



EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICIES

U.S. Cellular has implemented the following policies and procedures as part of its longstanding commitment to compliance with all applicable equal opportunity and affirmative action requirements.

Equal Opportunity and Affirmative Action Policies

U.S. Cellular is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. It is therefore the company's policy to prohibit discrimination and harassment against any applicant, associate, vendor, contractor or customer on the basis of race, color, sex, sexual orientation, gender identity, national origin, religion, age, disability, pregnancy, veteran status, genetic information or any other basis prohibited by law. Under this policy, U.S. Cellular also will endeavor to provide reasonable accommodation to the sincere religious beliefs and/or the known physical or mental limitations of an otherwise qualified associate or applicant for employment, unless the accommodation would impose undue hardship on the operation of the company's business.

U.S. Cellular is also a federal contractor subject to Executive Order 11246, as amended, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("Section 4212") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). As such, U.S. Cellular is committed to taking affirmative action as called for by applicable laws and Executive Orders to ensure that qualified minorities, women, protected veterans, and individuals with disabilities are introduced into our workforce, advanced in employment and otherwise treated appropriately under the law. U.S. Cellular's affirmative action plan shall be available for inspection upon request by any associate or applicant for employment by contacting the Government Compliance Diversity Manager.

Associates and applicants shall not be subjected to harassment, intimidation, threats, coercion, discrimination or any type of retaliation because they have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposing any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercising any other right requiring equal opportunity.

Application of Equal Opportunity and Affirmative Action Policies

These policies apply whenever and wherever a company associate is performing a function of his or her job, including all U.S. Cellular locations, client worksites, and company-sponsored or client-sponsored business and social functions. The company's Equal Opportunity and Affirmative Action policies require that employment decisions be based only on valid job requirements, and extend to all terms, conditions, and privileges of employment including, but not limited to, recruitment, selection, placement, transfer, compensation, benefits, training, promotion, and disciplinary actions. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.



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Responsibility for Implementation

As President and CEO, I fully support our affirmative action program and am committed to the implementation of the company's equal opportunity and affirmative action policies. I have delegated overall responsibility for these policies to the Senior Director Diversity and Inclusion. The Chief Human Resources is responsible for the implementation and auditing of these policies at the field locations, assisted by the Human Resources Director. This Affirmative Action Program for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request, between Monday-Friday; 9am-4pm at the Human Resources department. Complaints or questions should first be directed to your local Human Resources Office or the Government Compliance Diversity Manager at (773) 399-7047.

A handwritten signature in black ink, appearing to read "K. Meyers", written over a horizontal line.

Kenneth R. Meyers
President and CEO

January 1, 2018