from entry-level to mid-level and senior management. The Multicultural Leadership Organizations shall propose to New T-Mobile organizations that are able to provide such training.
- d. New T-Mobile will provide designated internships for students who attend minority-serving educational institutions located in New T-Mobile's footprint, such as local colleges, universities, and trade and vocational institutions.
- e. New T-Mobile shall partner with the Multicultural Leadership Organizations and other community and civic groups as well as local workforce development organizations to assist in the selection of executive leadership development programs and the development of internship programs aimed at exposing college and university students to employment opportunities with the company, including recommendations for search firms with expertise in identifying diverse candidates to fill executive positions and to identify, train, and recruit qualified people of color and other diverse candidates to fill the additional workforce opportunities

anticipated to be created after the Transaction.

- f. With input from the Multicultural Leadership Organizations and other community groups, New T-Mobile will consider fostering community reintegration reentry of formerly incarcerated individuals into the New T-Mobile workforce by providing opportunities for training and employment, especially to those who served time for non-violent crimes.
- g. New T-Mobile will provide annual workforce demographic data, disaggregated by race, in an agreed upon electronic formation. New T-Mobile will provide the Multicultural Leadership Organizations the information subject to non-disclosure and only for internal discussions and progress reports related to the company's diversity initiatives and efforts. The Multicultural Leadership Organizations, and the members of the Council, will keep confidential all communications with New T-Mobile and all information provided by New T-Mobile, unless the VP D&I agrees in writing that such information can be communicated externally.

5. Procurement and Entrepreneurship

New T-Mobile will partner with the Multicultural Leadership Organizations and the Council with the goal of improving diversity in its procurement of goods and services over the next five (5) years, including business enterprises owned and operated by African Americans, Latinos, and Asian Americans. New T-Mobile will strive to achieve entry into the "Billion Dollar Roundtable" on a timetable to be determined by the Council, and will strive to maintain membership status thereafter. The following minimum actions will be taken to achieve this goal:

- a. New T-Mobile will create opportunities for building and growing relationships between minority-owned suppliers in the communities in which it operates and its leadership, partner with organizations that serve the minority business communities, and participate in procurement-related events that showcase diverse suppliers. The Multicultural Leadership Organizations will provide guidance and advice to New T-Mobile to identify opportunities for spending with diverse suppliers who are able to meet the company's needs in areas such as banking, investments, IT, engineering, construction, customer precise equipment, legal services, advertising and media services, janitorial services, building maintenance, office supplies and furniture, and staffing services.
- b. New T-Mobile, in collaboration with the Council and the Multicultural Leadership Organizations, will identify and invest in programs that mentor and coach diverse business owners who desire to compete for contracting opportunities in the wireless network industry, particularly with New T-Mobile.
- c. New T-Mobile will partner with minority-led organizations, including engaging with African Americans, Latinos, Asian Americans, Native Americans, chambers of commerce, and trade organizations; be an active participating member in the National Minority Supplier Development

Council; and consult the Council to model best practices in supplier diversity and procurement successfully adopted by other companies.

- d. New T-Mobile shall provide guidance on its website and through niche marketing channels on how diverse vendors can become New T-Mobile suppliers or third-party retailers. New T-Mobile shall utilize a supplier diversity tracking system that meets the following criteria:
 - i. Identifies New T-Mobile's diverse suppliers;
 - ii. Tracks, monitors, and reports on a company-wide basis New T-Mobile's spend with each diverse supplier;
 - iii. Tracks, monitors, and reports on a company-wide basis tier 1 suppliers' spend with diverse tier 2 suppliers;
 - iv. Shows New T-Mobile's amount and percentage spent from total procurement among each diverse group (i.e., African American, Latino, Asian, women, veterans);
 - v. Categorizes specific supplies and/or services provided by New T-Mobile's diverse suppliers; and
 - vi. Tracks and analyzes New T-Mobile's spend with tier 1 and tier 2 diverse suppliers.
- e. New T-Mobile will seek to establish new relationships with minority law firms and commits to strive to expand its utilization of minority-owned law firms and accounting firms. The Strategic Diversity Plan will consider methods to advance this commitment, including if the Council deems appropriate, specific goals and timelines for staffing of diverse senior lawyers and diverse relationship partners.
- f. The Strategic Diversity Plan shall recommend methods to increase diverse spend with marketing firms, including, if the Council deems appropriate, that New T-Mobile will engage at least one minority-owned advertising agency to develop national and/or local advertising and marketing materials, and increase its spending on advertising with minority-owned media and with respect to culturally relevant content.
- g. As set forth in the Strategic Diversity Plan, New T-Mobile will strive to grow the diversity of its banking, accounting, and other financial services partners by developing and expanding relationships with minority-owned banks, investment firms, and asset managers. To the extent New T-Mobile is unable to develop a relationship with a minority-owned company, it will consider minority-managed companies and relationships with minority partners at non-minority and/or public companies. New T-Mobile will establish depository banking relationships valued at a minimum of five hundred thousand dollars (\$500,000) each, with at least six (6) minority owned or

managed banks, within 180 days of the close of the Transaction.

New T-Mobile will train its procurement team to search for and identify opportunities for inclusion, including opportunities for existing diverse suppliers to expand the goods and/or services provided to New T-Mobile, as set forth in the Strategic Diversity Plan.

- h. As set forth in the Strategic Diversity Plan, New T-Mobile will encourage third party retailer (dealer) participation by African Americans, Latinos, Asian Americans, Native Americans and women entrepreneurs and will include outreach, training, initiatives, and financial incentives to increase minority and women owned third-party retailers.

Additionally, by Q4 2020, New T-Mobile will engage a minority-owned broker to identify and bring to fruition opportunities for minority entrepreneurs including, to the extent that the Council deems appropriate and as set forth in the Strategic Diversity Plan:

- create new wireless initiatives using the T-Mobile network, thereby expanding T-Mobile's indirect subscribership;
- participate in transactions and/or partnerships pertaining to infrastructure build-out expenditures including fiber, spectrum, towers, small cells, etc. as well as manage and/or maintain portfolios of towers, satellite dishes, and 5G transmitters; and
- Own and manage new retail stores for the T-Mobile and MetroPCS brands.

The Council may, in its discretion, recommend specific goals and timetables for each of these initiatives in the Strategic Diversity Plan.

- i. New T-Mobile will participate in procurement-related events that showcase diverse suppliers.
The Council, as part of the Strategic Plan, will explore opportunities for New T-Mobile to significantly increase participation of minority owned or managed asset management firms, and may make any recommendations to New T-Mobile as it deems appropriate to advance this goal.
- j. The Diversity Strategic Plan will cover programming and content, in the event New T-Mobile expands into mobile content distribution.
- k. New T-Mobile will provide annual reports and data related to supplier diversity in an agreed-upon format to the Council and the Multicultural Leadership Organizations, subject to non-disclosure and for internal discussions only.
- l. New T-Mobile will work with the Multicultural Leadership Organizations to identify diverse certified suppliers of handsets and network equipment to participate in New T-Mobile's programs.
- m. Oversight over these objectives will be within two reporting levels of the New T-Mobile Chief Executive Officer.

6. Access to Wireless Services (including 5G Wireless Services) for Low Income Consumers

Among the key benefits of the Transaction are **more jobs, lower prices, and a superior advanced 5G wireless network**. T-Mobile has a proven track record of seeking out and serving under-served consumers, including low income and diverse consumers. New T-Mobile plans to continue that track record by offering products and services designed to serve those communities.

New T-Mobile recognizes that the Multicultural Leadership Organizations play a vital role in serving the needs of low income, minority, and faith-based communities; in offering general social service assistance, community development, and economic opportunities for communities of color; and have an interest in promoting digital adoption and education in these communities. The Multicultural Leadership Organizations' members have reported that certain of their community centers and churches lack access to wireless services they need to serve their communities. New T-Mobile commits to work with the Multicultural Leadership Organizations and its members to launch a Community Wireless Initiative that will be part of New T-Mobile's Community Investment Plan (see below in Philanthropy and Community Investment).

The Community Wireless Initiative will seek to expand and improve wireless capabilities within New T-Mobile's coverage area to low income communities, to underserved minority populations, to insular and rural areas, and to organizations serving these underserved communities. As part of these initiatives, and as New T-Mobile seeks to offer affordable services that enable mobile broadband access for low income individuals, students and seniors, the company will enter into strategic partnerships with the Multicultural Leadership Organizations to assist in marketing and community engagement to help ensure there is successful awareness and significant increase in adoption by eligible consumers.

7. Philanthropy and Community Investment

New T-Mobile recognizes the importance of investing in minority-led organizations, including African American, Latino, and Asian American organizations, as well as the programs and services provided by organizations that serve communities of color. The Multicultural Leadership Organizations and their members play a vital role in serving the needs of low income, minority, and faith-based communities and offer general social service assistance, community development, and economic opportunities for communities of color. Moreover, New T-Mobile understands that financial support and capacity building provided to these organizations is important to the communities in which they operate.

Recognizing this, New T-Mobile commits to a social impact investment of twenty-five million dollars (\$25,000,000), separate and apart from New T-Mobile's customary philanthropic efforts, over five years to support tech entrepreneurship for communities of color and to bridge the gap in literacy, job training, and access and participation in the digital economy for communities of color. Public charities that provide services to disadvantaged or underrepresented communities will be eligible for funding, provided

that T-Mobile will require any group participating in the program to certify to New T-Mobile that it has sustainable policies and practices to ensure that they pay their male and female employees equally for equal work, at least 35 percent of its leadership and governance positions held by women and at least 35 percent of its leadership and governance positions held by people of color.

New T-Mobile will develop a "Community Investment Plan" that will outline its Philanthropy and Community investment for the five (5) years following the close of the Transaction. This plan will be developed in the one-hundred and eighty (180) days following the close of the Transaction in consultation with the Multicultural Leadership Organizations and the Vice President of Governmental and External Affairs, in coordination with the business, including the Vice President of D&I. New T-Mobile will consult with the Multicultural Leadership Organizations annually on the Community Investment Plan at the same meeting or meetings the Multicultural Leadership Organizations hold with New T-Mobile relating to the Diversity Strategic Plan. The Community Investment Plan will consider the following:

- a. Community Investment. New T-Mobile commits to increase its philanthropic efforts to support diverse-led and diverse-serving organizations and institutions.

New T-Mobile and the Multicultural Leadership Organizations both recognize the value of collaboration, and the Multicultural Leadership Organizations shall make recommendations about future community investment opportunities for New T-Mobile's government affairs and community outreach teams and there will be mutual collaboration to further shared goals.

- b. Internships, Scholarships, and Workforce Development and Training. New T-Mobile will support minority-led and minority-serving organizations and educational institutions that provide internships and scholarships to minority students and promote workforce development and training.

As a part of its support, New T-Mobile will create opportunities for internships for students from communities of color.

- c. Community Marketing, Education, and Outreach. New T-Mobile shall partner with the Multicultural Leadership Organizations to tailor its marketing and outreach strategies to niche markets, especially to hard-to-reach areas and populations.

Within sixty (60) days of the close of the Transaction, New T-Mobile will retain an experienced diversity consultant to establish baseline metrics that will (a) inform the Council's development of the Diversity Strategic Plan and, (b) identify to New T-Mobile the manner and extent to which the company's culture and operations align with industry best practices. The Consultant will conduct an initial analysis of the company; how diversity

considerations are reflected and interpreted among the existing employees, customers, and suppliers; how the company systems, policies, practices and processes currently impact diversity and inclusion; and how diversity and inclusion is currently contributing to the company's bottom line. On an annual basis thereafter, New T-Mobile and the Council will assess progress with regard to the diversity initiatives set forth herein and in the Diversity Strategic Plan against the baseline metrics identified in the Consultant's Report. The annual assessment will be reviewed by the Council for the purpose of seeking input and recommendations for strategies to improve performance on the diversity initiatives.

- d. Outreach. New T-Mobile affirms its commitment to publish annual data related to the diversity of its workforce and procurement. New T-Mobile will promote and communicate the positive impact of its partnerships with the civic and community organizations that are party to this MOU by increasing the provision of public service announcements and by using social media, advertising, media, special events, and job fairs to disseminate the efforts and initiatives described herein.
- e. Community Investment Data. New T-Mobile shall provide annual community investment related data in an agreed-upon format to the Council, subject to non-disclosure and for internal discussion purposes only. This data shall be disaggregated to reflect support given to each community of color.

8. Monitoring and Evaluation

New T-Mobile will work with the Multicultural Leadership Organizations to create a mechanism which will ensure adequate monitoring and oversight of this MOU.

9. Effective Date

This MOU shall take effect upon the closing of the Transaction. The Multicultural Leadership Organizations commit to, in a manner consistent with their missions, governance mandates, and past practices, cooperate and work closely with T-Mobile to engage in outreach and advocacy efforts to demonstrate the various ways in which the Transaction serves the public interest.

This MOU shall remain in effect at least five (5) years from the effective date. Thereafter, the Parties will jointly discuss the desirability of extending the agreement for an additional three (3) year term.

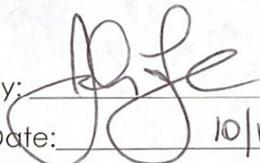
10. Miscellaneous

- a. New T-Mobile and the Multicultural Leadership Organizations agree that this MOU is intended to create a binding commitment in the Focus Areas specified, and that New T-Mobile shall make good faith efforts to satisfy

each of these commitments. This MOU shall be binding upon the Multicultural Leadership Organizations and New T-Mobile only and shall not confer rights upon any third-party that may benefit from this MOU or the right to bring any legal or equitable action against the Parties hereto. Nor is it intended that either Party to this agreement should act in contravention to applicable law.

- b. This MOU does not create a legal partnership among or between the Parties. Although this MOU will be filed with the Federal Communications Commission as a part of the New T-Mobile's public interest commitment, no Party shall have the authority to bind the other to any agreement, contract, or understanding with any third party or to act as an agent or representative of the other.
- c. The Parties to this MOU intend that the planning, development, implementation, and oversight of this MOU be a cooperative, mutual, long-term endeavor in which the Parties actively participate in good faith and with due diligence. To that end, at the Multicultural Leadership Organizations' request, New T-Mobile will consider appropriate budget requests relating to ongoing monitoring and oversight of this MOU which shall be part of the Community Investment Plan. Nothing in this MOU is intended to imply or otherwise suggest that the Multicultural Leadership Organizations has any authority or discretion over the Focus Areas enumerated herein, which shall remain within the full discretion of T-Mobile.
- d. The Parties agree in good faith to review and revise any terms to reflect any significant changes in circumstances.

John Legere
Chief Executive Officer
T-Mobile US, Inc.

By: 
Date: 10/14/2014

NATIONAL URBAN LEAGUE

By:  _____

Name: Marc H. Morial Title: President and CEO

Date: 10/14/2019

ASIAN AMERICANS ADVANCING JUSTICE – AAJC

By: _____

Name: John C. Yang

Title: President

Date: _____

LEAGUE OF UNITED LATIN AMERICAN CITIZENS

By: _____

Name: Sindy M. Benavides

Title: Chief Executive Officer

Date: _____

NATIONAL ACTION NETWORK

By: _____

Name: Reverend Al Sharpton

Title: President and CEO

Date: _____

NATIONAL URBAN LEAGUE

By: _____

Name: Marc H. Morial

Title: President and CEO

Date: _____

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ASIAN AMERICANS ADVANCING JUSTICE – AAJC

By: _____

Name: John C. Yang

Title: President

Date: _____

LEAGUE OF UNITED LATIN AMERICAN CITIZENS

By: *Sindy M. Benavides*

Name: Sindy M. Benavides

Title: Chief Executive Officer

Date: 10/14/19

NATIONAL ACTION NETWORK

By: _____

Name: Reverend Al Sharpton

Title: President and CEO

Date: _____

NATIONAL URBAN LEAGUE

By: _____

Name: Marc H. Morial

Title: President and CEO

Date: _____

ASIAN AMERICANS ADVANCING JUSTICE – AAJC

By: _____

Name: John C. Yang

Title: President

Date: _____

LEAGUE OF UNITED LATIN AMERICAN CITIZENS

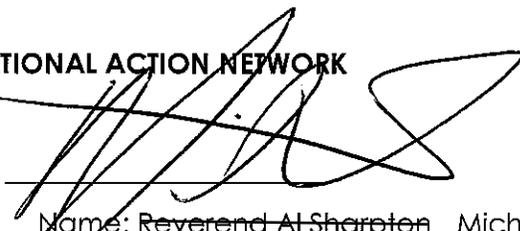
By: _____

Name: Sindy M. Benavides

Title: Chief Executive Officer

Date: _____

NATIONAL ACTION NETWORK

By: 

Name: Reverend Al Sharpton Michael A. Hardy

Title: President and CEO Executive Vice President and General Counsel

Date: 10-15-2019

OCA – ASIAN PACIFIC AMERICAN ADVOCATES

By: Ken Lee

Name: Ken Lee

Title: Chief Executive Officer

Date: _____

UNIDOSUS

By: _____

Name: Janet Murguía

Title: President and CEO

Date: _____

OCA – ASIAN PACIFIC AMERICAN ADVOCATES

By: _____

Name: Ken Lee

Title: OCA – Asian Pacific American Advocates

Date: _____

UNIDOSUS

By:  _____

Name: Janet Murguía

Title: President and CEO

Date: _____