



WHAT ARE THE SUGGESTED PAC CONTRIBUTION GIVING LEVELS?

Since the PAC was founded in 1997, it has supported hundreds of elected officials who have been leaders on issues important to our business. If you are already contributing to the PAC, THANK YOU for your support and you're encouraged to continue giving. If you are not currently contributing to the PAC, becoming a PAC donor is easy via payroll deductions (or by credit card/check, described below), and we hope that you will consider giving at the levels recommended in this chart (but, know that ANY amount you can give is helpful!). The PAC effectively uses every penny of your contributions, and your generosity is very much appreciated.

SUGGESTED CONTRIBUTION LEVELS FOR ELIGIBLE EMPLOYEES (SEE BELOW TO DETERMINE ELIGIBILITY)

TITLE	AMOUNT PER PAY PERIOD (26 PAY PERIODS PER YEAR)	APPROXIMATE TOTAL PER YEAR
Executive VP	\$192	\$5,000 (maximum allowed)
Senior VP	\$135	\$3,500
VP	\$97	\$2,500
Director	\$39	\$1,000
Below Director	\$10	\$250

AM I ELIGIBLE TO CONTRIBUTE?

It's not just Directors, VPs, SVPs, and EVPs who can contribute. Eligible employee contributors are those who are paid on a salary (rather than hourly) basis AND ALSO:

- 1) Have policymaking or managerial/supervisory responsibilities (an assistant with no direct reports is ineligible to contribute, for example);
- 2) *AND/OR* are in a commonly recognized profession (e.g., an attorney, accountant, engineer, etc.).

You must also be a U.S. citizen or lawfully admitted for permanent residence (in possession of a green card) to contribute.

HOW DO I CONTRIBUTE TO THE PAC?

The most popular way to contribute to the PAC is to **set up a recurring PAC contribution deduction from your bi-weekly paycheck**. Importantly, you can return to HR Link *at any point* to adjust your deduction amount; *there is no enrollment window* to sign up or change your deduction (nor is there significant lag time between making a change in HR Link and seeing it reflected in the next payroll). To sign up or change your deduction amount, first go to your HR Link homepage, then:

1. Click on the "Benefits" button;
2. At the top of the page, under your name, click on the "Make Changes" button;
3. At the top right, click on the "Continue" button to bypass the contacts page;

4. Click on the “Political Action Committee” button;
5. Click on the “Edit” button, then click on the pencil icon next to the amount listed at the bottom of the page to set the dollar amount you’d like to have automatically taken from each of your biweekly paychecks, then click the “OK” button. Again, remember that you can return at ANY time (outside of annual enrollment) to adjust this amount or stop giving all together.
6. Before exiting, make sure you click the “Continue” button at the top right, and then click the “Submit” button. *YOUR CHANGES WILL NOT BE SAVED UNLESS YOU DO THIS.*

You can also contribute by credit card (NEW FEATURE IN 2021!), check, money order, or wire transfer. To contribute by wire transfer, please email or call the DISH Government Affairs office at jessica.straus@dish.com or (202) 463-3705. For a check or money order contribution, make it out to “Echostar Corporation and DISH Network Corporation PAC” and send to the below address (but please email us as well so we are on the lookout for it):

*DISH Network c/o Jessica Straus
1110 Vermont Avenue, NW
Suite 450
Washington, DC, 20005*

To make a one-time or recurring credit card donation, visit [this secure website](#). You need to use your work email address to access the site, and if it denies access, please contact christina.mason@dish.com in the DC office and she will quickly get you the access needed (assuming you are an eligible contributor). Of note, unlike the payroll deductions, a bi-weekly recurring donation is not an option on the website at this time. Thus, for recurring donations, we recommend checking the monthly option (although you can do quarterly, as well). But, that alters the suggested giving levels to this table (versus the above listed one):

TITLE	MONTHLY OR QUARTERLY AMOUNT	APPROXIMATE TOTAL PER YEAR
Executive VP	\$416 or \$1,250	\$5,000 (maximum allowed)
Senior VP	\$292 or \$875	\$3,500
VP	\$208 or \$625	\$2,500
Director	\$83 or \$250	\$1,000
Below Director	\$21 or \$63	\$250

Note that when you set up a recurring credit card donation you can choose the end date. But, should you decide to cancel before that date, email christina.mason@dish.com and she will get that taken care of.

IS A TAX CREDIT OR DEDUCTION AVAILABLE FOR MY CONTRIBUTION?

Contributions or gifts to the PAC will be used solely for political purposes and, therefore, are not deductible as charitable contributions for federal income tax purposes. In addition, no tax credit is available.

WHAT IS A PAC?

A “PAC” (Political Action Committee) is a political committee organized for the purpose of raising and spending money in support of candidates for public office and other political committees. While corporations are prohibited from making direct contributions to federal campaigns, Congress recognized that individuals in a corporation may have an interest in combining funds to make political donations. Thus, in 1971, Congress enabled corporations to establish PACs. PAC contributions are limited and all contributions exceeding \$200

aggregate per calendar year (and other aspects of a PAC's financial activities, like disbursements) are publicly disclosed via regular reports filed at the Federal Election Commission (FEC).

WHY DOES DISH HAVE A PAC?

The purpose of DISH's PAC is to pool contributions from eligible contributors, enabling it to make donations to political candidates and committees. The size and scope of government has continued to increase and grow more complex. Government rules often dictate how business can be conducted, and public policy decisions made in one industry sector frequently reverberate in many other sectors. State governments are becoming more proactive than ever before, leading the charge in legislative activity on important issues that impact our success. As a leader in our industry and the business community, it is critical that we have a robust, effective PAC.

WHY DOESN'T THE COMPANY GIVE POLITICAL CONTRIBUTIONS DIRECTLY INSTEAD OF THROUGH A PAC?

Federal law prohibits corporate contributions to federal candidates (candidates for the U.S. House of Representatives, U.S. Senate, and President of the United States), party committees, and other PACs. Additionally, state and local laws often prohibit corporate contributions to candidates running for nonfederal office (state House and Senate representatives, Governors, Mayors, etc.).

HOW DOES THE PAC SPEND ITS FUNDS?

Contributions are budgeted to best serve DISH and its subsidiary companies. The PAC gives to Members of the U.S. Senate and House of Representatives based on the following priorities:

- Those serving on the Commerce Committee, as well as the Judiciary Committee (the two congressional committees with primary legislative jurisdiction over the telecommunications industry)
- Congressional leadership (the top leaders who largely control the congressional agenda)
- Representatives of geographic areas where we have significant business facilities
- Other "champions" who are leaders on issues important to our business

When allowable and appropriate, the PAC also sometimes gives to national party committees, state party committees, other PACs, and candidates running for state and local offices. The PAC is bipartisan and gives to Democrats and Republicans. DISH's government affairs team makes recommendations for PAC contributions that are subject to approval by the EVP of External and Legislative Affairs. The PAC does not pay for any of the overhead costs involved with its maintenance, so 100% of the contributions raised get donated.

DOES THE PAC REPORT ITS CONTRIBUTIONS AND EXPENDITURES?

Yes. PAC operations are transparent and compliant with all applicable laws. Because they are regulated by the Federal Election Commission (FEC) and state and local election agencies, PACs are considered the most transparent form of political involvement. As required by law, PAC activity is publicly disclosed on the FEC and state election agency websites. For receipts, federal law requires the PAC to use its best efforts to collect and report the name, mailing address, occupation, and employer name of any individual whose contributions exceed \$200 aggregate in a calendar year. *All* disbursements from the PAC get reported. Our PAC's FEC page (with all of its reportable information) is here: <https://www.fec.gov/data/committee/C00330647/>.

HOW DO I GET MORE INFORMATION?

Feel free to contact the DISH Government Affairs office in Washington, DC at jessica.straus@dish.com or (202) 463-3705. We're happy to help answer any questions or provide more guidance on how this all works!

IMPORTANT NOTICE

CONTRIBUTIONS TO THE ECHOSTAR CORPORATION AND DISH NETWORK CORPORATION PAC WILL BE USED TO SUPPORT FEDERAL AND STATE OFFICEHOLDERS AND CANDIDATES, AND OTHER POLITICAL COMMITTEES.

ALL PAC CONTRIBUTIONS ARE COMPLETELY VOLUNTARY AND YOU MAY REFUSE TO CONTRIBUTE WITHOUT REPRISAL. ANY PROPOSED CONTRIBUTION LEVEL IS MERELY A SUGGESTION. YOU ARE FREE TO CONTRIBUTE MORE OR LESS THAN THE SUGGESTED GUIDELINES, OR NOT AT ALL. THE COMPANY WILL NOT FAVOR OR DISADVANTAGE ANYONE BASED ON WHETHER OR HOW MUCH HE/SHE CONTRIBUTES. INDIVIDUALS MAY CONTRIBUTE UP TO \$5,000 AGGREGATE PER CALENDAR YEAR.

FEDERAL LAW REQUIRES THE PAC TO USE ITS BEST EFFORTS TO COLLECT AND REPORT THE NAME, MAILING ADDRESS, OCCUPATION, AND EMPLOYER OF ANY INDIVIDUAL WHOSE CONTRIBUTIONS EXCEED \$200 IN A CALENDAR YEAR. CONTRIBUTIONS ARE NOT TAX-DEDUCTIBLE AS A CHARITABLE CONTRIBUTION FOR FEDERAL INCOME TAX PURPOSES. YOU MUST BE A U.S. CITIZEN OR LAWFULLY ADMITTED FOR PERMANENT RESIDENCE IN ORDER TO CONTRIBUTE.