

# DISH Dress Expectations

August 2017





We are a public company with public shareholders. We believe we have an obligation to project a professional and modern work environment. We want visitors to our sites to have a positive impression of our company and our employees. We want employees to feel safe and comfortable so we can do our best work.

Everyday Appropriate	Everyday Inappropriate
<ul style="list-style-type: none"> <li>✓ Slacks</li> <li>✓ Skirts or dresses of a professional length</li> <li>✓ Calf-length capris</li> <li>✓ Neat, professional jeans free from rips, holes, excessive embellishment, or fraying</li> </ul>	<ul style="list-style-type: none"> <li>✗ Shorts</li> <li>✗ Sweatpants, leggings, exercise wear, spandex</li> <li>✗ Short skirts</li> <li>✗ Swimsuit cover-up style dresses</li> </ul>
<ul style="list-style-type: none"> <li>✓ Oxford style, polo, or golf shirts</li> <li>✓ Sweaters, cardigans, pullovers, sweater vests, fleece vests, or jackets</li> <li>✓ Blazers or sport coats</li> <li>✓ Blouses and sleeveless tops</li> </ul>	<ul style="list-style-type: none"> <li>✗ T-shirts</li> <li>✗ Crop tops (exposed midriff)</li> <li>✗ Excessively revealing or see-through clothes</li> <li>✗ Hoodies, sweatshirts, or exercise wear</li> <li>✗ Uncollared shirts for men</li> </ul>
<ul style="list-style-type: none"> <li>✓ Dress shoes and loafers</li> <li>✓ Casual slip-on or tie shoes including professional sneaker style shoes</li> <li>✓ Open back or open toe shoes (professional sandals)</li> </ul>	<ul style="list-style-type: none"> <li>✗ Casual flip-flop style sandals (beach style)</li> <li>✗ Croc-style shoes</li> </ul>
<ul style="list-style-type: none"> <li>✓ Visible small tattoos or minor exposure of tattoos</li> <li>✓ Professional earrings or nasal studs</li> </ul>	<ul style="list-style-type: none"> <li>✗ Hats</li> <li>✗ Visible large tattoos (including tattoo sleeves or large patterns)</li> <li>✗ Ear gauges or any other facial piercings including lip rings, cheek piercings, or nasal rings</li> </ul>

# Friday – Sunday Expectations

- Fridays and weekends are slightly more casual
- T-shirts, sports jerseys, uncollared shirts and athletic footwear are acceptable
- The remainder of the guidelines remain in place

# Dress expectation additional information

- Dress appropriately
- Exhibit commonsense and professional taste. We're all responsible for ensuring we have an environment that reflects this
- Dress at or above the level of those you meet with. Your schedule and meetings should guide your dress decisions
- Your employee badge should always be visible as a safety precaution so others can identify you as an employee
- Clothes and person should be professional, neat, and clean
- Clothes should be in good repair, not offensive or too revealing, free of excessive wrinkles, and fit appropriately
- Depending on your site, organization, job function, events, work environment, or role, your senior executive may have different expectations.

# Site and organization specific expectations

- Uniforms are required for certain positions
- Facilities employees working on the building may have a more relaxed expectation
- Other groups or sites may have additional guidelines or expectations
- Meridian – If entering or exiting the building in exercise gear, use building 2 and change in the locker rooms



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