



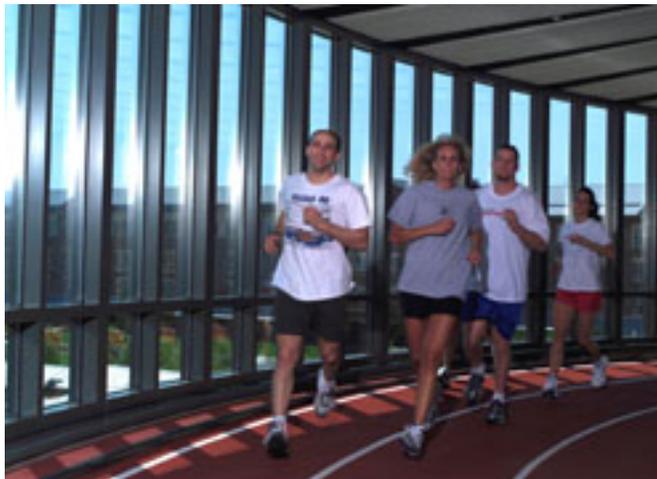
Employee Health

Employee health at Sprint is about more than just the competitive medical and dental insurance plans we offer our employees; rather, it is a much more holistic, all-encompassing idea that permeates every aspect of the Sprint work experience. In fact, our focus on employee health has regularly earned us recognition from the National Business Group on Health (NBGH); Sprint is a Platinum award winner for the 2013 Best Employers for Healthy Lifestyles award and was a Gold award winner for the five years prior to that. Sprint has also been awarded the Health at Work Silver Award, sponsored by ComPsych. These awards recognize employers for their continuing efforts to promote healthy work environments and encourage workers to live healthier lifestyles.



Wellness at Sprint's headquarters campus

Our headquarters campus in Overland Park, Kan., which hosts the largest concentration of Sprint employees (approximately 15%), is a prime example of our wellness mission. Boasting many walking trails and garages situated on the campus perimeter (rather than adjacent to every building), the campus was designed as a pedestrian-friendly and walker-focused environment. Similarly, staircases within buildings are wider than usual and frequently feature artwork, all in the spirit of inviting more usage.



Fitness centers have been a mainstay of our corporate culture dating back into the mid 1980's, so when construction began on the Overland Park Headquarters Campus in 1997, including a state-of-the-art fitness center was very important. The Campus Fitness Center offers employees convenient workouts and knowledgeable staff. The Campus Fitness center is a 71,000 square foot facility that offers a yoga studio, Spinning® classes, group-exercise studio, Strive conditioning area, TRX Suspension Training classes, gymnasium, recreation area, team-building activities, wellness programming, fitness incentive programs, recreation leagues such as flag football, and a full array of strength and cardiovascular equipment. Membership for employees is approximately \$35 a month - less expensive than many off-site facilities!

The Overland Park Campus also offers employees and dependents an on-site health center, staffed with nurse practitioners, registered nurses, radiological technicians and physical therapists, all overseen by a physician. The convenient location and reasonable cost make the health center a true value for employees looking to manage and prevent health conditions. Services at the health center include:



- Routine and urgent care
- Routine lab work
- Immunizations for routine wellness and travel
- Physical examinations
- X-rays
- Physical therapy
- Allergy management and allergy shots
- Travel kits with over the counter medications
- Pre-employment drug screening
- Well woman services

The Overland Park Campus also has an on-site pharmacy which enables employees to fill prescriptions prescribed by the campus health center and elsewhere. Similarly, Sprint's Reston, Va., employee campus, which hosts approximately 4% of Sprint's employee base, features on-site fitness centers, a health center and a physical-therapy center.

Wellness for other employees

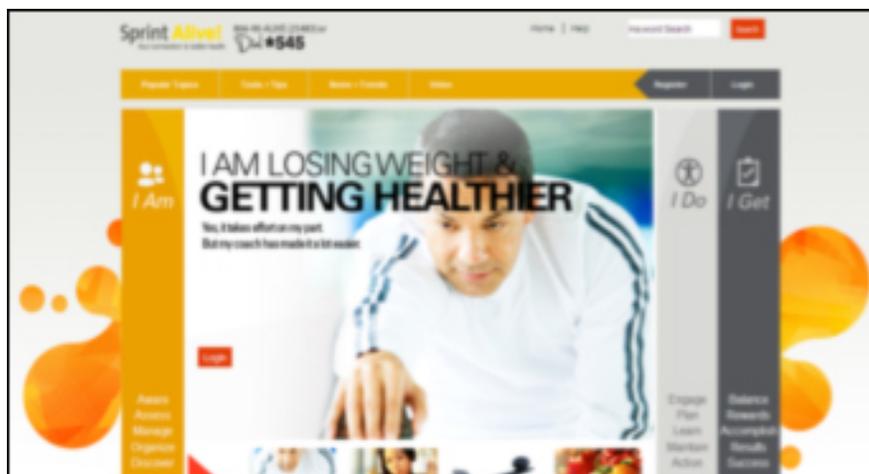
In addition to the Overland Park and Reston campuses, Sprint targets customized wellness programs for other work locations with large numbers of employees, such as call centers. For instance, many call centers offer employees an exercise room with fitness equipment. Many of these site-based programs offer support for:

- Weight loss
- Exercise and physical activity
- Smoking cessation
- Stress management
- Health measurement tools such as kiosks that allow employees to check blood pressure, weight and body mass
- Disease prevention such as flu shots

We also consider our employees' health and wellness through our building management efforts. As an example, we updated the paint and carpeting in many of our retail stores in late 2009 and early 2010. We replaced existing paint and carpet with low volatile organic compound (VOC) substances that not only reduced the stores' carbon footprint, but improved the air quality for our customers and employees.

Sprint Alive!

Sprint Alive!, administered by Optum Health, is our employee-wellness program and gives employees and their dependents free, confidential access to a 24-hour nurse line, disease-management information and programs, health improvement programs, a health assessment, and online and telephone support. The Sprint Alive! health-improvement and disease-management programs provide incentives to participating employees for program completion – thereby doubly rewarding the employees (once with better health, and once with a financial reward). In conjunction with Sprint Alive!, Sprint piloted a personalized Health Advocate program, which provides employees with a consistent Sprint Alive! point of contact for help with their care. The pilot program was so successful that it is being expanding nationwide, providing employees across the country with their own Health Advocate.



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. The Wellness Ambassador program has developed Wellness Committees at many call centers, called Champion sites. Champion locations have a committee that works to develop programs and on-site events in line with Sprint's monthly well-being topics.

Sprint and its partners provide additional Sprint Alive! programs for employees over the course of the year such as free seasonal flu shots, regular Health Forum webcasts and Lunch & Learn health discussions, on-site Health Fairs, and programs focusing on exercise, weight loss and healthy lifestyles.

Sprint Alive! is administered by a third-party company, and its services are absolutely free and completely confidential. More information about Sprint Alive! can be found at www.sprintalive.com.

Employee Assistance Program

State of mind can have a huge impact on physical health. That's why Sprint also offers an employee assistance program, also known as Guidance Resources, providing comprehensive resource information and confidential counseling on a variety of topics, including work/life balance, child-care and elder-care providers, and life events (marriage, children, death of a loved one). In addition, employees and their dependents can receive short term counseling from a national network of clinical professionals for emotional, behavioral and substance use concerns. These employee assistance services are free to employees and their eligible dependents and are completely confidential.