



The DISH Way

Our Vision

**To Change the Way the
World Communicates**

Our Mission

**To Connect People
and Things**

Great Expectations

At DISH, we have very high expectations for success. We have grown from a startup company in 1980 to a Fortune 200 company. This has been achieved in large part because we set extraordinary expectations for our team.

We are not a company for everyone. We expect our team:

- To work harder/smarter than other companies
- To be more disciplined
- To practice together during core work hours
- To have total commitment to reach our goals

Three out of four is not good enough.

We are extremely proud and thankful for what our DISH team has accomplished. Together we have led a communications revolution. We pioneered satellite television and live streaming video. Our team members can take pride that they have “more than just a job.” They have shaped an entire industry.

We are not afraid of change. Whether it be technology, business, or culture, we are willing to learn, innovate, and admit mistakes. We do this so we can lead.

Our adventure is just beginning. Our best days are ahead of us. We will continue to strive to innovate our core business, and we are advancing upon our greatest challenge: We are going to disrupt the wireless industry and change the way the world communicates.

We acquired Boost Mobile, which immediately launched us into the retail wireless business, and we are now building the nation’s first virtualized, standalone 5G broadband network. Our next significant milestone is to provide 5G broadband service to at least 50% of the U.S. population by March 28, 2023, and we’re just getting started, with more milestones along the way.

It will take a team effort. It will take all of us “rowing in the same direction.” It will be challenging. In short, it will require our best effort.

The attitude required is simple:
Can, Not Can’t.
Now, Not Later.
We, Not I.





Our Values



Curiosity

We are inquisitive, not afraid to challenge assumptions, and hungry to learn every day.



Pride

We are driven to do our personal best in everything we do and expect the same from our teammates.



Adventure

We are comfortable and thrive in an environment where our path is often unclear, changes frequently, and requires us to challenge ourselves.



Winning

We have the drive, work ethic, and discipline to always put DISH in a position to win.

Our Principles

1 Know Your Business and Be Prepared

Be detail-oriented, be an expert in your immediate business area, understand our business as a whole, and have an appreciation for how your business area impacts the overall business.

2 Do It Right the First Time

Take pride in your work and go the extra mile to produce the highest-quality work product that you can in everything you do. Check your work when finished.

3 Think Long Term

Make decisions based on what is in the best long-term interest of DISH, rather than impacts to short-term results.

4 Spend Money Like It's Your Own

Take an ownership attitude when allocating company time, talent, and money.

5 Take Responsibility

Own the message and your actions, acknowledge mistakes, get help, work diligently to fix mistakes, and learn from them. Experience is the best teacher.

6 Think Customer

Keep customers top of mind in everything you do. We are nothing without our customers.



Our Team

Our culture is the foundation of our company. The DISH Way has been central to our history for nearly 40 years, and it remains critical to our future success.

It's imperative that our team is aligned with our culture, values, and principles. To be our best, we all must believe in the culture, model our high standards for all to see, and expect team members to do the same.

We are one team creating something special and accomplishing amazing things.

Merely showing up is not enough. We commit to being there for each other during core hours and beyond. Our team members, partners, and customers count on us to deliver on our commitments.

We believe in practicing as a team. Collaboration, teamwork, and our ability to see each other eye to eye is a differentiator. We are better when we can solve problems together.

The variety and depth of perspectives makes us stronger as a team. Diversity is an asset. No opinion counts more than the next. We are not hierarchical, and you should expect that every voice will be heard and respected.

Alignment with our cultural values—the DISH Way—is the first and most important criteria you have to meet if you want to join and remain a part of our team.

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Our Commitment to You

The most valuable benefit at DISH is opportunity.

Your advancement is determined by your commitment, effort, teamwork, and results. It does not matter what school you graduated from or whether you graduated at all. Factors such as your gender, race, religion, age, or sexual orientation do not matter. Neither does your tenure or your seniority.

To ensure your long-term success, we commit to provide:

- **A safe and healthy environment.** Based on your responsibilities or location, this may include protective equipment, a secure workspace, and special steps implemented to address unique public health challenges. A safe environment also includes freedom from harassment, discrimination, and the ability to speak to any level of leadership to raise a concern or suggestion.
- **The tools every team member needs to do their work.** This goes beyond equipment like wrenches or computers—it includes engaged leadership, proper training, and professional development.
- **An environment for every team member to realize their full potential.** Moreover, we give our team members permission to reach beyond their assignment. Your opportunity is bound only by your desire “to change the way the world communicates.”

In addition, we offer other benefits including medical coverage, vacation days, holidays, tuition reimbursement, and access to our products and services to ensure our team members can serve as public ambassadors for our brands.

We strive to balance our medical coverage between those who consume fewer health benefits and those who may have greater needs. Those who make the most use of insurance will likely pay a bit more.

We promote being a wise consumer of health care programs, where good choices benefit both the individual and the company. DISH offers a Health Savings Account plan (HSA), and a contribution to participating employees. We maintain a drug- and tobacco-free work environment, and we encourage healthy lifestyles.

DISH provides team members the opportunity to save for their future and share in our success with 401(k) matching, an Employee Stock Purchase Program (ESPP), and profit sharing.

We're proud that opportunity is the most significant, lasting benefit we provide to our team members. We give it freely to all who are willing to seize it.

