



March 27, 2017

Kranthi Chinnakotla
512 N Barton Creek Drive
Charlotte, North Carolina 28262

Dear Kranthi,

On behalf of EchoStar and its subsidiary companies, we are pleased to formally extend you an offer of employment as a(n) MTS 2 - S/W, at our office located at 11717 Exploration Lane, Germantown, MD 20876, starting on April 17, 2017. In this position you will be reporting to Anurag Bhatnagar and will receive an annualized salary of \$80,000.00, paid on a biweekly schedule.

To assist with relocation, you will receive a relocation reimbursement in the amount of \$3,000.00. Your acceptance is also your agreement to reimburse EchoStar, through payroll deduction or an agreed upon repayment schedule, for the funds received if you should voluntarily terminate employment within one year from date of hire. If you voluntarily terminate during the second year of employment, the reimbursement will be prorated based upon 24 months.

At the start of your employment, you will have the opportunity to select from a variety of benefit offerings, to include, medical, dental, vision, and basic life insurance for you and your eligible dependents. Your benefits will become effective on the first day of the month coinciding with or after your hire date with EchoStar. You will also have the opportunity to participate in EchoStar's 401(k) Plan. This plan includes a company match and an annual discretionary profit sharing contribution dependent upon approval by the Board of Directors.

This offer of employment is contingent upon verification of application materials, the successful completion of a security background check and drug screen, and verification of your legal right to work in the United States. This letter is not intended to create any employment contract between you and EchoStar. You will be an at-will employee of EchoStar and such employment relationship may be terminated by either you or the company at any time for any reason.

Please indicate your acceptance and understanding of your offer by responding to the system provided Offer Acknowledgement form and verifying the requested personal information. If we have not received your response within three (3) business days from the date of this letter, we will assume that you have declined, and your offer of employment may be rescinded.

Kranthi, we are very excited about the possibility of you joining our team! If you have any questions, or wish to discuss this offer further, please feel free to contact your recruiter. We look forward to your favorable reply.

Sincerely yours,

Michelle Pearre

EchoStar Corporation

100 Inverness Terrace East • Englewood, CO 80112 • Tel: 303.706.4000



Senior Vice President - Human Resources
EchoStar Corporation

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