

EchoStar Employee Assistance MicroSite Privacy Notice

Effective Date: September 02, 2025

This Privacy Notice (“Notice”) explains how the EchoStar Corporation (EchoStar) collects, uses and shares information about former EchoStar employees who visit the EchoStar Employee Assistance MicroSite (“Website”). This Notice does not apply to other websites or services provided by EchoStar.

EchoStar does not sell or share any personal information collected on this site.

We retain personal information that we collect for as long as necessary to fulfill the purposes described in this Notice.

- [Personal Information We Collect](#)
- [How We Use Personal Information](#)
- [Personal Information We Disclose](#)
- [Network and Information Security](#)
- [Questions or Concerns](#)
- [Changes to this Notice](#)

Personal Information We Collect

The categories of sources from which EchoStar collects Personal Information includes:

Identifiers/Contact Information:

You may provide your name, email address, employment, and similar information.

Usage information:

When you use our Website, we automatically collect usage information, including application usage data and logs, device type and ID, IP address, and location information.

Children's information:

We do not knowingly collect any personal information from children under the age of eighteen. If we learn that a child under the age of eighteen has provided personal information through the Website, we will use reasonable efforts to remove such information from our files.

How long we keep your information:

We retain personal information about you for the amount of time necessary to provide our services and for as long as required to satisfy legal or tax requirements, for fraud prevention, or for other business purposes. If we de-identify information, we will maintain and use the information in de-identified form and not attempt to re-identify the information except as required or permitted by law.

How We Use Personal Information

We use the personal information we collect for business activities, which may include using your personal information to:

- provide, operate, and maintain our Website;
- detect fraud and;
- determine whether applicable policies and terms of service are being violated;
- comply with applicable laws;

Personal Information We Disclose

Our Service providers:

We disclose personal information to third parties that provide business or technical support services to us and/or administer activities on our behalf. Our service providers may also include professional advisors (e.g., lawyers, accountants, auditors, etc.).

Law Enforcement or other third parties for legal, compliance, and safety purposes:

We may be required by law to comply with a valid legal process, such as a subpoena, court order, or search warrant, or where there is a lawful request, to disclose information about you. We may also disclose information about you to protect our customers, employees, or property; in emergency situations; and to enforce our rights under our terms of service and policies, in court or elsewhere.

Network and Information Security

We take information security seriously. We use commercially reasonable efforts to prevent unauthorized third-party access to information about you. However, we cannot guarantee that these practices will prevent every unauthorized attempt to access or use information about you.

Questions or Concerns

If you have any questions or concerns regarding this Notice, or our privacy practices, please contact us at the following address:

EchoStar Corporation
100 Inverness Terrace East
Englewood, CO 80112

Changes to This Notice

We may modify this Notice at any time. We will notify you of any material changes (or changes required by applicable law) through written, electronic, or other means as permitted by law.