



Fund your future by investing in DISH.

The Employee Stock Purchase Plan (ESPP) is a unique benefit available to DISH employees, which allows you the opportunity to become an owner of the company at a 15% discount.

Frequently Asked Questions

Q: When can I enroll in the ESPP?

You can update your ESPP election at anytime via HR Link, however the election will not take effect until the 1st of the new quarter. You will need to have your

A: election entered by the 15th of the month prior to the new quarter (3/15, 6/15, 9/15, 12/15). You will be eligible to participate in the ESPP the first day of the new quarter following 90 days of service

Q: When will my ESPP shares appear in my account?

A: Shares are generally deposited into your Fidelity account on the third business day following the last business day of the quarter.

Q: Where is my money?

Your contributions are held by DISH throughout the quarter and are then used to purchase shares, based on the closing price on the last day of the quarter. Please

A: note, you must be employed as of the last day of the quarter to be eligible to make a purchase. If you separate employment prior to the last day of the quarter, any contributions made during that quarter will be refunded to your on you final paycheck.

Q: What happens if I don't have enough to buy a full share of DISH stock with my ESPP?

If you don't have enough funds to purchase at least one share of stock, the funds

A: are rolled over to the next quarter and combined with future funds to purchase shares of stock on the next purchase date. Partial shares can be purchased, so long as you can purchase at least one share.

Have questions?

Ask for help under Ask HR in HR Link

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Q: When I take a Loan or Hardship withdrawal, how will my ESPP contributions be affected?

A: If you take out a loan, there will be no effect on your ESPP contributions.

Q: What if I have questions about selling shares or diversifying my portfolio?

A: As a Fidelity participant, you are eligible to reach out to the Fidelity customer service team at 800-544-9354 or brick and mortar location for tips on investing for your retirement as well as diversifying your current portfolio.

Q: When am I able to sell my shares if I choose to do so?

A: Effective 1/1/23 shares of stock will be required to be held through the ESPP for a minimum of six months from the purchase date. After that, you can continue to hold the stock or sell at any time.

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