



Insurance Eligibility and Enrollment Deadlines¹

Medical, Dental, Vision, Disability and Life Insurance:

Eligible the first of the month following 60 days of benefit eligible service

Date of Hire	Enrollment Deadline	Insurance Effective Date
January 1, 2021 – January 31, 2021	March 15, 2021	April 1, 2021
February 1, 2021 – March 2, 2021	April 15, 2021	May 1, 2021
March 3, 2021 – April 2, 2021	May 15, 2021	June 1, 2021
April 3, 2021 – May 2, 2021	June 15, 2021	July 1, 2021
May 3, 2021 – June 2, 2021	July 15, 2021	August 1, 2021
June 3, 2021 – July 3, 2021	August 15, 2021	September 1, 2021
July 4, 2021 – August 2, 2021	September 15, 2021	October 1, 2021
August 3, 2021 – September 2, 2021	October 15, 2021	November 1, 2021
September 3, 2021 – October 2, 2021	November 15, 2021	December 1, 2021
October 3, 2021 – November 2, 2021	December 15, 2021	January 1, 2022
November 3, 2021 – December 3, 2021	January 15, 2022	February 1, 2022
December 4, 2021 – December 31, 2021	February 15, 2022	March 1, 2022
January 1, 2022 – January 31, 2022	March 15, 2022	April 1, 2022

Paid Time Off Accrual

Hourly Employees

Tenure ²	Per Pay Period Accrual ³	Annual Accrual	Maximum PTO Bank Amount
1st day of employment through 2nd anniversary	3.0769	80 hours	120 hours
1st pay period after 2nd anniversary through 5th anniversary	4.6153	120 hours	180 hours
1st pay period after 5th anniversary	6.1538	160 hours	240 hours

Salaried Employees

Tenure ²	Per Pay Period Accrual ³	Annual Accrual	Maximum PTO Bank Amount
1st day of employment through 5th anniversary	4.6153	120 hours	180 hours
1st pay period after 5th anniversary	6.1538	160 hours	240 hours

Part-time Employees (applicable to States with PPT only)

Tenure ²	Per Pay Period Accrual ³	Annual Accrual	Maximum PTO Bank Amount
1st day of employment	2.3077	60 hours	90 hours

Paid Protected Time (PPT)

DISH will treat the first 40 hours⁴ of PTO as Paid Protected Time (PPT) each year. You can use the time for anything you'd like, but we recommend you save it for unexpected things like illnesses, family emergencies, or other extenuating circumstances that prevent you from following your department's attendance policy. You can find your earned PPT balance in the "Time Off" area of your HR Link profile. For more information, please see our Time Away policy on The HOP.

PPT Accrual by State

Group	States	Annual Accrual	Carry Over	Annual Use	Max PPT Bank ⁵
1	All other states	40 hours	40 hours	Available Time in PPT Bank	80 hours
2	Colorado Minnesota	48 hours	48 hours	Available Time in PPT Bank	80 hours
3	Texas Maryland Illinois New York	64 hours	80 hours	Available Time in PPT Bank	80 hours
4	California Washington	80 hours	80 hours	Available Time in PPT Bank	120 hours

¹ Rehire Guideline

- Rehires will not be automatically enrolled in the 401(k).
- Employees rehired within 455 days after separation must enroll within 30 days of their rehire date. These elections will be effective on the first day of the month following their rehire date.
- Employees converting from a contract position who have met 60 days of service will have an effective date of the first of the month following their DISH hire date.
- Contact the HR Operations Team for any questions pertaining to rehire benefit eligibility.

² Service must be continuous.

³ Accrual rates may vary based on state and local laws.

⁴ Some states, cities, or municipalities may require more than 40 hours of PPT — if you work in one of those locations, you will receive an additional number of PPT hours as required by your local laws. Some states also require PPT be provided to part-time employees. See the "State and Local Rules" section above for more information on your location. Please contact AskHR@dish.com or your HR Business Partner for questions about your specific location.

⁵ Once maximum accrual in PPT bank is satisfied, all time will accrue to PTO bank.



401(k)

401(k): *Eligible the first of the month following 90 days of service¹*

Date of Hire	401(k) Effective Date
January 1, 2021	April 1, 2021
January 2, 2021 – January 31, 2021	May 1, 2021
February 1, 2021 – March 3, 2021	June 1, 2021
March 4, 2021 – April 2, 2021	July 1, 2021
April 3, 2021 – May 3, 2021	August 1, 2021
May 4, 2021 – June 3, 2021	September 1, 2021
June 4, 2021 – July 3, 2021	October 1, 2021
July 4, 2021 – August 3, 2021	November 1, 2021
August 4, 2021 – September 2, 2021	December 1, 2021
September 3, 2021 – October 3, 2021	January 1, 2022
October 4, 2021 – November 3, 2021	February 1, 2022
November 4, 2021 – December 1, 2021	March 1, 2022
December 2, 2021 – January 1, 2022	April 1, 2022

Employee Stock Purchase Plan Eligibility

ESPP: *Eligible the first of the quarter following 90 days of service²*

Date of Hire	Enrollment Deadline	ESPP Effective Date
January 1, 2021	March 15, 2021	April 1, 2021
January 2, 2021 – April 2, 2021	June 15, 2021	July 1, 2021
April 3, 2021 – July 3, 2021	September 15, 2021	October 1, 2021
July 4, 2021 – October 3, 2021	December 15, 2021	January 1, 2022
October 4, 2021 – January 1, 2022	March 15, 2022	April 1, 2022

Rehires

Employees who are rehired within 455 days after separation must enroll within 30 days of their rehire date. Elections will be effective the first day of the month following their rehire date. Employees rehired after 455 days will be subject to the new hire waiting period.

Rehires will not be automatically enrolled in the 401(k).

If rehired within 455 days, previous service time will count towards your Paid Time Off accruals. If rehired more than 455 days after separation, you will begin to accrue at the new hire rate.

Contract-to-Hires (CTH)

Employees converting from a contract position who have met 60 days of service will have an effective date of the first of the month following their DISH hire date. CTH employees must enroll within 30 days of their hire date.

If your contractor or temporary service time was less than 60 days, your contract or temporary service time will be combined with the regular employee service time to satisfy the waiting period for benefits.

No service credit will be provided for the 401(k) plan or the Employee Stock Purchase Plan.

Paid Time Off accrual will begin on your hire date.

¹ You are automatically enrolled at 3%. To change your contribution, decline enrollment and manage your account contact Fidelity at 800-835-5095 or www.401k.com.

² Once eligibility has been met, employees are able to elect ESPP on or before the 15th of the month prior to the start of the following quarter for an effective date of the first of the month. New elections and any changes to deductions are subject to DISH's Insider Trading Policy.