

Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
FCC 396-C		
Multi-Channel Video Program Distributor EEO Program Annual Report		FOR COMMISSION USE ONLY FILE NO. - 20210929ADC
Read INSTRUCTIONS Before Filling Out Form		

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
BRIAN KLOPE

MSO Name:
DISH NETWORK L.L.C.

B. Employment Unit's Mailing Address
9601 S MERIDIAN BOULEVARD

City
ENGLEWOOD

State
CO

Zip Code
80112-

E-Mail Address (if available)
BRIAN.KLOPE@DISH.COM

FCC Registration Number:
0031453913

Emp. Unit ID # 10748

Application Purpose

- New Program Report
 Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
ARAPAHOE, CO

D. Category of Respondent (check applicable box)

- Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
 Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 7/10/21-7/23/21

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format [Exhibit 1] noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation.
[Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.
[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Title HUMAN RESOURCES SPECIALIST
Date 9/29/2021	Name of Respondent BRIAN KLOPE
Telephone No. (include area code) 3037231987	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

Part I Employee Job Descriptions

Give brief job descriptions for employees in the job categories specified below. The number specified in the box indicates the number of different job descriptions that are to be submitted for each category. Job descriptions should include the position title and a brief description of the major duties and responsibilities of the individual(s) in the position.

1. Officials and Managers	1	[Exhibit 4]
2. Professionals		[Exhibit 5]
3. Technicians		[Exhibit 6]
4. Sales Workers		[Exhibit 7]
5. Office and Clerical		[Exhibit 8]
6. Craft Workers (skilled)		[Exhibit 9]
7. Operatives (semi-skilled)		[Exhibit 10]
8. Laborers (unskilled)		[Exhibit 11]
9. Service Workers		[Exhibit 12]

Part II Inquiries Concerning EEO Program and Practices

Submit responses to the inquiries indicated by a "check" Responses should be brief, but must provide sufficient information to describe the employment unit's activity and efforts in the area of inquiry.

- 1. Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75(b). [Exhibit 13]

- 2. Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business. [Exhibit 14]
- 3. Name the organizations, media, educational institutions, and other recruitment sources used to attract applicants whenever job vacancies become available. [Exhibit 15]
- 4. Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility. [Exhibit 16]
- 5. Describe the employment unit's efforts to encourage entrepreneurs to conduct business in a nondiscriminatory manner with all parts of its operation and provide an analysis of the results of those efforts. [Exhibit 17]
- 6. Report the findings of the employment unit's analysis of its efforts to recruit, hire and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program. [Exhibit 18]
- 7. Describe the responsibility of each level of the employment unit's management with respect to application and enforcement of its EEO policy and explain the procedure for review and control of managerial and supervisory performance. [Exhibit 19]
- 8. Describe the manner in which the employment unit conducts its continuing review of job structure and employment practices. [Exhibit 20]
- 9. Other Inquiries: [Exhibit 21]

Part III EEO Public File Report

Attach a copy of the EEO public file report from the previous year. Cable entities are required to place annually such information as is required by 47 C.F.R. Section 76.1702 in their public files. [Exhibit 22]

EMP UNIT ID: 10748	MSO NAME: DISH NETWORK L.L.C.
	OPR NAME: BRIAN KLOPE

Approved by OMB
3060-1033

Exhibits

Exhibit 4

Description: MANAGEMENT LEVEL JOB DESCRIPTION

JOB DESCRIPTION INCLUDED IN ATTACHED FILE.

Attachment 4

Description
Management Level Job Description

Exhibit 14

Description: EEO DISSEMINATION

DISH NETWORK LLC POSTS ITS EQUAL EMPLOYMENT OPPORTUNITY POLICY ON EVERY POSTED JOB REQUISITION FOR BOTH ITS INTERNAL AND EXTERNAL CAREER PORTALS (EXHIBIT 4). THE POLICY IS ALSO READILY ACCESSIBLE IN MULTIPLE LOCATIONS ON DISH NETWORK LLCS EMPLOYEE INTRANET SITE. DISH NETWORK LLC CONDUCTS MONTHLY AUDITS TO ENSURE THAT IT IS COMPLIANT WITH ALL EEO PHYSICAL POSTING REQUIREMENTS

ON BOTH FEDERAL AND REGIONAL LEVELS AS THEY APPLY TO ITS PHYSICAL LOCATIONS NATIONWIDE. THE AUDIT INCLUDES ENSURING THAT THE POLICY IS ACCESSIBLE TO OUR ENTIRE REMOTE WORKFORCE.

BEYOND THE POSTING OF THE POLICY ITSELF, DISH NETWORK LLC EMPHASIZES ITS CULTURAL COMMITMENT TO DIVERSITY AND INCLUSION VIA A DETAILED SUMMARY OF ITS DIVERSITY AND INCLUSION PROGRAMS POSTED TO THE INTERNAL CAREER SITE, EXTERNAL CAREER SITE, AND EMPLOYEE INTRANET (HTTPS://CAREERS.DISH.COM/LIFE/DIVERSITY-INCLUSION/). IN AN EFFORT TO ESTABLISH AND MAINTAIN EQUAL OPPORTUNITY, DIVERSITY, AND INCLUSION AS DEEP-SEEDED CULTURAL VALUES, DISH NETWORK LLC CONDUCTS REGULAR INTERNAL COMMUNICATION CAMPAIGNS TO PROMOTE ITS EMPLOYEE RESOURCE GROUPS (DISH WOMENS NETWORK, AFRICAN AMERICAN NETWORK @DISH, OUT AT DISH, ADALANTE! HISPANIC/LATINX NETWORK, VETERANS RESOURCE GROUP, EMPOWERED PARENTS NETWORK, DISH DISABILITY ADVOCATES NETWORK, AND HONORING ASIAN AMERICANS & PACIFIC ISLANDERS). EVENTS, TRAININGS, AND RESOURCES PROVIDED BY THESE RESOURCE GROUPS ARE PROMOTED AND DISSEMINATED ENTERPRISE-WIDE.

Attachment 14

Exhibit 16

Description: NONDISCRIMINATORY PROMOTIONS

ALL OPEN POSITIONS ARE AVAILABLE TO ALL EMPLOYEES ON DISH NETWORK LLC'S INTERNAL CAREERS PAGE THREE DAYS BEFORE THEY ARE POSTED TO THE EXTERNAL CAREERS PORTAL. EMPLOYEES ARE ENCOURAGED TO REGULARLY REVIEW INTERNAL OPPORTUNITIES VIA THE PATHFINDER PROGRAM. THE PATHFINDER PROGRAM CONNECTS EMPLOYEES TO INTERNAL OPPORTUNITIES FOR UPWARD OR LATERAL GROWTH THROUGH ITS PATHFINDER ADVOCATES, A DIVERSE CROSS-FUNCTIONAL TEAM THAT WORKS PERSONALLY WITH EACH INTERNAL CANDIDATE TO PROVIDE TRAINING, EDUCATION, AND COMMUNICATION IN ORDER TO ESTABLISH A VIBRANT, SUCCESSFUL, AND ENDURING CULTURE OF INTERNAL MOBILITY FOR ALL EMPLOYEES OF DISH NETWORK LLC.

DISH NETWORK LLC HAS DEVELOPED WELL-DEFINED CAREER PATHS ACROSS ITS PRIMARY BUSINESS UNITS AND MADE THEM AVAILABLE FOR EMPLOYEES TO REVIEW (EXHIBIT 16). THESE CAREER PATHS CLEARLY COMMUNICATE CONCRETE EXPECTATIONS REGARDING THE PERFORMANCE, SKILLS, AND EXPERTISE NECESSARY FOR PROMOTIONAL MOVEMENT WITHIN THE ORGANIZATION. THE REQUIREMENTS FOR PROMOTION THEREIN ARE CLEARLY COMMUNICATED AND BASED ON MEASURABLE METRICS IN AN EFFORT TO PROMOTE ACCORDING TO NO OTHER BASIS BUT MERIT AND TO ENSURE THAT EMPLOYEES OF ANY CATEGORY OR BACKGROUND ARE FACED WITH THE SAME OPPORTUNITIES FOR PROMOTION.

Attachment 16

Description
Career Path Example

Exhibit 18

Description: NONDISCRIMINATORY ANALYSIS REVIEW

DISH NETWORK LLC'S TALENT ACQUISITION GROUP EMPLOYS A CONSTANT ANALYSIS OF ITS CANDIDATE POOL DIVERSITY. THE ANALYSIS MEASURES APPLICATION AND HIRE RATES IN CANDIDATE POOLS ACROSS EEO CATEGORIES TO ENSURE THAT BIAS IS NOT PRESENT IN APPLICATION OPPORTUNITY OR HIRING PRACTICES. AS THESE METRICS FLUCTUATE, DISH NETWORK LLC VARIES THE DISPERSION OF ITS JOB MARKETING TO ENSURE THAT A DIVERSE CANDIDATE POOL IS MAINTAINED.

DIFFICULTIES IN THIS PROCESS INCLUDE ENSURING THAT UNDERUTILIZED CANDIDATE POOLS IN THE COMMUNITIES IN WHICH DISH NETWORK LLC MAINTAINS A PRESENCE ARE MADE AWARE OF THE OPPORTUNITIES FOR EMPLOYMENT AVAILABLE THEREIN. DISH NETWORK LLC RELIES ON THIRD PARTY GROUPS TO EFFECTIVELY ADDRESS THIS CHALLENGE BY MARKETING OPPORTUNITIES ACROSS A WIDE VARIETY OF POPULATIONS AND ENSURING

THAT DIVERSE CANDIDATE POOLS ARE AWARE OF THOSE OPPORTUNITIES.

Attachment 18

Exhibit 22

Description: EEO SUMMARY REPORT

REPORT ATTACHED.

Attachment 22

Description
EEO Summary Report
