



Thomas Sattelberger
Member of the Board of Management
Human Resources
Deutsche Telekom AG

Arvind Ganesan, Director
Business and Human Rights Division
Human Rights Watch
350 Fifth Avenue
34th Floor
New York, NY 10118-3299

February 25, 2009

Dear Mr. Ganesan,

Thank you for your letter of February 5, 2009 in which you inquire about T-Mobile USA Inc.'s (TMUS) approach to union organization. We appreciate the opportunity to address your concerns.

I certainly agree that Deutsche Telekom respects its employees' rights, and I can assure you that TMUS and all of Deutsche Telekom's worldwide subsidiaries do as well. Our social charter and our behavior comply fully with internationally recognized norms, directives and standards, in particular those of the ILO, OECD and the Global Compact. Of course, as you know, the laws governing unions and workers' rights are very different in the various countries in which we operate. Also in Europe you don't find a common set of rules. But in all worldwide subsidiaries we recognize that employees have a right to organize a union and we also know that the law grants employees a right to decide not to join a union. Consequently, there are enterprises in Germany and in other European countries in which no trade unions or works committees exist. TMUS is no exception.

I have asked TMUS to address the specifics in your letter; their explanation is enclosed with this letter.

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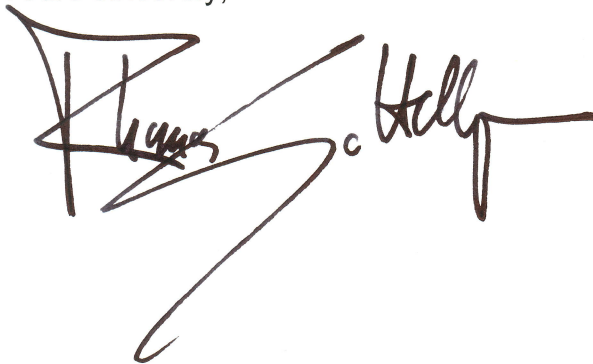
In summary, TMUS employees, like employees at Deutsche Telekom, certainly have the freedom to associate with whomever they wish and to seek union representation if they so desire. By the same token, employees in the U.S. are free to reject union representation, as they have thus far apparently decided to do.

I hope this clarifies the information you have received for your report and addresses your concerns.

In case of any further questions we kindly ask you to contact Mr. Larry Myers, Senior Vice President Human Resources T-Mobile USA.

Thank you for your interest in Deutsche Telekom and T-Mobile USA.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Larry Myers". The signature is stylized and includes a large, sweeping flourish that extends downwards and to the left.