

CALIFORNIA EMPLOYEE PRIVACY AND FAIR PROCESSING NOTICE

EchoStar (“we,” “our” or “us”) is committed to protecting the privacy and security of your “personal information,” as that term is defined below. This California Employee Privacy and Fair Processing Notice (“Privacy Notice”) describes the personal information we collect about you, and how we use that information during and after your working relationship with us. This Privacy Notice applies only to employees, applicants, and contractors residing in the State of California and from whom we collect personal information. We will only collect and process your personal information in accordance with this Privacy Notice, unless otherwise required by applicable law. This Privacy Notice does not form part of any contract of employment or other contract to provide services. We may update this Privacy Notice at any time.

WHAT INFORMATION ABOUT YOU DO WE COLLECT AND USE?

During your employment or engagement with us, we may collect, store, and process the following categories of personal information from you:

- Identifiers such as your name, postal address, e-mail address, signature, date of birth, phone and fax numbers, national tax and/or Social Security Number, citizenship, marital status, employee ID, permits, passports, national ID cards, immigration status or other similar identifiers.
- Protected classifications such as parental leave, confirmation of a birth of a child, training/educational leave, family care leave, medical leave, health and medical data, criminal records data, race or ethnicity data, gender orientation, and sexual orientation data.
- Biometric information such as your photo.
- Professional or employment-related information, such as your employee type, work location, division, department, position level, title, internal identifiers, working time data, job history, compensation information, performance data, emergency contact, non-disclosure agreements, reason for termination, expense reports, drug test information, disciplinary data, and similar information.
- Education and work history information such as recruitment, internal and external work experience history, education history and accomplishments, references, and background checks.
- Internet or other electronic network activity information, such as CCTV images, swipe card access, time recording software, passwords, system IDs, access rights, usage data, communications sent through equipment and networks, and internet, email and telephone usage data.
- Commercial information such as products or services purchased or obtained.
- Geolocation data such as physical location.
- Audio and visual information such as on-site security cameras, pictures, video and audio recordings.
- If you use our chatbot function, we collect and store information in connection with your use of that function, including personal identifiers and the content of the chat.

- Inferences drawn from other personal information such as a profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities and aptitudes.
- Financial information such as banking information for direct deposit, debit card number, credit card number, tax selections, pay rate, and payroll deduction information.
- Health and safety information such as health conditions, job restrictions, workplace accident and illness information, and health insurance policy information.
- Benefit selection and related information such as your social security number or other government identification numbers, date of birth, health insurance information, policy number, and selections, and information of your beneficiaries such as name and contact information, relationship to you, birth date, social security or other government identification numbers, and any other information necessary to process any benefits claims.

If you submit your application through our website, we may collect additional information related to your use of our website, for example, your IP address. This information may be collected using cookies and similar technology. If you proceed to submit your application, your action affirmatively provides consent for this use of cookies. For more information about how we use cookies and similar technologies, please the privacy policy of the website you visited, whether Sling, Boost or other affiliate. All of the information listed above, whether maintained in electronic or paper form, is referred to as “personal information.”

WHY DO WE USE YOUR PERSONAL INFORMATION?

We will only process your personal information where allowed by law, including for one or more of the following purposes:

- To fulfill or meet the purpose for which you provided the information. For example, if you share your name and contact information to apply for a job or become an employee, we will use that personal information in connection with your employment or potential employment.
- Supporting and processing your application, such as to assess your ability to meet the job requirements and verifying references.
- Administering, tracking, and providing compensation, including paying your salary and benefits, and reimbursing expenses.
- Monitoring and ensuring compliance with applicable policies and procedures and laws, including conducting internal investigations.
- Administering our workforce, including, as applicable, tracking internet, e-mail, and telephone usage, tracking absences, supporting training and development, conducting reviews, handling any complaints.
- Providing IT systems and support to enable you and others to perform their work, to enable our business to operate, to enable us to identify and resolve issues in our IT systems, and to keep our systems secure.
- Evaluating your performance, recruitment, appraisals, promotions, talent management, appraising and managing your performance, career planning, and making decisions about your continued employment or engagement.
- Communicating with you for various purposes.

- Protecting our property and property belonging to third parties; for employee and facility security; detecting and protecting against security incidents and malicious, deceptive, fraudulent or illegal activity, or violations of our policies or the law; for fraud and crime prevention.
- Processing and investigating disciplinary matters and legal claims.
- Complying with corporate financial responsibilities, including audit requirements and cost/budgeting analysis and control.
- Responding to and complying with requests and legal demands from regulators or other authorities. Other legal and regulatory compliance, such as compliance with tax laws, and ensuring compliance with employment and work authorization regulations, including health and safety requirements, immigration requirements, and equal opportunities monitoring.
- For research, analysis, and business development, including to develop and improve our business processes, website and services.
- To process your requests or transactions.
- For emergency training and emergency response.
- For workflow management, dispatching you to customers, and performing services for our customers.
- To evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by us about you is among the assets transferred.
- As described to you when collecting your personal information.

YOUR RIGHTS UNDER THE CCPA

Residents of California have the right to request certain actions with respect to their personal information. Residents of California may:

- Request that we disclose what categories and specific pieces of personal information we collected about you in the preceding 12 months, the business purposes for such collection, the categories of sources from which we collected the information, the categories of personal information we sold or disclosed for a business purpose, and the categories of recipients of such information
- Request deletion of any personal information about you that we have collected from you subject to certain legal exceptions
- Request that we limit the use of certain types of sensitive personal information
- Correct inaccuracies of any personal information about you we have collected from you
- Opt-out of the sale or, sharing of your personal information, or of targeted advertising
- If you choose to exercise these rights, you will not receive discriminatory treatment by us for your exercise of your rights

HOW TO SUBMIT AN ACCESS, DELETION, OR CORRECTION REQUEST

If you would like to submit a privacy rights request for access, deletion, or correction please complete the online request form at <https://privacy.dish.com/employeeprivacychoices/>.

HOW TO OPT OUT OF THE SALE OR SHARE OF PERSONAL INFORMATION, OR OF TARGETED ADVERTISING

To opt out of the sale or sharing of your personal information or targeted advertising, please complete the online request form [here](#).

VERIFICATION OF YOUR IDENTITY

To process your request for access, deletion, or correction we must be able to verify your identity to a reasonable degree of certainty. To do so, you must provide the required identifying information when completing the online request form or making a request through one of our customer service agents. We will ask you to provide your contact information and an additional identifier based on your relationship with us. Before we process your request, we will match these data points with data points we currently maintain to verify your identity and your relationship with us.

RESPONDING TO YOUR DELETION REQUESTS

Please note that we may not be required to delete information under certain circumstances such as exemptions for data that is necessary to complete a transaction, detect security incidents, or for other internal purposes.

AUTHORIZED AGENT REQUESTS

You can designate an authorized agent to make a request to know, delete, correct, or opt-out on your behalf. When you use an authorized agent to submit a request for access or deletion, you must provide the authorized agent with written permission to do so, and, in certain circumstances, we may ask you to verify your own identity directly with us. We may deny a request from an authorized agent that does not submit proof that they have been authorized by you to act on your behalf.

REVISIONS TO THIS POLICY

We reserve the right, at our sole discretion, to change, modify, add, remove, or otherwise revise portions of this Privacy Notice at any time. When we make changes to this Privacy Notice, we will post the updated Privacy Notice and update the Privacy Notice's Effective Date.

QUESTIONS?

If you have any questions about anything in this Privacy Notice, please go to Okta, then HR link and use the AskHR feature.

NOTICE FOR OUR CALIFORNIA WORKFORCE WITH DISABILITIES

We are committed to providing our California workforce with disabilities with the same level of access to this Privacy Notice that is available to our California workforce without disabilities. This Privacy Notice is compatible with standard screen readers. If you need further assistance, please contact Leaves@dish.com or 866-395-8083.