



# REHIRE GUIDELINES

## Welcome back to DISH!

We hope that you have enjoyed your time with DISH so far. To ensure that you can take advantage of all that the company has to offer, we want to outline your eligibility with your previous service time.

### Rehire Eligibility

You will need to re-enroll in your healthcare benefits within 30 days of your rehire date. These elections will be effective on the first day of the month following your return to DISH. Elections can be made via HR Link by going to Benefits > Make changes.

### Frequently Asked Questions

- Q:** Does my previous service time count?  
**401(k):** If you return to DISH within 5 years of your initial separation, your previous service time will count towards your 401(k) and vesting.
- A:** **PTO:** If your gap in employment with DISH is 455 days or less, your service time counts toward your PTO accruals.
- Q:** What is my vesting schedule?  
If your rehire date is less than 5 years prior to your separation date, you will be given credit for your pre-break vested service. Your vesting date will be based on a calculation, taking into account your pre-break service, but not the time you were gone. If your rehire date is within 455 days of prior service time, you will also be given credit for pre-break service and time that you were gone.
- A:**
- Q:** Will I automatically be re-enrolled in my 401(k)?  
**A:** As a rehired employee you will need to elect your 401(k) contributions at [www.401k.com](http://www.401k.com); you will not be automatically re-enrolled.