Artificial Intelligence Guidelines

Expectations for Candidates Using AI in the EchoStar Hiring Process

The purpose of this statement is to clearly define EchoStar's expectations regarding the use of AI by candidates during the hiring process, emphasizing authenticity, ethical AI practices, and fairness.

Our Candidate Promise: Our recruitment process is centered around authenticity. We strive to provide clear expectations, timely updates and open interactions to build trust and connect you to a meaningful career.

With that in mind, if you're looking to join our team here at EchoStar, we want to get to know the real you! It's important to be honest about your skills and experience so we can do our best to find the best role for you with our Company. Our successful 45-year Company history is defined by our strong values, and we're looking for people who share them.

Connecting AI with our Company Values

Curiosity:
We want to know the real you.
Leveraging AI tools for assistance with your job search, such as creating factual resumes or preparing for interviews, is a reasonable means to be more efficient. However, your application, resume and any responses you provide to our Company must be truthful and free of inaccuracies or misstatements. During our interview process, we want to obtain a genuine understanding of who you are, just as you're evaluating if EchoStar is the right fit for you. Additionally, we want to know more about how you've been learning about and using AI.

Ethics:
We have an expectation of responsible and principled use of AI.
During interviews and while completing questionnaires or any technical assessments, we expect and require all applicants to represent their personal knowledge, skills, and abilities, without the aid of others, outside resources, or AI, unless expressly authorized by EchoStar as part of an evaluation of your AI proficiency as needed based on the duties of the position being sought. Further, we expect interview responses to be free of AI-produced answers and require that applicants refrain from using any form of AI impersonation in video interviews.

Fairness:
We are dedicated to fair and equitable hiring practices.
AI does not determine our hiring decisions here at EchoStar, rather there is human involvement and oversight in all hiring decisions. Our goal – both for our Company and for the candidates we consider for employment– is for all parties to leverage AI's efficiencies while upholding fundamental principles of fairness, transparency, and human dignity in the hiring process.

If we detect the use of AI to misrepresent qualifications, to plagiarize, or that which is otherwise not in conformance with the above-outlined expectations during the EchoStar hiring process, without prior disclosure

and authorization, those actions may result in the disqualification of your application. Understanding the way we experience AI (as well as AI itself) changes and evolves over time, please note that EchoStar will regularly review and evaluate its approach to AI to ensure it is staying abreast of developments and aligned with legislation in this area.

If you have any questions about these Expectations or how they apply to your application, please contact: recruiting@dish.com.

Applicants with disabilities who require the use of AI-powered assistive technologies or other accommodations to participate in the hiring process should contact leaves@dish.com to discuss their needs. We are committed to providing reasonable accommodations and fair hiring practices in accordance with applicable law.