



DISH Network L.L.C.  
9601 S. Meridian Blvd. Englewood, CO 80112  
303.723.1000

Dear Ms. Wallace:

DISH Network received your letter dated March 12, 2014, raising concerns about our compliance with certain state and federal laws regarding nursing mothers in the workplace. While we disagree with nearly every assertion and characterization made in your letter, we do not think it would be productive to address each of those here. We do, however, share common ground on the broader issue: providing a welcoming and nurturing environment for our employees, including our colleagues who are new mothers, and would prefer to resolve this matter on an amicable basis.

DISH is committed to providing a healthy, safe and family-friendly workplace. We appreciate the suggestions made by the ACLU of Colorado for how we can improve with respect to the accommodation of nursing mothers, and are pleased to report that DISH has taken and will be taking the following steps, among others:

- we have provided a new room at Riverfront where employees can express breast milk in privacy, and we will be making additional enhancements to that space;
- we will be taking steps to increase the number of nursing mothers that simultaneously can privately use the nursing rooms at Meridian;
- we are undertaking a company-wide assessment of the accommodations provided to nursing mothers;
- we are reviewing our policies and training regarding the accommodation of nursing mothers; and
- Rachelle Carpenter, Senior Human Resources Manager, has assumed responsibility for ensuring compliance with laws regarding nursing mothers, and we have placed notices in all nursing rooms that instruct employees to contact her directly with any ideas they may have to improve the facilities that we make available to nursing mothers.

We trust that these efforts satisfy the concerns raised in your letter, and welcome your further input as we strive to improve our work environment. Your insight would be helpful to us.

To further the opportunity for such dialog, Rachelle and I would be delighted to host you for lunch at our headquarters at Meridian and provide a tour of the facility. Please let me know a time that is convenient for you.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike McClaskey". The signature is fluid and cursive, written over a white background.

Mike McClaskey  
Executive Vice President & Chief Human Resources Officer

cc: R. Stanton Dodge  
Executive Vice President & General Counsel