



## Flexible Work Arrangements

Sprint is committed to helping our customers, and we strive to make sure that our operations, particularly front-line operations, are fully staffed with knowledgeable, helpful associates. But we also recognize that today's technologies, some of which Sprint sells, allows associates to work from virtually anywhere while continuing to produce outstanding results. With manager approval, Sprint allows associates to adopt a more flexible work environment as long as work needs can still be fully met.

Sprint offers flexible work options with the Sprint Mobile Workforce program, which allows Sprint associates to work anywhere, telecommute, or form less formal agreements with their managers. Full-time telecommuters typically live 50 miles or more from a Sprint location and work five days per week from their home. A permanent work space at a Sprint location is not assigned to telecommuters. Other associates that do not need an assigned workspace are considered "work anywhere associates" and are part of the Sprint Mobile Workforce program. These associates are based out of a Sprint building, but do not have an assigned office space. Instead, they may work from mobility workstations or other group/community space in a Sprint office (i.e., Sprint Mobile Zones), from their home or from "third" workplaces such as airports or coffee shops.

Sprint studied employee-workstation utilization and found that non-customer service employees occupy their workstations less than 40 percent of the workday. The rest of the time they are in a meeting, collaborating, travelling or working from other sites. With this in mind, we developed our flexible work strategy understanding that many of our employees don't need a personal, dedicated 24-hour-a-day workstation.

Sprint has over 200 Sprint Mobile Zones nationally. Since we implemented the program, Sprint has been able to reduce square footage by over 50 percent per headcount in areas covered. In total, Sprint saves over \$30 million annually in lease and overhead expense. Around 4,800 employees formally participate in the program. Based on national average commute times and distances, this has saved these associates approximately 1 million hours and 37 million miles a year in commuting to and from an office building.