

# Technician Benefits and Incentives

As a pay-for-performance company, DISH offers its Technicians the ability to control their opportunities for bonuses and incentives by meeting and exceeding performance expectations.



## ADVANCEMENT

- Opportunity to grow four levels as a DISH Technician and beyond to a Field Service Manager, Operations Manager or Regional Manager
- If in **good standing**, Technicians earn a **\$1 raise at the 180-day mark** and a jump from DISH Technician to DISH Tech 1, a 5% raise at DISH Tech 2 and a 10% raise at DISH Tech 3 and DISH Tech 4\*
- During months two, three and four, you have the opportunity to earn up to \$450 total in training bonuses



## PERFORMANCE INCENTIVE BONUS

- Potential for a bonus on every single paycheck based on your own merit/track metrics after 90 days of employment
- Up to **\$350 can be earned per paycheck**
- 65% of Technicians make some type of performance incentive bonus each paycheck



## TECHNICIAN REWARDS PROGRAM

- DISH Technicians earn reward points for sales, exceeding customer expectations and other positive performance, which can be applied toward a wide variety of products, travel, movie/event tickets and more on our award perks website



## ANNUAL PERFORMANCE APPRAISALS

- Each year, DISH completes the annual performance appraisal process. All employees receive a score based on the prior year's performance, which can result in promotions and pay increases

## OTHER COMPANY BENEFITS

### Medical, Dental, Vision and Life Insurance

- DISH provides a comprehensive benefits package to full-time employees and their eligible dependents, including medical, dental, vision, life insurance, company-paid and voluntary disability insurance, and voluntary incidental health coverages
- Health Savings Account - DISH contributes up to \$520 annually when you complete health-related activities

### 401k

- DISH provides you the opportunity to save for your future and share in our success with 401(k) matching and an Employee Stock Purchase Program (ESPP)
- We also provide you with discretionary profit sharing – a benefit we have offered our employees for more than two decades

### Paid Time Off & Paid Holidays

- DISH offers employees two kinds of paid time off:
  - Regular PTO for holidays, family time and vacations
  - Protected PTO for sick time, or when something else prevents you from coming to work

### DISH Products & Perks

- *DISHScriber* program: Free subscription to programming, premiums, installation and activation
- *BOOSTScriber* program: Discounted cell phone plans through Boost Mobile
- *SLINGScriber* program: Discounted streaming plan through SLING TV
- OnTech Discount Program: Discounted Smart Home products and installation through OnTech Smart Home Services
- DISH Discount Site: Deals on brands including Dell, Disney, Target, Costco, Sephora, Urban Outfitters, Express, Cirque Du Soleil and more

### Tuition Reimbursement

- DISH will reimburse 75% of eligible expenses

For more information, please visit [dishbenefits.com](http://dishbenefits.com)