



Compensation and Benefits

Our people are important to us. We do our best to take care of them, or more accurately, help them take care of themselves. The healthier and happier our employees are, the better they can support our customers. That is why Sprint has created a culture of well-being by creatively and holistically integrating aspects of career, social relationships, financial, physical and emotional health into many on-site programs and policies.

Compensation

Sprint offers a competitive pay structure and rewards employees based on their contributions, abilities and results. Our job categories are broad with expansive pay ranges that emphasize development, skill enhancement and aggressive challenges. This strategy reduces organizational layers between our leaders and our frontline, customer-facing employees, which speeds decision-making and supports employee empowerment.

Sprint benchmarks to median market values and aligns pay structures based on job function as well as individual skills, knowledge and ability. All employees are tied to the success of the company through enterprise-wide performance metrics and/or sales and other front line employee incentive compensation programs. In addition, Sprint executives are tied to a long-term incentive plan that provides increased earning potential with improved business results over a multi-year period. The mix of at-risk compensation increases as an executive moves from director into senior officer ranks. Sprint pays employees on a bi-weekly basis.

Benefits

Sprint offers a competitive selection of award-winning benefits that encourage healthy, responsible behavior for our employees and their dependents both on and off the job. Our Total Rewards program includes wireless phone service, health care coverage, retirement savings and financial education support, professional and career development, and many other options to address the needs of our employees, their dependents, and even their pets.

Sprint benefits are available to employees as well as their spouses, opposite- and same-sex domestic partners, and the children of employees, spouses and domestic partners.

Sprint's benefits include:

- **Health care programs:** Sprint offers multiple options for medical/prescription drug coverage including a program which allows funding of a Health Savings Account, two dental plans and vision coverage. Additionally, Sprint offers discounted benefit premiums to employees living in tobacco-free homes who completed a confidential Health Assessment.
- **[Family support programs:](#)** Employees with families often have special needs to consider, in particular, for children and aging parents. Sprint has a wide range of programs that provide support for our employees with families including adoption assistance, benefits for opposite- and same-sex domestic partners, caring for an aging parent, having a baby, or FMLA.
- **[Health and Wellness programs:](#)** Sprint offers a wide-range of health and wellness programs that improve employee's ability to manage their work/life balance including on-

site health and fitness services, an employee-wellness program call (Sprint Alive), and more.

- **Insurance services:** Sprint employees may participate in a range of insurance services including life, accidental death and dismemberment insurance, long-term care and critical illness insurance, auto and home insurance, short-term and long-term disability protection, pet insurance, accident insurance and pre-paid legal services.
- **Financial benefits:** Opportunities for wealth building are offered through the Sprint 401(k) plan and employee stock purchase plan. The company also sponsors numerous financial planning and financial education workshops and seminars.
- **Wireless phone service:** Sharing the latest Sprint technology and service offerings with potential new customers is good for business. Sprint encourages employees to be powerful advocates for our products and services by offering them free mobile phone service as well as aggressive discounts on mobile broadband and tablet services. Discounted services are also available to employees' friends and family members.
- **Flexible spending accounts** for health care and dependent day care expenses let employees set aside pre-tax funds to pay for out-of-pocket health and dependent care costs.
- **Education assistance:** Continuing education and career development is strongly supported. Sprint reimburses eligible employees for qualifying undergraduate and graduate educational course expenses.
- **[Time off policies:](#)** Sprint employees can receive time off for a number of important life situations, such as personal concerns, medical conditions and parental bonding as well as for vacations.
- **Additional benefits** include medical benefits for retirees, travel assistance, medical benefits abroad, leaves of absence, a matching gift program for employee contributions to charitable causes, relocation assistance and a top-notch rewards and recognition program.

Benefits are available for all full-time employees (97 percent of Sprint's workforce) and most part-time employees. Sprint's part-time employees (just 3 percent of the workforce currently) who are regularly scheduled to work between 20 and 39 hours per week, have access to all of the benefits that our full-time employees have with the exception of three programs: adoption assistance, relocation assistance and business travel accident insurance.

Sprint has a small percentage of employees regularly scheduled to work less than 20 hours of work per week. These employees currently represent just 0.15 percent of our workforce, and they have access to a smaller set of benefits, including our voluntary benefits program, financial planning, 401(k), employee assistance program, rewards and recognition program, and our employee discount portal.

Family Support Programs

Employees with families often have special needs to consider, in particular, for children and aging parents. Sprint has a wide range of programs that provide support for our employees with families ranging from traditional benefits such as medical plans and life insurance to less common programs such as adoption assistance and benefits for opposite- and same-sex domestic partners.

Family Medical Leave Policy

The Family Medical Leave Act (FMLA) allows employees to take unpaid time off to care for a seriously ill spouse, parent or a person who acted as a parent while they were growing up. Under FMLA, employees can take a maximum of 12 weeks away from work, if they are eligible. Sprint also offers FMLA-like benefits for employees needing to take leave to care for seriously ill domestic partners.

Adoption Assistance

Sprint provides guidance as well as financial support for employees going through the adoption process. From an award-winning Adoption Assistance Program to pre-tax day-care contributions to tools employees need to guide them through the adoption process, Sprint is there to help employees and their families as they go through this exciting change. Sprint reimburses adoption expenses of up to \$5,000 per child for up to two children a year.

Having a Baby

Sprint offers strong support for Sprint parents once they discover they are "expecting" a new child. Sprint's employee-wellness program (Sprint Alive!) and employee-assistance program (GuidanceResources) offer specific support options for expectant mothers and their families. Sprint Alive! offers a Maternity Program that provides important pregnancy-related information to help mothers-to-be make healthy decisions. Once enrolled, participants have access to BabyLine, a 24-hour toll-free maternity nurse line. Guidance Resources offers guidance on topics such as diet and health, childproofing your home, adjusting to parenthood, and preparing siblings for a new baby. Expectant mothers and fathers both have the opportunity to take time off after the birth of the baby and can review their options with a Sprint benefits counselor. New mothers can review Sprint's Nursing Mother policy and then determine if their work location has dedicated New Mothers rooms or make other arrangements with their supervisor. Sprint wants to ensure its employees feel supported during this exciting time.

Care for Aging Parents

It's becoming increasingly common for employees to need assistance caring for aging parents. Sprint's Employee Assistance Program and Dependent Day Care Reimbursement Account offer assistance for employees struggling to take care of an aging or seriously ill loved one. Guidance Resources, Sprint's Employee Assistance Program, offers employees online and telephone support, as well as access to confidential counseling services, regarding a variety of personal issues, including the challenges of caring for an aging or seriously ill loved one. The Dependent Day Care Reimbursement Account helps employees reduce their taxes on funds that go toward elder care for a tax-qualified dependent.

Health and Wellness Programs

Sprint offers a wide-range of health and wellness programs that improve employee's ability to manage their work/life balance, including the following:

On-site health and fitness services

Employees on Sprint's Overland Park, Kan., headquarters campus and Reston, Va., campus (another large concentration of employees) have access to on-site health clinics. The clinics are also open to eligible dependents age 10 and up and offer acute-care treatment, physical therapy and (in Overland Park) an on-site pharmacy. Employees in Overland Park, Reston and other key locations have access to on-site fitness centers with costs much lower than many off-site alternatives; some of these fitness centers are also open to eligible dependents. Additional information on the Overland Park and Reston fitness centers can be found at www.mysprintfitness.com.

Sprint Alive!

Administered by Optum Health, Sprint Alive! is Sprint's employee-wellness program and gives employees free, confidential access to a 24-hour nurse line, disease-management information, and online and telephone support. The Sprint Alive! health-improvement and disease-management programs provide incentives to participating employees for program completion -- thereby double-rewarding the employees (once with better health and once with a financial reward). Call-center employees tend to have a unique workplace experience that wouldn't typically allow much exercise throughout the day, so the Sprint Alive! program regularly sends Wellness Ambassadors to Sprint call centers to promote a healthy environment and activities that help employees make behavior changes. Examples of Wellness Ambassadors programs include scheduled walks, nutritional talks, seated chair massages and yoga classes.

Sprint offers financial incentives to employees who enroll in and complete Sprint Alive! Health Improvement Programs. Participants can receive up to \$100 annually in prizes. In 2012, Sprint provided \$215,500 in incentives for employees/dependents for completing Sprint Alive! Health Improvement Programs.

More information about Sprint Alive! can be found at www.sprintalive.com.

GuidanceResources

Administered by ComPsych, GuidanceResources is Sprint's free, confidential employee-assistance program. GuidanceResources offers employees online and telephonic support related to a wide variety of topics, including legal and financial issues, relationship support, and health and safety information. Through GuidanceResources, Sprint employees also have access to confidential counseling sessions -- also provided at no charge to the employees.

In addition, GuidanceResources offers free concierge services for employees; GuidanceResources can assist with any number of personal tasks such as ironing out details of an upcoming vacation, finding a local day-care provider that meets an employee's needs, or even just tracking down that elusive new toy an employee wishes to purchase for a child's birthday. All of this is designed to help employees spend their valuable time doing what they want to do.

Sprint Get Fit Challenge

Sprint employees across the country take part in the Sprint Get Fit Challenge, an 8-week fitness program taking advantage of camaraderie, friendly rivalry and social-media tools. The response from employees was overwhelming with more than 25 percent of Sprint's employee base registering to participate in an exciting challenge among co-workers.

Paid time off

Sprint employees can receive time off for a number of important life situations, such as personal concerns, medical conditions and parental bonding as well as for vacations. Sprint has a formal Paid Time Off (PTO) policy that permits employees to spend time away from their work duties for vacation, doctors' appointments and other personal needs.

Accrual Rates for Full-time Employees

Length of Service	Full-Time Non-Exempt
1 month to 2 years	17 days
2 years to 5 years	22 days
5 years to 10 years	25 days
10 years to 20 years	27 days
20 years +	30 days

Part-time paid time off

Part-time employees earn PTO based on the number of hours worked. Part-time employees working 30 or more hours per week earn 100 percent of the full-time monthly accrual. Part-time employees working 20 to 29.99 hours per week earn 75 percent of the full-time monthly accrual.

PTO Donations

Sprint provides a program to permit and facilitate employees' desire to voluntarily donate their available earned PTO hours to eligible employees who may benefit from additional paid time off. The Internal Revenue Service allows this type of transaction in just two situations -- a "medical emergency" for someone within an employees work group or when the President of the United States has declared a major disaster and employees who live in the disaster area need assistance.

Military Time Off

Sprint also supports employees who must take time away from work to participate in military training duty and extended active duty assignments.