

# SPRINT BENEFIT INFORMATION FOR EMPLOYEES LEAVING THE COMPANY

## Benefit Transition Checklist for Terminating Employees (details may vary for those part of reduction in force, see the VSP Separation site)

The guide below provides employees leaving Sprint with valuable information about their existing Sprint benefits and action items they will need to take in preparation for leaving the company. It is suggested that terminating employees print this information so they will have access to it in the future.

The Consolidated Omnibus Budget Reconciliation Act (COBRA) allows terminated employees to retain certain benefits with the costs paid for by the former employees. COBRA information will be sent to you from The Taben Group (Sprint COBRA administrator) within two weeks after the last day of the month in which your benefit coverage terminates. If you elect COBRA continuation, the effective date is retroactive back to the date your health care coverage ended. You can reach them at 800-675-7341.

The matrix below is intended to be used as a basic guide that covers most standard instances of employee termination. Employees terminating in certain situations, such as an announced Reduction in Force (RIF) or Retirement, may be subject to different policies.

BENEFIT	TERMINATING EMPLOYEE ACTION ITEM
ADDRESS CHANGE	Before leaving Sprint please go in to employee self-service and ensure that your mailing address is correct. Post employment changes should be made by calling If the Employee Helpline (800) 697-6000. Any time you move please make sure that Sprint has your new address.
DIRECT DEPOSIT	Your last paycheck will be direct deposited if you are currently having your checks direct deposited and if you are in a non-immediate pay state. In addition, you will start receiving a paper pay stub in the mail. If you are not currently having your checks direct deposited or if you are in an immediate pay state (e.g. California, Missouri, Oregon,), you will receive your check at your home address.
EDUCATIONAL ASSISTANCE	For employees who resign from their jobs (this does not include VSP, ISP or termination for cause), any outstanding balances or amounts owed per the Employee Reimbursement Agreement must be paid in full at the time of termination in your final paycheck. If the outstanding balance is not able to be taken in full, notification will be made to pay any remaining amount.
E-REFERRAL PROGRAM	Terminated employees are not eligible for the employee referral program and its associated drawings/bonus payouts.
EMPLOYEE PHONE PROGRAMS	<p><b>Employee Wireless Discounts (formerly EDRP)</b> Upon termination of employment or retirement with Sprint, any handset/device purchased and activated under this program will no longer be eligible for the Employee Wireless Discounts rate plan.</p> <p>You are responsible for converting your EWD account to a new rate plan within 30 days of your termination, retirement or end of your separation period (whichever is later). Sprint is committed to continuing to serve your wireless needs and has created significantly discounted rate plans to retain you as a customer. Go to <a href="http://www.sprint.com/employeeconversion">www.sprint.com/employeeconversion</a> for a summary of rate plan options and an online account conversion form. You will not be required to sign a contract as part of this change in rate plans.</p> <p>Any handset/device not converted to a new rate plan within 30 days of</p>

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	<p>Termination, retirement or the end of the separation period will experience a service interruption as the company migrates the account to a non-employee plan.</p> <p><b>Email address: Please make sure you have updated your Sprint account with your personal email address by emailing it to <a href="mailto:employeehoneprograms@sprint.com">employeehoneprograms@sprint.com</a>.</b></p> <p><b>Sprint Wireless Advantage Club (SWAC)</b>            Upon termination of employment or retirement with Sprint, you are responsible for converting all of your SWAC subscribers to non-employee rate plans within 30 days of your termination date, retirement or the end of your separation period (whichever is later). Please keep in mind you are financially responsible for all SWAC accounts until they are converted out of your name and to a non-Advantage Club rate plan.</p> <p>Sprint is committed to continuing to serve the wireless needs of your friends and family and has created significantly discounted rate plans to retain them as customers. You should discuss their rate plan options with them and confirm that they want to continue service with Sprint. Go to <a href="http://www.sprint.com/employeeconversion">www.sprint.com/employeeconversion</a> for a summary of rate plan options and an online account conversion form.</p> <p>Any handset/device not converted to a new rate plan within 30 days of termination, retirement or the end of the separation period will experience a service interruption until the Advantage Club account is migrated to the appropriate plan.</p> <p><b>Email Addresses: Please make sure your SWAC subscribers have updated their accounts with their email address by emailing <a href="mailto:employeehoneprograms@sprint.com">employeehoneprograms@sprint.com</a>.</b></p>
<p><b>EMPLOYEES STOCK PURCHASE PLAN (ESPP)</b></p>	<p>If you end your employment for any reason while participating in a quarterly ESPP offering, you will receive a cash refund of your contributions through payroll as soon as practicable.</p> <p>If your last day of employment at Sprint occurs on the quarterly purchase date (the last business day of each quarter), you will be eligible to apply that period's contributions to the purchase of Sprint stock. You will not be eligible to enroll in the next offering. Any shares purchased through ESPP and held in your Fidelity Account will remain in your account and will be tracked by Fidelity Investments through the ESPP holding period. Your Fidelity Account will remain your ownership unless you sell or transfer your shares or close the account.</p> <p>You can view your account by going online to <a href="http://www.netbenefits.fidelity.com">www.netbenefits.fidelity.com</a> or by calling 800.877.4015, option 2, to speak to a Fidelity representative.</p>
<p><b>FLEXIBLE SPENDING ACCOUNT (Dependent Day Care)</b></p>	<p>Benefit deductions continue through the end of the month in which your benefit coverage terminates* or you may decrease your deposits or cease participation. You can continue to submit expenses incurred throughout the entire calendar year based on the contributions in your account at the end of the month in which you</p>

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	<p>terminate.</p> <p>*Benefits for employees who terminate without separation pay continuation, will end on the last day of the month following the last day worked. Benefits for employees who terminate with separation pay continuation, will continue through the end of the month in which separation pay ends.</p>
<b>FLEXIBLE SPENDING ACCOUNT (Health Care)</b>	Coverage and benefit deductions continue through the end of the month in which benefit termination occurs unless elected through COBRA. If elected as part of COBRA, it would continue through the remainder of the calendar year.
<b>GROUP LEGAL PLAN</b>	Group legal plan coverage will terminate at the end of the month of your last day worked. Terminating employees may request portability of coverage by calling Hyatt's Customer Service Center at 1-800-821-6400. Only 24-month coverage is available with an up-front premium payment.
<b>HEALTH CARE BENEFITS - Medical, Prescription drug, Dental and Vision Care</b>	<p>Coverage and benefit deductions continue through the end of the month in which benefit termination occurs.</p> <p>Terminated employees may continue medical, prescription-drug, dental and vision coverage for 18 months through COBRA at 102% of the cost of coverage. You can contact Taben, COBRA administrator, at 800-675-7341.</p> <p>Terminated employees may continue using their healthcare flexible spending account through the end of the plan year in which the qualifying event occurs through COBRA at 102% of your deposit amount.</p> <p>HIPAA: Certificate of Coverage for medical plan information will be sent to you from your medical plan vendor (if applicable).</p>
<b>LIFE and ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE (Employee and Dependent)</b>	Coverage and benefit deductions for employee and dependent(s) continue through the end of the month in which termination occurs. There are two options available to continue coverage: Portability or Conversion. Portability is continuing you and your dependents (if applicable) Basic & Voluntary Life coverage. For conversion, you would continue coverage through an individual policy for Basic & Voluntary Life coverage. The Portability and Conversion application is provided in your COBRA packet and must be completed within 30 days of last day worked.
<b>OTHER MISCELLANIOUS DEDUCTIONS (ex: United Way)</b>	Deductions cease with your final Sprint paycheck.
<b>PAID TIME OFF (PTO)</b>	Any accrued, unused PTO (including Special Accumulator/Imbedded) hours, as of the date of termination, will be paid out at your current rate of pay on your last paycheck. Any PTO hours taken prior to accrual will be deducted.
<b>RELOCATION</b>	If you resign from Sprint prior to twelve months from the effective date of Job Assignment, as indicated on your Relocation Benefits Initiation Form and Reimbursement Agreement, costs associated with your relocation will be deducted from final paycheck(s). Any outstanding balance must be paid within 30 days of termination.
<b>RETIREMENT OPTIONS</b>	If you are retirement-eligible and can immediately elect pension and/or retiree health care benefits upon termination, please contact Sprint Retirement Services at 866-333-7311 for additional information regarding offerings available. To

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	estimate your pension or your retiree health care benefits, log on to <a href="http://sprintretirementservices.ehr.com">http://sprintretirementservices.ehr.com</a> .
<b>SPRINT NEXTEL 401(K) PLAN</b>	<p>Prior to taking a distribution, review the tax and distribution notice by requesting it from the 401(k) Plan Service Center at 1-800-877-4015 or visiting <a href="http://www.401k.com">http://www.401k.com</a>. Once you log on, go to Loans, Rollovers &amp; Withdrawals &gt;Rollovers &amp; Withdrawals &gt; Participant Distribution &amp; Tax Notice.</p> <p>If you have questions regarding your account or your loan or you would like to request a distribution, please contact the 401(k) Plan Service Center at (800) 877-401k (4015) or log on to <i>NetBenefits</i> at <a href="http://www.401k.com">http://www.401k.com</a>.</p>
<b>SHORT- AND LONG-TERM DISABILITY (BASIC AND SUPPLEMENTAL)</b>	Coverage ends on the last day of active employment.
<b>SHORT-TERM INCENTIVE (STI)</b>	To review eligibility for an STI payout prior termination, please go to My Life & Career > Short Term Incentives >STI Plan Summary. Employees should also validate job information is correct prior to termination. After termination, please contact the employee helpline at 800-697-6000.
<b>SPRINT PROPERTY</b>	Return all Sprint Property (laptop computer, business phone, purchasing card, corporate travel card, badge) to your manager on last day of employment. For outstanding expenses that are not submitted prior to leaving company, contact the travel and expense team at 800-697-6000.
<b>STOCK OPTIONS</b>	To review detailed information, please contact the employee helpline.
<b>VERIFICATION OF EMPLOYMENT</b>	For verification of your employment with Sprint, first contact "The Work Number" at 800-367-5690. You will need to provide the Company Code of 10448
<b>VOLUNTARY BENEFIT PROGRAMS</b>	If you are participating in the Voluntary Benefits Program (Auto and Home insurance, Long Term Care insurance, Universal Life insurance, and Pet insurance), you must contact the Voluntary Benefits helpline at (888) 693-1388 and follow the options to set up alternate billing arrangements for portability of the insurance within 30 days of your last day worked. No information is mailed to your home on these options.
<b>ADDITIONAL RESOURCES</b>	<p><b><u>HomeFree-USA</u></b></p> <p>Sprint is in partnership with Homefree-USA, a HUD approved homeownership preservation organization offering homeownership education and foreclosure prevention services. If you are a homeowner and have questions or concerns regarding your mortgage contact HomeFree-USA. Trained and certified professionals are available to assist homeowners assess and determine the best options FREE of charge. For assistance call 1-866-OWN-2DAY/1-866-696-2329</p>

This summary is designed to provide an overview as you leave the company. If there is any conflict between this summary and the official plan documents and policies, plan documents and policies will govern.