



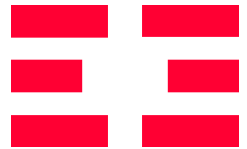
T-Mobile

Subsidiaries: Mint Mobile

Locations: Washington (HQ)

Industries: Telecommunication Services

RISK LEVEL:



High Risk

DESCRIPTION:

T-Mobile is part of the Global Alliance for Responsible Media. The company publicly stated it would fire employees who refused the COVID vaccine and 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. By complying with Human Rights Campaign's controversial demands, T-Mobile increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. T-Mobile forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. T-Mobile provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company pledged \$25 million to BLM and related causes. T-Mobile is a corporate partner of the Human Rights Campaign (HRC) and regularly uses its reputation and corporate dollars to support LGBTQ causes and organizations. T-Mobile opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, T-Mobile receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **High 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). T-Mobile sent a company-wide stating that any employees not vaccinated for COVID-19 would be fired (23)(4)(5). T-Mobile received a score of 100 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (6)(7).

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

T-Mobile(1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.

High Risk

T-Mobile indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). T-Mobile provide viewpoint protections for their employees (3)(4).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

T-Mobile has endorsed the Equality Act and opposed state-level measures to protect women's and girls' sports (1)(2). It is also a strong promoter of LGBTQ Pride Month and created an "external diversity and inclusion council" staffed by well-known progressive activists, including the defamed president of the Human Rights Campaign (3)(4). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5). T-Mobile celebrates Pride Month through its "Proud to Be" project (6). The company's CEO Mike Sievert is a signatory of the CEO Action for Diversity and Inclusion pledge (78). The company indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (9)(10). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

T-Mobile provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). T-Mobile indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company is a member of the Global Alliance for Responsible Media (7)(8)(9). T-Mobile pledged \$25 million to the Black Lives Matter movement and related organizations, including the Rainbow PUSH Coalition and the National Urban League (10)(11). T-Mobile has given over a million dollars to the HRC, is a bronze partner of the HRC, and funds the Gay, Lesbian and Straight Education Network (12)(13). The company also funded a Boise-area Pride Month event, which featured drag shows with children as young as 11 years old (14). T-Mobile is a corporate partner of the National LGBT Chamber of Commerce (15). 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" (16)(17)(18)(19).

Uses corporate political contributions for ideological, non-business purposes.

High Risk

T-Mobile indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. T-Mobile has not used its PAC donations for ideological purposes (3)(4). Mint Mobile does not operate a PAC at this time (5).

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