

**ORAL ARGUMENT NOT YET SCHEDULED**

Case Nos. 20-1112, 20-1186

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IN THE  
**United States Court of Appeals  
for the District of Columbia Circuit**

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO,

Petitioner,

v.

NATIONAL LABOR RELATIONS BOARD,

Respondent,

and

T-MOBILE USA, INC.,

Intervenor.

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On Petitions for Review of Decisions and Orders of  
the National Labor Relations Board

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**JOINT APPENDIX—VOLUME II OF II (JA227 to JA258)**

MATTHEW J. GINSBURG

JAMES B. COPPES

815 Sixteenth Street, NW

Washington, DC 20006

(202) 637-5397

GLENDA L. PITTMAN

Glenda Pittman &amp; Associates, P.C.

4807 Spicewood Springs Road

Building 1, Suite 1245

Austin, TX 78759

*Counsel for Petitioner*

MARK THEODORE

Proskauer Rose LLP

2029 Century Park East, Suite 2400

Los Angeles, CA 90067

(310) 557-2900

*Counsel for Intervenor*

KIRA DELLINGER VOL

ERIC WEITZ

National Labor Relations Board

1015 Half Street, SE

Washington, DC 20570

(202) 273-3757

PETER B. ROBB

ALICE B. STOCK

RUTH E. BURDICK

DAVID HABENSTREIT

National Labor Relations Board

1015 Half Street, SE

Washington, DC 20570

*Counsel for Respondent*



---

**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 1:43 PM  
**Subject:** Raise Your Voice!

Dear T-Mobile Wichita Employees,

For far too long now, our voices have been silenced. We are told we do not have the right to discuss work conditions in an organized manner. Enough is enough. It is time to make a change! Join the movement!

Feel free to contact me with any questions, but please do so **outside of working hours**.

Some of us that are currently involved will be meeting at North Rock Lanes tomorrow night. Please join us to meet our team and have some fun!

Sincerely,  
Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
[REDACTED]

---

**From:** Microsoft Outlook  
**Sent:** Friday, May 29, 2015 1:43 PM  
**Subject:** Undeliverable: Raise Your Voice!

**This message wasn't delivered to anyone because there are too many recipients. The limit is 100.  
This message has 595 recipients.**

Abbott, Patricia ([REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Acker, Pamela ([REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

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Beebe, Krista (██████████@T-Mobile.com)

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Befort, Chelsea (██████████@internal.T-Mobile.com)

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Bell, Brittany (██████████@T-Mobile.com)

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Bell, Carmesia (██████████@internal.T-Mobile.com)

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Bell, Cheryl (██████████@T-Mobile.com)

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Belt, Kyle (██████████@T-Mobile.com)

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Bidzimou, Amber (██████████@internal.T-Mobile.com)

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Bjornstad, David (██████████@T-Mobile.com)

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Black, Jamie (██████████@T-Mobile.com)

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Blaylock, Autumn (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Blumenshine, Vanessa (██████████@internal.T-Mobile.com)

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**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 2:27 PM  
**To:** Abbott, Patricia; Acker, Pamela; Adams, Alissa; Adkins, Brent; Ahmed, Chaudhry; Akins, Dominic; Albright, Christopher; Alexander, Janee; Alexander, Sylvia; Allen, Carmen; Allen, James; Anderegg, Theresa; Anderson, Ashley (Wichita); Anderson, Brandi; Anderson, Charles; anderson, denise; Anderson, Miesha; Anderson, Shaterri; Archer, Taylor; Arden, Danielle; Arenas, Jason; Arnone, Thomas; Arterberry, Etoye; Ashlock, Billi; Atterbery, Cecilia; Atwell, Amanda; Austin, Liz; Baker, Cortiga; Baldwin, Raven; Ball, Andrew; Barbour, Laura; Barker, Tristan; Barnes, Sherri; Bartalone, Justin; Barton, Anita; Barton, Karmen; Bascombe, William; Basham, Morgan; Beard, Phylcia; Beebe, Krista; Bell, Brittany; Bell, Carmesia; Bell, Cheryl; Belt, Kyle; Bidzimirou, Amber; Bjornstad, David; Black, Jamie; Blaylock, Autumn; Blumenshine, Vanessa; Bockelman, Lyndsay; Boyd, Allison; Boydo, Christian; Bradford, Tashawna; Bradwell, Mychelle; Branch, Derek; Brawner, Amanda; Breckenridge, Lorenza; Breen, Nichole; Brewer, Carol; Briggs, Tara; Brillhart, Sterling; Brinkley, Andrea; Brown, Amber (Wichita); Brown, Christopher; Brown, Daisha; Brown, Josie; Brown, Melanie; Brown, Tiesche; Brown, Tyeishia; Brown, Veneda; Brown, Victoria; Brown, Zayne; Bruner, Colby; Bulger, Blake; Bullock, Jessica; Burkey, Jordan; Burnette, Teffany; Burns, Aaron; Burnside, Meghan; Bworggah, Phoebe; Calderon, Angela; Caldwell, Brock; Calentine, Zachary; Call, Daniel; Camacho, Amber; Camacho, Juan; Cammack, Jennifer; Campbell, Myron; Canady, Taquera; Cannon-Witherspoon, Asia; Carder, Melissa; Cargill, Timothy; Carney, Lisa; Carpenter, Jessica; Carpenter, Jolie; Carr, Cachet; Carter, Christopher; Carter, Clayton; Carter, Jalen; Carter, Khiana; Castellon-Gonzalez, Sandra; Cavaliere, Brighton; Chapman, Tanya; Chapman, Taylor; Chavez, Daniella; Chetwood, Kristina; Chiles, Damien; Christians, James; Christmann, Christopher; Cisneros, Marissa; Clark, Dilaurice; Clark, Jerry; Clendening, Desiree; Cline, Angela; Cline, Bailey; Cochran, Paul; Cohen, Kiana; Cohen, Michael; Colbert, Hattie; Collins, Justine; Collins, Paula; Cook, Kelly; Cooksey, Lotasha; Cooper, Brianna; Cooper, Victoria; Corr, Ryan; Cotton, Shanova; Cotton, Taylor; Covarrubias, Victor; Cowan, Trystin; Craig, Mary; Crocker, Chris; Cryer, Scarlett; Culver, Ebony; Daignult, Dalton; Dameron, Heather  
**Subject:** RE: Raise Your Voice!

Dear T-Mobile Wichita Employees,

For far too long now, our voices have been silenced. We are told we do not have the right to discuss work conditions in an organized manner. Enough is enough. It is time to make a change! Join the movement!

Feel free to contact me with any questions, but please do so **outside of working hours**.

Some of us that are currently involved will be meeting at North Rock Lanes tomorrow night. Please join us to meet our team and have some fun!

Sincerely,  
 Chelsea Befort  
 T-Mobile CSR 1  
 Wichita, KS  
 [REDACTED]

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**Sent:** Friday, May 29, 2015 2:27 PM  
**Subject:** Undeliverable: RE: Raise Your Voice!

**This message wasn't delivered to anyone because there are too many recipients. The limit is 100. This message has 136 recipients.**

Abbott, Patricia ( [REDACTED]@T-Mobile.com)

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Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
(316)519-7201

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**Sent:** Friday, May 29, 2015 2:28 PM  
**Subject:** Undeliverable: Raise Your Voice!

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Anderson, Ashley (Wichita) ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Anderson, Brandi ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Anderson, Charles ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

anderson, denise ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Anderson, Miesha ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Anderson, Shaterri ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Archer, Taylor ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Arden, Danielle ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Arenas, Jason ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Arnone, Thomas ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Arterberry, Etove ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Ashlock, Billi ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Atterbery, Cecilia ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Atwell, Amanda ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Austin, Liz ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Baker, Cortiga ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Baldwin, Raven ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Ball, Andrew ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Barbour, Laura ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Barker, Tristan ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Barnes, Sherri ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Bartalone, Justin ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Barton, Anita ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Barton, Karmen ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Bascombe, William ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Basham, Morgan ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Beard, Phylcia ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Beebe, Krista ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Bell, Brittany ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Bell, Carmesia ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 2:35 PM  
**To:** Oakman, Johanna; Olave, Miguelangel; Oneal, Angela; Orner, Courtney; Orr, Brandi; Orth, Leigh Anne; Ortiz, Catrina; Osborn, Jay; Oyefeso, Ray; Ozaeta, Valerie; Pacheco, Timothy; Park, Erica; Parker, Areecia; Parker, Bahja; Parkey, Jason; Parks, Kelli; Parrish, Abigail; Patterson, John (Wichita); Patterson, Jorja; Patton, Bethany; Payton, Timothy; Pearson, Danielle; Peter, Erika; Pfannenstiel, Paige; Pharis, Amanda; Phillips, Malika; Phillips, Matthew; Phillips, Mianasha; Phillips, Yolanda; Phoenix, Donna; Pina, Sonya; Pitts, Mike; Plummer, Samantha; Porter, Drucilla; Portley, Jacinda; Potter, Charles; Powell, Air; Power, Sandra; Preller, Richard; Price, Marie; Purcell, Joseph; Rael, Angela; Ramirez, Courtney; Ramirez, Elliot; Randleman, Toby; Ransom, Samera; Rausch, Eric; Ray, Mellissa; Reed, Brittney; Reed, Keria; Reed, Rogena; Reed, Shamika; Reed, Sharee; Reich, Tyler; Relf, Jasmen; Reno, Daelynn; Resendiz, Eduardo; Richards, Nicholas; Richardson, Lasharice; Richie, Leslie; Richie, Melinda; Ricketts, Sharena; Rider, Kevin; Ringer, Michael; Rivera, Aaron; Rivera, Phillip; Roberts, Megan; Robinson, Holly; Robinson, Wencencia; Rodriguez, Tatyanna; Roe, Sarah; Roop, William; Ross, Emily; Rouser, Chelsea; Ruiz, Jeanyne; Ruvolo, Nicole; Sanders, Jaron; Sanders, Shanaye; Sanford, Christal; Savage, Timothy; Schlegel, Seth; Schlittenhardt, Ashley; Schmedemann, April; Schmersey, Matthew; Schmidt, Samantha; Schmitter, Melissa; Schoch, Charles; Schroeder, Payton; Scott, Joseph (Wichita); Selle, Adrienne; Settlemyer, Heather; Sexton, Kimberlee; Shabazz, Hafeesah; Shaffer, Shawntaya; Shane, Mikayla; Shaw, Andrea; Shepard, Stephanie; Sherwood, Cody; Silva, Lory; Simler, Angela; Simpkins, Allen; Sizemore, Kendall; Smallwood, Jerome; Smith, Aaron; Smith, Austin; Smith, Cloetisha; Smith, Gina; Smith, Justin (Wichita); Smith, Kelsie; Smith, Robert; Smith, Stephanie; Snell, Ken; Sodowsky, Joshua; Sois, Clint; Sparks, Laura; Speer, Meredith; Stafford, Meghan; Staples, Desirae; Starr, Cameron; Stegall, April; Stephens, Samantha; Stewart, Trevor; Stillman Betts, Kendall; Stringer, Kelsey; Suarez, Nicola; Swaney, Travis; Swortwood, Alyssa; Tague, Anthony; Tarver, Jerome; Taylor, Cheyanne; Taylorjames, Tanya; Thompson, Benjamin; Thompson, Le'ron; Thompson, Mariah; Thompson, Schnelle; Thomson, Shelby; Thorpe, Ariana; Thurman, Jarrod; Todd, Jody; Torres, Jordan; Train, Taylor; Tran, Loi; Trotter, Breana; Tubbs, Eric; Unruh, Kaylee; Vanatta, Zachary; Vanhoutan, Nikolaus; Vaughn, Samuel; Velasco, Raquel; Vickers, Cheyenne; Vilchis, Elizabeth; Villa, Jose; Voldrich, Christopher; Wade, Erica; Walker, Charles; Walker, Katrina; Walker, Maurice; Walker, Tiffany; Ward, Ebony; Ware, Kendyl; Washington, Ceyaira; Washington, Raeshelle; Watts, Jeremy; Weakley, Barry; Wedel, Amber; Wehba, Victoria; Welch, Shelby; West, Brittany; Westley, Darryl; White, James; White, Timothy; Whitfield, Jeffrey; Wickham, Casey; Wiley, Anthony; Wiley, Anthony; Wilkins, Jennifer; Williams, Anthony; Williams, Corey; Williams, Denae; Williams, James; Williams, Karla; Williams, Kelsea; Williams, Kristina (Wichita); Williams, Lakeisha (Wichita); Williams, Robert; Williams, Sonnie; Wilson, Candice; Wilson, Kathleen; Wilson, Leah; Wilson, Magan; Winters, Megan; Witherspoon, Parisha; Woodberry, Sankita; Woodin, Felicia; Woods, Tonaya; Woolheater, Nancy; Wright, Christopher (Wichita); Yaussi, Michelle; Yoos, Avery; Young, Anita; Young, Geneva; Young, Jennifer; Younis, Ifra; Zamora, Serinae; Zamora, Silvia; Zimmerman, Jessica; Zirinski, Judi

**Subject:** Raise Your Voice!

Dear T-Mobile Wichita Employees,

For far too long now, our voices have been silenced. We are told we do not have the right to discuss work conditions in an organized manner. Enough is enough. It is time to make a change! Join the movement!

Feel free to contact me with any questions, but please do so **outside of working hours**.

Some of us that are currently involved will be meeting at North Rock Lanes tomorrow night. Please join us to meet our team and have some fun!

Sincerely,  
Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
(316)519-7201

**From:** Microsoft Outlook

**To:** Oakman, Johanna; Olave, Miguelangel; Oneal, Angela; Orner, Courtney; Orr, Brandi; Orth, Leigh Anne; Ortiz, Catrina; Osborn, Jay; Oyefeso, Ray; Ozaeta, Valerie; Pacheco, Timothy; Park, Erica; Parker, Areecia; Parker, Bahja; Parkey, Jason; Parks, Kelli; Parrish, Abigail; Patterson, John (Wichita); Patterson, Jorja; Patton, Bethany; Payton, Timothy; Pearson, Danielle; Peter, Erika; Pfannenstiel, Paige; Pharis, Amanda; Phillips, Malika; Phillips, Matthew; Phillips, Mianasha; Phillips, Yolanda; Phoenix, Donna; Pina, Sonya; Pitts, Mike; Plummer, Samantha; Porter, Drucilla; Portley, Jacinda; Potter, Charles; Powell, Air; Power, Sandra; Preller, Richard; Price, Marie; Purcell, Joseph; Rael, Angela; Ramirez, Courtney; Ramirez, Elliot; Randleman, Toby; Ransom, Samera; Rausch, Eric; Ray, Mellissa; Reed, Brittney; Reed, Keria; Reed, Rogena; Reed, Shamika; Reed, Sharee; Reich, Tyler; Relf, Jasmen; Reno, Daelynn; Resendiz, Eduardo; Richards, Nicholas; Richardson, Lasharice; Richie, Leslie; Richie, Melinda; Ricketts, Sharena; Rider, Kevin; Ringer, Michael; Rivera, Aaron; Rivera, Phillip; Roberts, Megan; Robinson, Holly; Robinson, Wenlencia; Rodriguez, Tatyanna; Roe, Sarah; Roop, William; Ross, Emily; Rouser, Chelsea; Ruiz, Jeanyne; Ruvolo, Nicole; Sanders, Jaron; Sanders, Shanaye; Sanford, Christal; Savage, Timothy; Schlegel, Seth; Schlittenhardt, Ashley; Schmedemann, April; Schmersey, Matthew; Schmidt, Samantha; Schmitter, Melissa; Schoch, Charles; Schroeder, Payton; Scott, Joseph (Wichita); Selle, Adrienne; Settlemyer, Heather; Sexton, Kimberlee; Shabazz, Hafeesah; Shaffer, Shawntaya; Shane, Mikayia; Shaw, Andrea; Shepard, Stephanie; Sherwood, Cody; Silva, Lory; Simler, Angela; Simpkins, Allen; Sizemore, Kendall; Smallwood, Jerome; Smith, Aaron; Smith, Austin; Smith, Cloetisha; Smith, Gina; Smith, Justin (Wichita); Smith, Kelsie; Smith, Robert; Smith, Stephanie; Snell, Ken; Sadowsky, Joshua; Solis, Clint; Sparks, Laura; Speer, Meredith; Stafford, Meghan; Staples, Desirae; Starr, Cameron; Stegall, April; Stephens, Samantha; Stewart, Trevor; Stillman Betts, Kendall; Stringer, Kelsey; Suarez, Nicola; Swaney, Travis; Swortwood, Alyssa; Tague, Anthony; Tarver, Jerome; Taylor, Cheyanne; Taylorjames, Tanya; Thompson, Benjamin; Thompson, Le'ron; Thompson, Mariah; Thompson, Schnelle; Thomson, Shelby; Thorpe, Ariana; Thurman, Jarrod; Todd, Jody; Torres, Jordan; Train, Taylor; Tran, Loi; Trotter, Breana; Tubbs, Eric; Unruh, Kaylee; Vanatta, Zachary; Vanhoutan, Nikolaus; Vaughn, Samuel; Velasco, Raquel; Vickers, Cheyanne; Vilchis, Elizabeth; Villa, Jose; Voldrich, Christopher; Wade, Erica; Walker, Charles; Walker, Katrina; Walker, Maurice; Walker, Tiffany; Ward, Ebony; Ware, Kendyl; Washington, Ceyaira; Washington, Raeshelle; Watts, Jeremy; Weakley, Barry; Wedel, Amber; Wehba, Victoria; Welch, Shelby; West, Brittany; Westley, Darryl; White, James; White, Timothy; Whitfield, Jeffrey; Wickham, Casey; Wiley, Anthony; Wiley, Anthony; Wilkins, Jennifer; Williams, Anthony; Williams, Corey; Williams, Denae; Williams, James; Williams, Karla; Williams, Kelsea; Williams, Kristina (Wichita); Williams, Lakeisha (Wichita); Williams, Robert; Williams, Sonnie; Wilson, Candice; Wilson, Kathleen; Wilson, Leah; Wilson, Magan; Winters, Megan; Witherspoon, Parishae; Woodberry, Sankita; Woodin, Felicia; Woods, Tonaya; Woolheater, Nancy; Wright, Christopher (Wichita); Yaussi, Michelle; Yoos, Avery; Young, Anita; Young, Geneva; Young, Jennifer; Younis, Ifra; Zamora, Serinae; Zamora, Silvia; Zimmerman, Jessica; Zirinski, Judi

**Sent:** Friday, May 29, 2015 2:35 PM

**Subject:** Undeliverable: Raise Your Voice!

**This message wasn't delivered to anyone because there are too many recipients. The limit is 100. This message has 207 recipients.**

Oakman, Johanna ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Olave, Miquelangel ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Oneal, Angela ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Orner, Courtney ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Orr, Brandi ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Orth, Leigh Anne ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Ortiz, Catrina ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Osborn, Jay ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Oyefeso, Ray ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Ozaeta, Valerie ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Pacheco, Timothy ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Park, Erica ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Parker, Areecia ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Parker, Bahja ( [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Parkey, Jason ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Parks, Kelli ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Parrish, Abigail ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Patterson, John (Wichita) ( [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Patterson, Jorja (██████████@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Patton, Bethany (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Payton, Timothy (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Pearson, Danielle (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Peter, Erika (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Pfannenstiel, Paige (██████████@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Pharis, Amanda (██████████@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Phillios, Malika (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Phillips, Matthew (██████████@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Phillips, Mianasha (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Phillips, Yolanda (██████████@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Phoenix, Donna (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Pina, Sonya (██████████@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Pitts, Mike (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Plummer, Samantha (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Porter, Druçilla (██████████@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Portley, Jacinda (██████████@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Potter, Charles (██████████@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 4:30 PM  
**To:** Abbott, Patricia; Acker, Pamela; Adams, Alissa; Adkins, Brent; Ahmed, Chaudhry; Akins, Dominic; Albright, Christopher; Alexander, Janee; Alexander, Sylvia; Allen, Carmen; Allen, James; Anderegg, Theresa; Anderson, Ashley (Wichita); Anderson, Brandi; Anderson, Charles; anderson, denise; Anderson, Miesha; Anderson, Shaterri; Archer, Taylor; Arden, Danielle; Arenas, Jason; Arnone, Thomas; Arterberry, Etoye; Ashlock, Billi; Atterbery, Cecilia; Atwell, Amanda; Austin, Liz; Baker, Cortiga; Baldwin, Raven; Ball, Andrew; Barbour, Laura; Barker, Tristan; Barnes, Sherri; Bartalone, Justin; Barton, Anita; Barton, Karmen; Bascombe, William; Basham, Morgan; Beard, Phylicia; Beebe, Krista; Bell, Brittany; Bell, Carmesia; Bell, Cheryl; Belt, Kyle; Bidzimou, Amber; Bjornstad, David; Black, Jamie; Blaylock, Autumn; Blumenshine, Vanessa; Bockelman, Lyndsay; Boyd, Allison; Boydo, Christian; Bradford, Tashawna; Bradwell, Mychelle; Branch, Derek; Brawner, Amanda; Breckenridge, Lorenza; Breen, Nichole; Brewer, Carol; Briggs, Tara; Brillhart, Sterling; Brinkley, Andrea; Brown, Amber (Wichita); Brown, Christopher; Brown, Daisha; Brown, Josie; Brown, Melanie; Brown, Tiesche; Brown, Tyeishia; Brown, Veneda; Brown, Victoria; Brown, Zayne; Bruner, Colby; Bulger, Blake; Bullock, Jessica; Burkey, Jordan; Burnette, Teffany; Burns, Aaron; Burnside, Meghan; Bworggah, Phoebe  
**Subject:** Raise Your Voice!

Dear T-Mobile Wichita Employees,

For far too long now, our voices have been silenced. We are told we do not have the right to discuss work conditions in an organized manner. Enough is enough. It is time to make a change! Join the movement!

Feel free to contact me with any questions, but please do so **outside of working hours**.

Some of us that are currently involved will be meeting at North Rock Lanes tomorrow night. Please join us to meet our team and have some fun!

Sincerely,  
Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS

**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 4:31 PM  
**To:** Calderon, Angela; Caldwell, Brock; Calentine, Zachary; Call, Daniel; Camacho, Amber; Camacho, Juan; Cammack, Jennifer; Campbell, Myron; Canady, Taquera; Cannon-Witherspoon, Asia; Carder, Melissa; Cargill, Timothy; Carney, Lisa; Carpenter, Jessica; Carpenter, Jolie; Carr, Cachet; Carter, Christopher; Carter, Clayton; Carter, Jalen; Carter, Khiara; Castellon-Gonzalez, Sandra; Cavalliere, Brighton; Chapman, Tanya; Chapman, Tayler; Chavez, Daniella; Chetwood, Kristina; Chiles, Damien; Christians, James; Christmann, Christopher; Cisneros, Marissa; Clark, Dilaurice; Clark, Jerry; Clendenning, Desiree; Cline, Angela; Cline, Bailey; Cochran, Paul; Cohen, Kiana; Cohen, Michael; Colbert, Hattie; Collins, Justine; Collins, Paula; Cook, Kelly; Cooksey, Lotasha; Cooper, Brianna; Cooper, Victoria; Corr, Ryan; Cotton, Shanova; Cotton, Taylor; Covarrubias, Victor; Cowan, Trystin; Craig, Mary; Crocker, Chris; Cryer, Scarlett; Culver, Ebony; Daignult, Dalton; Dameron, Heather; Daniels, Landon; Davies, Holly; Davis, Anthony (Wichita); Davis, Kendall; Davis, Latisha; Davis, Paige; De Angeles, Renee; Dean, Latara; Dennis, Princess; Devore, Tysana; Diaz, Francisco; Diaz, Otila; Dodd, Rickey; Dolph, Kaleb; Dominick, Tabitha; Donexaymonkhon, Bangone; Dorsey, Diamond; Dorsey, Jade; Douglas, Carolyn; Duff, Christopher; Dukes, Tionna; Duran, Nicolasa; Durham, Joshua; Durley, Tyshia  
**Subject:** RE: Raise Your Voice!

**From:** Befort, Chelsea

**Sent:** Friday, May 29, 2015 3:43 PM

**To:** Abbott, Patricia; Acker, Pamela; Adams, Alissa; Adkins, Brent; Ahmed, Chaudhry; Akins, Dominic; Albright, Christopher; Alexander, Janee; Alexander, Sylvia; Allen, Carmen; Allen, James; Anderegg, Theresa; Anderson, Ashley (Wichita); Anderson, Brandi; Anderson, Charles; anderson, denise; Anderson, Miesha; Anderson, Shatterri; Archer, Taylor; Arden, Danielle; Arenas, Jason; Arnone, Thomas; Arterberry, Etoye; Ashlock, Billi; Atterbery, Cecilia; Atwell, Amanda; Austin, Liz; Baker, Cortiga; Baldwin, Raven; Ball, Andrew; Barbour, Laura; Barker, Tristan; Barnes, Sherri; Bartalone, Justin; Barton, Anita; Barton, Karmen; Bascombe, William; Basham, Morgan; Beard, Phylicia; Beebe, Krista; Befort, Chelsea; Bell, Brittany; Bell, Carmesia; Bell, Cheryl; Belt, Kyle; Bidzimou, Amber; Bjornstad, David; Black, Jamie; Blaylock, Autumn; Blumenshine, Vanessa; Bockelman, Lyndsay; Boyd, Allison; Boydo, Christian; Bradford, Tashawna; Bradwell, Mychelle; Branch, Derek; Brawner, Amanda; Breckenridge, Lorenza; Breen, Nichole; Brewer, Carol; Briggs, Tara; Brillhart, Sterling; Brinkley, Andrea; Brown, Amber (Wichita); Brown, Christopher; Brown, Daisha; Brown, Josie; Brown, Melanie; Brown, Tiesche; Brown, Tyeishia; Brown, Veneda; Brown, Victoria; Brown, Zayne; Bruner, Colby; Bulger, Blake; Bullock, Jessica; Burkey, Jordan; Burnette, Teffany; Burns, Aaron; Burnside, Meghan; Bworggah, Phoebe; Calderon, Angela; Caldwell, Brock; Calentine, Zachary; Call, Daniel; Camacho, Amber; Camacho, Juan; Cammack, Jennifer; Campbell, Myron; Canady, Taquera; Cannon-Witherspoon, Asia; Carder, Melissa; Cargill, Timothy; Carney, Lisa; Carpenter, Jessica; Carpenter, Jolie; Carr, Cachet; Carter, Christopher; Carter, Clayton; Carter, Jalen; Carter, Khiara; Castellon-Gonzalez, Sandra; Cavalliere, Brighton; Chapman, Tanya; Chapman, Tayler; Chavez, Daniella; Chetwood, Kristina; Chiles, Damien; Christians, James; Christmann, Christopher; Cisneros, Marissa; Clark, Dilaurice; Clark, Jerry; Clendenning, Desiree; Cline, Angela; Cline, Bailey; Cochran, Paul; Cohen, Kiana; Cohen, Michael; Colbert, Hattie; Collins, Justine; Collins, Paula; Cook, Kelly; Cooksey, Lotasha; Cooper, Brianna; Cooper, Victoria; Corr, Ryan; Cotton, Shanova; Cotton, Taylor; Covarrubias, Victor; Cowan, Trystin; Craig, Mary; Crocker, Chris; Cryer, Scarlett; Culver, Ebony; Daignult, Dalton; Dameron, Heather; Daniels, Landon; Davies, Holly; Davis, Anthony (Wichita); Davis, Kendall; Davis, Latisha; Davis, Paige; De Angeles, Renee; Dean, Latara; Dennis, Princess; Devore, Tysana; Diaz, Francisco; Diaz, Otila; Dodd, Rickey; Dolph, Kaleb; Dominick, Tabitha; Donexaymonkhon, Bangone; Dorsey, Diamond; Dorsey, Jade; Douglas, Carolyn; Duff, Christopher; Dukes, Tionna; Duran, Nicolasa; Durham, Joshua; Durley, Tyshia; Eaton, Rasheda; Edwards, Michelle; Ellison, Jessica; Englund, Shawna; Esqueda, Nadia; Evans, Ryan; Evans, Tashaia; Fargo, Evan; Faudel, Shawna; Fernandez, Marika; Feuerborn, Karlyn; Fili, Danielle; Finney, Omer; Fitzgerald, Adrianna; Fletcher, Darshae; Flores, Margarita; Floyd, Clinton; Floyd, Gabriel; Ford, Martia; Ford, Tashika; Foster, Jeanifer; Fritts, Niccole; Fritz, Rodney; Funke, Robert; Gallegos, Minerva; Gallart, Tyler; Galvez, Ruth; Garman, Pamela; Garrett, Allante; Gary, Artisha; Gates, Sean; Gehlen, Brandi; Gifford, Melissa; Gillett, James; Ginn, Marcus; Godshall, Micheal; Gomez, Mistie; Gonzalez, Judith;

Gonzalez, Cassandra; Goodmon, Tekisha; Gorden, Caleb; Graham, Kaitlyn; Gray, Deirdre; Green, Romaine; Gruver, Marissa; Guilliams, Michael; Gutierrez, Judith; Hadley, Richard; Hadley-Ponds, Breontae; Hansen, Nicole; Hanson, Lindsey; Hardyway, Latoshia; Harris, Courtney; Harris, Jerri; Harris, Rachel; Harvey, Jazmine; Hauser, Amy; Haynes, Devon; Heinemann, Kaytelyn; Helmer, James; Hemphill, Brianna; Henderson, Rachel; Henderson, Vanessa; Herl, Shawn; Hermansen, Daniel; Hernandez, Gabrielle; Hernandez-Rios, Manuel; Herrera, Heather; High, Kevin; Hill, Renata; Hodson, Aryielle; Hoffman, BobbiJo; Holder, Ceth; Hollifield, David; Holley, Jessica; Holloway, Carleta; Holloway, Cortney; Holman, Brian; Holt, Brianna; Holtsclaw, Lisa; Hood, Dianne (Missy); Hoover, Kimberly; Houchin, Michelle; Houle, Derek; Howard, John; Hughes, Jermaine; Hull, Hannah; Hurtt, Jennifer; Hutton, Brienna; Huynh, Devin; Ingram, Daniva; Irving, Jania; Jackle, Jennifer; Jackson, Marcedez; Jacobs, Ashley; Jameson, Alyssa; Jarboe, Danielle; Jefferson, Aaron; Jefferson, Tara; Johnson, Bailee; Johnson, Cheryl (Wichita); Johnson, Eric; Johnson, Falincia; Johnson, Mercedz; Johnson, Russell (Wichita); Jones, Alima; Jones, Alyssa; Jones, Amaris; Jones, Daviona; Jones, Dontae; Jones, Jalen; Jones, Marcus; Jones, Nikkatta; Jones, Phylcia; Jones, Sophie; Jones, Tracy; Judie, Kiavoni; Kambwemba, Sharlene; Kane, Roman; Kash, Mark; Keene, Jeremy (Wichita); Keithley, Amy; Kelly, Meghann; Kennedy, Rachel; Keplar, Kimberly; Keraly, Rebecca; Kettler, Mackenzie; King, Ashley (Wichita); King, Samantha; Kirkpatrick, Brooke; Knapp, Norah; Knox, Brandy; Konek, Julia; Krapf, Candace; Krehbiel, Vinson; Labore, Ashley; Lam, Chau; Larsen, Denise; Laviolette, Alexander; Lawrence, Dontese; Lawrie, Amber; Lindsay, Quinyonna; Littlejohn, Angela; Llanes, Colleen; Lowery, Taylor; Lowry, Robert; Lucas, Philip; Malone, Alex; Maloney, Malaysia; Manning, Scott; Manuel, Keisa; Manuel, Stephen; Marler, Holly; Marquis, Stefanie; Marshall, Kim; Martin, Amber; Martin, Taylor; Martinez, Alvin; Martinez, Marlon; Masih, Rahat; Mason, Breanna; Matlock, Crystal; May, Kirstin; McAlpine, Zhakei-Ya; McClain, Tara; McClain, Valencia; McClellan, Tequora; McCloskey, Joshua; McCorgary, Nancy; McCormick, Haley; McCoy, Jacqie; McCraw, K'brini; McCullough, Brikayla; McFann, Kaionna; McGuire, Julie; McKibben, Layne; McKnight, Thressa; McNabb, Breanna; Mcpherson, Ebony; Mead, Tiana; Medina, Alisha; Meeds, Amara; Mendez, Maria; Mercado, Amanda; Messner, Roann; Meyer, Kelsey; Meyers, Shaunte; Miller, Carl; Miller, Sierra; Milne, Carrie; Minnis, Vanessa; Mitchell, Brent; Mitchell, Brittany; Modersohn, Tauressa; Montelongo, Alex; Montes, Lisa; Montgomery, Cinderella; Montgomery, Jherica; Montgomery, Tatiana; Moore, Katie; Morain, Japheth; Moran, Stacy; Moreno, William; Morris, Celeste; Morris, Cherish; Moyer, Christine; Mroczkowski, Rachel; Mudloff, Skyler; Mulkey, Nikkia; Mull, Jennifer; Mullens, Tara; Munoz, Brian; Murphy, Tyler; Nabi, Sarah; Naegele, Ashley; Napier, Christa; Neal, Amanda; Neel, Jordan; Nelson, Jessie; Nelson, Kimberly; Nesbitt, Tawny; New, Caroline; Newsted, Kelsey; Nolan, Asianna; Nolen, Taira; Nong, Ryan; Noullet, Shelby; Oakman, Johanna; Olave, Miguelangel; Oneal, Angela; Orner, Courtney; Orr, Brandi; Orth, Leigh Anne; Ortiz, Catrina; Osborn, Jay; Oyefeso, Ray; Ozaeta, Valerie; Pacheco, Timothy; Park, Erica; Parker, Areecia; Parker, Bahja; Parkey, Jason; Parks, Kelli; Parrish, Abigail; Patterson, John (Wichita); Patterson, Jorja; Patton, Bethany; Payton, Timothy; Pearson, Danielle; Peter, Erika; Pfannenstiel, Paige; Pharis, Amanda; Phillips, Malika; Phillips, Matthew; Phillips, Mianasha; Phillips, Yolanda; Phoenix, Donna; Pina, Sonya; Pitts, Mike; Plummer, Samantha; Porter, Drucilla; Portley, Jacinda; Potter, Charles; Powell, Air; Power, Sandra; Preller, Richard; Price, Marie; Purcell, Joseph; Rael, Angela; Ramirez, Courtney; Ramirez, Elliot; Randleman, Toby; Ransom, Samera; Rausch, Eric; Ray, Mellissa; Reed, Brittny; Reed, Keria; Reed, Rogena; Reed, Shamika; Reed, Sharee; Reich, Tyler; Relf, Jasmen; Reno, Daelynn; Resendiz, Eduardo; Richards, Nicholas; Richardson, Lasharice; Richie, Leslie; Richie, Melinda; Ricketts, Sharena; Rider, Kevin; Ringer, Michael; Rivera, Aaron; Rivera, Phillip; Roberts, Megan; Robinson, Holly; Robinson, Wenlencia; Rodriguez, Tatyanna; Roe, Sarah; Roop, William; Ross, Emily; Rouser, Chelsea; Ruiz, Jeanyne; Ruvalo, Nicole; Sanders, Jaron; Sanders, Shanaye; Sanford, Christal; Savage, Timothy; Schlegel, Seth; Schlittenhardt, Ashley; Schmedemann, April; Schmersey, Matthew; Schmidt, Samantha; Schmitter, Melissa; Schoch, Charles; Schroeder, Payton; Scott, Joseph (Wichita); Selle, Adrienne; Settlemyer, Heather; Sexton, Kimberlee; Shabazz, Hafeesah; Shaffer, Shawntaya; Shane, Mikayla; Shaw, Andrea; Shepard, Stephanie; Sherwood, Cody; Silva, Lory; Simler, Angela; Simpkins, Allen; Sizemore, Kendall; Smallwood, Jerome; Smith, Aaron; Smith, Austin; Smith, Cloetisha; Smith, Gina; Smith, Justin (Wichita); 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Westley, Darryl; White, James; White, Timothy; Whitfield, Jeffrey; Wickham, Casey; Wiley, Anthony; Wiley, Anthony; Wilkins, Jennifer; Williams, Anthony; Williams, Corey; Williams, Dena; Williams, James; Williams, Karla; Williams, Kelsea; Williams, Kristina (Wichita); Williams, Lakeisha (Wichita); Williams, Robert; Williams, Sonnie; Wilson, Candice; Wilson, Kathleen; Wilson, Leah; Wilson, Magan; Winters, Megan; Witherspoon, Parishae; Woodberry, Sankita; Woodin, Felicia; Woods, Tonaya; Woolheater, Nancy; Wright, Christopher (Wichita); Yaussi, Michelle; Yoos, Avery; Young, Anita; Young, Geneva; Young, Jennifer; Younis, Ifra; Zamora, Serinae; Zamora, Silvia; Zimmerman, Jessica; Zirinski, Judi

**Subject:** Raise Your Voice!

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Feel free to contact me with any questions, but please do so **outside of working hours**.

Some of us that are currently involved will be meeting at North Rock Lanes tomorrow night. Please join us to meet our team and have some fun!

Sincerely,  
Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
[REDACTED]

---

**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 4:32 PM  
**To:** Eaton, Rasheda; Edwards, Michelle; Ellison, Jessica; Englund, Shawna; Esqueda, Nadia; Evans, Ryan; Evans, Tashaia; Fargo, Evan; Faudel, Shawna; Fernandez, Marika; Feuerborn, Karlyn; Fili, Danielle; Finney, Omer; Fitzgerald, Adrianna; Fletcher, Darshae; Flores, Margarita; Floyd, Clinton; Floyd, Gabriel; Ford, Martia; Ford, Tashika; Foster, Jeanifer; Fritts, Nicole; Fritz, Rodney; Funke, Robert; Gallegos, Minerva; Gallart, Tyler; Galvez, Ruth; Gamman, Pamela; Garrett, Aliante; Gary, Artisha; Gates, Sean; Gehlen, Brandi; Gifford, Melissa; Gillett, James; Ginn, Marcus; Godshall, Micheal; Gomez, Mistie; Gonzalez, Judith; Gonzalez, Kassandra; Goodmon, Tekisha; Gorden, Caleb; Graham, Kaitlyn; Gray, Deirdre; Green, Romaine; Gruver, Marissa; Guilliams, Michael; Gutierrez, Judith  
**Subject:** RE: Raise Your Voice!

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Sincerely,  
Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
[Redacted]

R000266

JA248

Ex. R. 11  
R-11  
SH

---

**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 4:32 PM  
**To:** Hadley, Richard; Hadley-Ponds, Breontae; Hansen, Nicole; Hanson, Lindsey; Hardyway, Latoshia; Harris, Courtney; Harris, Jerri; Harris, Rachel; Harvey, Jazmine; Hauser, Amy; Haynes, Devon; Heinemann, Kaytelyn; Helmer, James; Hemphill, Brianna; Henderson, Rachel; Henderson, Vanessa; Herl, Shawn; Hermansen, Daniel; Hernandez, Gabrielle; Hernandez-Rios, Manuel; Herrera, Heather; High, Kevin; Hill, Renata; Hodson, Aryielle; Hoffman, Bobbijo; Holder, Ceth; Holifield, David; Holley, Jessica; Holloway, Carleta; Holloway, Cortney; Holman, Brian; Holt, Brianna; Holtsclaw, Lisa; Hood, Dianne (Missy); Hoover, Kimberly; Houchin, Michelle; Houle, Derek; Howard, John; Hughes, Jermaine; Hull, Hannah; Hurtt, Jennifer; Hutton, Brienna; Huynh, Devin; Ingram, Daniva; Irving, Jania; Jackle, Jennifer; Jackson, Marcedez; Jacobs, Ashley; Jameson, Alyssa; Jarboe, Danielle; Jefferson, Aaron; Jefferson, Tara; Johnson, Bailee; Johnson, Cheryl (Wichita); Johnson, Eric; Johnson, Falincia; Johnson, Mercedz; Johnson, Russell (Wichita); Jones, Alima; Jones, Alyssa; Jones, Amaris; Jones, Daviona; Jones, Dontae; Jones, Jalen; Jones, Marcus; Jones, Nikkatta; Jones, Phylicia; Jones, Sophie; Jones, Tracy; Judie, Kiavoni; Kambwemba, Sharlene; Kane, Roman; Kash, Mark; Keene, Jeremy (Wichita); Keithley, Amy; Kelly, Meghann; Kennedy, Rachel; Keplar, Kimberly; Keraly, Rebecca; Kettler, Mackenzie; King, Ashley (Wichita); King, Samantha; Kirkpatrick, Brooke; Knapp, Norah; Knox, Brandy; Konek, Julia; Krapf, Candace; Krehbiel, Vinson  
**Subject:** Raise Your Voice!

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Sincerely,  
Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
[REDACTED]

JA249

R000263  
R EXHIBIT # 12  
R-12  
SH

---

**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 4:34 PM  
**To:** Labore, Ashley; Lam, Chau; Larsen, Denise; Laviolette, Alexander; Lawrence, Dontese; Lawrie, Amber; Lindsay, Quinyonna; Littlejohn, Angela; Llanes, Colleen; Lowery, Taylor; Lowry, Robert; Lucas, Philip; Malone, Alex; Maione, Malaysia; Manning, Scott; Manuel, Keisa; Manuel, Stephene; Marier, Holly; Marquis, Stefanie; Marshall, Kim; Martin, Amber; Martin, Taylor; Martinez, Alvin; Martinez, Marlon; Masih, Rahat; Mason, Breanna; Matlock, Crystal; May, Kirstin; McAlpine, Zhakei-Ya; McClain, Tara; McClain, Valencia; McClellan, Tequora; McCloskey, Joshua; McCorgary, Nancy; McCormick, Haley; McCoy, Jacqie; McCraw, K'brini; McCullough, Brikayla; McFann, Kaionna; McGuire, Julie; McKibben, Layne; McKnight, Thressa; McNabb, Breanna; Mcpherson, Ebony; Mead, Tiana; Medina, Alisha; Meeds, Amara; Mendez, Maria; Mercado, Amanda; Messner, Roann; Meyer, Kelsey; Meyers, Shaunte; Miller, Carl; Miller, Sierra; Milne, Carrie; Minnis, Vanessa; Mitchell, Brent; Mitchell, Brittany; Modersohn, Tauressa; Montelongo, Alex; Montes, Lisa; Montgomery, Cinderella; Montgomery, Jherica; Montgomery, Tatiana; Moore, Katie; Morain, Japheth; Moran, Stacy; Moreno, William; Morris, Celeste; Morris, Cherish; Moyer, Christine; Mroczkowski, Rachel; Mudloff, Skyler; Mulkey, Nikkia; Mull, Jennifer; Mullens, Tara; Munoz, Brian; Murphy, Tyler; Nabi, Sarah; Naegale, Ashley; Napier, Christa; Neal, Amanda; Neel, Jordan; Nelson, Jessie; Nelson, Kimberly; Nesbitt, Tawny; New, Caroline; Newsted, Kelsey; Nolan, Asianna; Nolen, Taira; Nong, Ryan; Noullet, Shelby  
**Subject:** Raise Your Voice!

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Sincerely,  
Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
[REDACTED]

---

**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 7:50 PM  
**To:** Sanders, Jaron; Sanders, Shanaye; Sanford, Christal; Savage, Timothy; Schlegel, Seth; Schlittenhardt, Ashley; Schmedemann, April; Schmersey, Matthew; Schmidt, Samantha; Schmitter, Melissa; Schoch, Charles; Schroeder, Payton; Scott, Joseph (Wichita); Selle, Adrienne; Settlemyer, Heather; Sexton, Kimberlee; Shabazz, Hafeesah; Shaffer, Shawntaya; Shane, Mikayla; Shaw, Andrea; Shepard, Stephanie; Sherwood, Cody; Silva, Lory; Simler, Angela; Simpkins, Allen; Sizemore, Kendall; Smallwood, Jerome; Smith, Aaron; Smith, Austin; Smith, Cloetisha; Smith, Gina; Smith, Justin (Wichita); Smith, Kelsie; Smith, Robert; Smith, Stephanie; Snell, Ken; Sodowsky, Joshua; Solis, Clint; Sparks, Laura; Speer, Meredith; Stafford, Meghan; Staples, Desirae; Starr, Cameron; Stegall, April; Stephens, Samantha; Stewart, Trevor; Stillman Betts, Kendall; Stringer, Kelsey; Suarez, Nicola; Swaney, Travis; Swortwood, Alyssa; Tague, Anthony; Tarver, Jerome; Taylor, Cheyanne; Taylorjames, Tanya; Thompson, Benjamin; Thompson, Le'ron; Thompson, Mariah; Thompson, Schnelle; Thomson, Shelby; Thorpe, Ariana; Thurman, Jarrod; Todd, Jody; Torres, Jordan; Train, Taylor; Tran, Loi; Trotter, Breana; Tubbs, Eric; Unruh, Kaylee; Vanatta, Zachary; Vanhoutan, Nikolaus; Vaughn, Samuel; Velasco, Raquel; Vickers, Cheyenne; Vilchis, Elizabeth; Villa, Jose; Voldrich, Christopher; Wade, Erica; Walker, Charles; Walker, Katrina; Walker, Maurice; Walker, Tiffany; Ward, Ebony; Ware, Kendyll; Washington, Ceyaira; Washington, Raeshelle; Watts, Jeremy; Weakley, Barry; Wedel, Amber; Wehba, Victoria; Welch, Shelby; West, Brittany; Westley, Darryl; White, James; White, Timothy; Whitfield, Jeffrey; Wickham, Casey; Wiley, Anthony; Wiley, Anthony; Wilkins, Jennifer; Williams, Anthony; Williams, Corey; Williams, Denae; Williams, James; Williams, Karla; Williams, Kelsea; Williams, Kristina (Wichita); Williams, Lakeisha (Wichita); Williams, Robert; Williams, Sonnie; Wilson, Candice; Wilson, Kathleen; Wilson, Leah; Wilson, Magan; Winters, Megan; Witherspoon, Parishae; Woodberry, Sankita; Woodin, Felicia; Woods, Tonaya; Woolheater, Nancy; Wright, Christopher (Wichita); Yaussi, Michelle; Yoos, Avery; Young, Anita; Young, Geneva; Young, Jennifer; Younis, Ifra; Zamora, Serinae; Zamora, Silvia; Zimmerman, Jessica; Zirinski, Judi

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Sincerely,  
Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
[REDACTED]

**From:** Microsoft Outlook

**To:** Sanders, Jaron; Sanders, Shanaye; Sanford, Christal; Savage, Timothy; Schlegel, Seth; Schlittenhardt, Ashley; Schmedemann, April; Schmersey, Matthew; Schmidt, Samantha; Schmitter, Melissa; Schoch, Charles; Schroeder, Payton; Scott, Joseph (Wichita); Selle, Adrienne; Settlemyer, Heather; Sexton, Kimberlee; Shabazz, Hafeesah; Shaffer, Shawntaya; Shane, Mikayla; Shaw, Andrea; Shepard, Stephanie; Sherwood, Cody; Silva, Lory; Simler, Angela; Simpkins, Allen; Sizemore, Kendall; Smallwood, Jerome; Smith, Aaron; Smith, Austin; Smith, Cloetisha; Smith, Gina; Smith, Justin (Wichita); Smith, Kelsie; Smith, Robert; Smith, Stephanie; Snell, Ken; Sodowsky, Joshua; Solis, Clint; Sparks, Laura; Speer, Meredith; Stafford, Meghan; Staples, Desirae; Starr, Cameron; Stegall, April; Stephens, Samantha; Stewart, Trevor; Stillman Betts, Kendall; Stringer, Kelsey; Suarez, Nicola; Swaney, Travis; Swortwood, Alyssa; Tague, Anthony; Tarver, Jerome; Taylor, Cheyanne; Taylorjames, Tanya; Thompson, Benjamin; Thompson, Le'ron; Thompson, Mariah; Thompson, Schnelle; Thomson, Shelby; Thorpe, Ariana; Thurman, Jarrod; Todd, Jody; Torres, Jordan; Train, Taylor; Tran, Loi; Trotter, Breana; Tubbs, Eric; Unruh, Kaylee; Vanatta, Zachary; Vanhoutan, Nikolaus; Vaughn, Samuel; Velasco, Raquel; Vickers, Cheyenne; Vilchis, Elizabeth; Villa, Jose; Voldrich, Christopher; Wade, Erica; Walker, Charles; Walker, Katrina; Walker, Maurice; Walker, Tiffany; Ward, Ebony; Ware, Kendyll; Washington, Ceyaira; Washington, Raeshelle; Watts, Jeremy; Weakley, Barry; Wedel, Amber; Wehba, Victoria; Welch, Shelby; West, Brittany; Westley, Darryl; White, James; White, Timothy; Whitfield, Jeffrey; Wickham, Casey; Wiley, Anthony; Wiley, Anthony; Wilkins, Jennifer; Williams, Anthony; Williams, Corey; Williams, Dena; Williams, James; Williams, Karla; Williams, Kelsea; Williams, Kristina (Wichita); Williams, Lakeisha (Wichita); Williams, Robert; Williams, Sonnie; Wilson, Candice; Wilson, Kathleen; Wilson, Leah; Wilson, Magan; Winters, Megan; Witherspoon, Parishae; Woodberry, Sankita; Woodin, Felicia; Woods, Tonaya; Woolheater, Nancy; Wright, Christopher (Wichita); Yaussi, Michelle; Yoos, Avery; Young, Anita; Young, Geneva; Young, Jennifer; Younis, Ifra; Zamora, Serinae; Zamora, Silvia; Zimmerman, Jessica; Zirinski, Judi

**Sent:** Friday, May 29, 2015 7:50 PM

**Subject:** Undeliverable: Raise Your Voice!

**This message wasn't delivered to anyone because there are too many recipients. The limit is 100. This message has 131 recipients.**

Sanders, Jaron (██████████@internal.T-Mobile.com)  
 This message has too many recipients. Please try to resend with fewer recipients.

Sanders, Shanaye (██████████@internal.T-Mobile.com)  
 This message has too many recipients. Please try to resend with fewer recipients.

Sanford, Christal (██████████@internal.T-Mobile.com)  
 This message has too many recipients. Please try to resend with fewer recipients.

Savage, Timothy (██████████@T-Mobile.com)  
 This message has too many recipients. Please try to resend with fewer recipients.

Schlegel, Seth (██████████@T-Mobile.com)  
 This message has too many recipients. Please try to resend with fewer recipients.

Schlittenhardt, Ashley [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Schmedemann, April [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Schmersey, Matthew [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Schmidt, Samantha [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Schmitter, Melissa ([REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Schoch, Charles [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Schroeder, Payton ([REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Scott, Joseph (Wichita) [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Selle, Adrienne [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Settemyer, Heather [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Sexton, Kimberlee [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Shabazz, Hafeesah [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Shaffer, Shawntaya [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Shane, Mikayla [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Shaw, Andrea [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Shepard, Stephanie [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Sherwood, Cody [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Silva, Lory [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Simler, Angela [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Simpkins, Allen [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Sizemore, Kendall [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Smallwood, Jerome [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Smith, Aaron [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Smith, Austin [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Smith, Cloetisha [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Smith, Gina [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Smith, Justin (Wichita) [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Smith, Kelsie [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Smith, Robert [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Smith, Stephanie [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Snell, Ken [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Sodowsky, Joshua [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Solis, Clint [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Sparks, Laura [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Speer, Meredith [REDACTED]@T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

Stafford, Mechan [REDACTED]@internal.T-Mobile.com)

This message has too many recipients. Please try to resend with fewer recipients.

---

**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 9:49 PM  
**To:** Oakman, Johanna; Clave, Miguelangel; Oneal, Angela; Orner, Courtney; Orr, Brandi; Orth, Leigh Anne; Ortiz, Catrina; Osborn, Jay; Oyefeso, Ray; Ozaeta, Valerie; Pacheco, Timothy; Park, Erica; Parker, Areecia; Parker, Bahja; Parkey, Jason; Parks, Kelli; Parrish, Abigail; Patterson, John (Wichita); Patterson, Jrja; Patton, Bethany; Payton, Timothy; Pearson, Danielle; Peter, Erika; Pfannenstiel, Paige; Pharis, Amanda; Phillips, Malika; Phillips, Matthaw; Phillips, Mianasha; Phillips, Yolanda; Phoenix, Donna; Pina, Sonya; Pitts, Mike; Plummer, Samantha; Porter, Drucilla; Portley, Jacinda; Potter, Charles; Powell, Air; Power, Sandra; Preller, Richard; Price, Marie; Purcell, Joseph; Rael, Angela; Ramirez, Courtney; Ramirez, Elliot; Randleman, Toby; Ransom, Samera; Rausch, Eric; Ray, Melissa; Reed, Brittney; Reed, Keria; Reed, Rogena; Reed, Shamika; Reed, Sharee; Reich, Tyler; Relf, Jasmen; Reno, Daelynn; Resendiz, Eduardo; Richards, Nicholas; Richardson, Lasharice; Richie, Leslie; Richie, Melinda; Ricketts, Sharena; Rider, Kevin; Ringer, Michael; Rivera, Aaron; Rivera, Phillip; Roberts, Megan; Robinson, Holly; Robinson, Wenlencia; Rodriguez, Tatyanna; Roe, Sarah; Roop, William; Ross, Emily; Rouser, Chelsea; Ruiz, Jeanyne; Ruvolo, Nicole  
**Subject:** Raise Your Voice!

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Some of us that are currently involved will be meeting at North Rock Lanes tomorrow night. Please join us to meet our team and have some fun!

Sincerely,  
Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
[REDACTED]

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**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 9:51 PM  
**To:** Sanders, Jaron; Sanders, Shanaye; Sanford, Christal; Savage, Timothy; Schlegel, Seth; Schlittenhardt, Ashley; Schmedemann, April; Schmersey, Matthew; Schmidt, Samantha; Schmitter, Melissa; Schoch, Charles; Schroeder, Payton; Scott, Joseph (Wichita); Selle, Adrienne; Settlemyer, Heather; Sexton, Kimberlee; Shabazz, Hafeesah; Shaffer, Shawntaya; Shane, Mikayia; Shaw, Andrea; Shepard, Stephanie; Sherwood, Cody; Silva, Lory; Simler, Angela; Simpkins, Allen; Sizemore, Kendall; Smallwood, Jerome; Smith, Aaron; Smith, Austin; Smith, Cloetisha; Smith, Gina; Smith, Justin (Wichita); Smith, Kelsie; Smith, Robert; Smith, Stephanie; Snell, Ken; Sodowsky, Joshua; Solis, Clint; Sparks, Laura; Speer, Meredith; Stafford, Meghan; Staples, Desirae; Starr, Cameron; Stegall, April; Stephens, Samantha; Stewart, Trevor; Stillman Betts, Kendall; Stringer, Kelsey; Suarez, Nicola; Swaney, Travis; Swortwood, Alyssa; Tague, Anthony; Tarver, Jerome; Taylor, Cheyanne; Taylorjames, Tanya; Thompson, Benjamin; Thompson, Le'ron; Thompson, Mariah; Thompson, Schnelle; Thomson, Shelby; Thorpe, Ariana; Thurman, Jarrod; Todd, Jody; Torres, Jordan; Train, Taylor; Tran, Loi; Trotter, Breana; Tubbs, Eric  
**Subject:** Raise Your Voice!

Dear T-Mobile Wichita Employees,

For far too long now, our voices have been silenced. We are told we do not have the right to discuss work conditions in an organized manner. Enough is enough. It is time to make a change! Join the movement!

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Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
[REDACTED]

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R-17  
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**From:** Befort, Chelsea  
**Sent:** Friday, May 29, 2015 9:51 PM  
**To:** Unruh, Kaylee; Vanatta, Zachary; Vanhoutan, Nikolaus; Vaughn, Samuel; Velasco, Raquel; Vickers, Cheyenne; Vilchis, Elizabeth; Villa, Jose; Voldrich, Christopher; Wade, Erica; Walker, Charles; Walker, Katrina; Walker, Maurice; Walker, Tiffany; Ward, Ebony; Ware, Kendyll; Washington, Ceyaira; Washington, Raeshelle; Watts, Jeremy; Weakley, Barry; Wedel, Amber; Wehba, Victoria; Welch, Shelby; West, Brittany; Westley, Darryl; White, James; White, Timothy; Whitfield, Jeffrey; Wickham, Casey; Wiley, Anthony; Wiley, Anthony; Wilkins, Jennifer; Williams, Anthony; Williams, Corey; Williams, Dena; Williams, James; Williams, Karla; Williams, Kelsea; Williams, Kristina (Wichita); Williams, Lakeisha (Wichita); Williams, Robert; Williams, Sonnie; Wilson, Candice; Wilson, Kathleen; Wilson, Leah; Wilson, Magan; Winters, Megan; Witherspoon, Parishae; Woodberry, Sankita; Woodin, Felicia; Woods, Tonaya; Woolheater, Nancy; Wright, Christopher (Wichita); Yaussi, Michelle; Yoos, Avery; Young, Anita; Young, Geneva; Young, Jennifer; Younis, Ifra; Zamora, Serinae; Zamora, Silvia; Zimmerman, Jessica; Zirinski, Judi  
**Subject:** Raise Your Voice!

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Chelsea Befort  
T-Mobile CSR 1  
Wichita, KS  
[Redacted]

**Talking Points – Chelsea Befort 6-1-15**

- It was reported to us that on Friday you sent emails to hundreds of employees in the Wichita Call Center. Several employees told us it was disruptive and unwanted communication. We don't allow non-business related mass communication for any purpose since this disrupts the work place and distracts employees from their work.
- Your email was also inconsistent with T-Mobile's non-solicitation policy. You may solicit concerning union issues during non-working time, but you may not solicit while the person you are soliciting is supposed to be working. You had to be aware that many employees were actively working when you sent these emails, so this working time solicitation also was inconsistent with our non-solicitation policy.
- We certainly recognize your right to support the union, but we ask that you do so without violating these policies. Of course, you can communicate with employees about the union in break areas, and when you and others are not working; you can communicate about the union in the parking lot and away from work. We just ask that you do so while following these policies.
- Question: Can I use e-mail to communicate about the union?  
Answer: Yes, but your use of company systems for these purposes has to be while neither you nor the person you are communicating are working, and under circumstances which are not likely to disrupt work at the call center and not in a manner that is inconsistent with these rules.

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R000619

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ALSH

**CERTIFICATE OF SERVICE**

I hereby certify that on September 30, 2020, the foregoing Joint Appendix was served on all parties or their counsel of record electronically through the CM/ECF system and in paper copy via First Class mail.

/s/ Matthew J. Ginsburg

Matthew J. Ginsburg