



T-Mobile

Subsidiaries: Mint Mobile, Array Digital Infrastructure (formerly US Cellular)

Locations: Washington (HQ)

Industries: Telecommunication Services

RISK LEVEL:



Lower Risk

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DESCRIPTION:

T-Mobile is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. The company does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

T-Mobile, along with other major telecommunications companies, cut off the Trump campaign's texting service for five days in the 2020 election cycle. The company claimed that the cessation of service was a third-party decision to combat spam, but the Trump campaign thought the decision might be politically motivated (1). The company sent a company-wide stating that any employees not vaccinated for COVID-19 would be fired (2). In 2020, T-Mobile pulled its advertising from Tucker Carlson's show on Fox News following comments Carlson made regarding the Black Lives Matter movement and the death of George Floyd. Carlson suggested that the protests were "definitely not about black lives" and described them as "riots" (3)(4)(5)(6). T-Mobile had a history of recruiting employees based on sexual identity issues. However, in July 2025 the company pledged to end DEI from its recruitment and hiring processes (7)(8)(9). The company was a member of the Global Alliance for Responsible Media, which demonetized and suppressed content that it deemed to spread "hate speech" or "misinformation", discuss "debated social issues in a negative or partisan context", or "vilify" individuals based on sexual orientation and gender identity. These arbitrary guidelines were used to censor mainstream perspectives online (10)(11)(12).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Medium Risk

T-Mobile likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (1)(2)(3).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. Medium Risk

T-Mobile had a history of prioritizing diversity over merit in its employment policies. However, in July 2025, the company pledged to end DEI in its recruitment, hiring, supply chain, and executive compensation packages and ensure career development opportunities and employee-sponsored activities are not tied to any protected characteristics. T-Mobile also pledged to end targets for "diverse" spending in its procurement policies, contracts, and supply chain. Furthermore, the company pledged to eliminate DEI from its employee training materials and ensure all future training materials are driven by its desire to advance its core business objectives (1)(2)(3). T-Mobile does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. Lower Risk

T-Mobile had a history of using its corporate reputation to promote controversial ideologies. However, in July 2025, the company pledged to dissolve its DEI roles, remove DEI references from its website and all future communications, and end participation in recognition surveys that focus on employees' protected characteristics, which likely includes the so-called "Corporate Equality Index." Furthermore, T-Mobile will centrally manage all Employee Resource Groups (ERGs), requiring corporate oversight and preapproval for any social or cultural events. The ERGs will be open to all employees, and membership will not be a factor in employment or advancement decisions (1)(2)(3)(4).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk

T-Mobile had a history of using its corporate funds to advance ideological causes. However, in July 2025, the company pledged to ensure all corporate partnerships are driven by its desire to advance its core business objectives (1)(2)(3)(4). T-Mobile provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (5)(6)(7)(8). T-Mobile sponsored the following 5 events in 2025: Naples Pridefest 2025, Kentuckiana Pride Festival & Parade, KC PrideFest, Fort Wayne Pride, Delaware County Pride 2025 (9)(10)(11)(12)(13). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (14).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk

T-Mobile has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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