

HIGHLIGHTS

- Sign up for the book club [here!](#)

Looking to connect with your colleagues and learn a little bit at the same time? Join us for a casual conversation about the books that are shaping leadership, management and today's culture. Each quarter we'll select a book, set a date and meet to discuss our takeaways, thoughts and potential applications. We'll start with *Lean In* by Nell Scovell and Sheryl Sandberg. If you've already read it, or if you've wanted to read it but haven't had the time, now is your chance! We hope to see you on February 26th and look forward to your suggestions on future selections.

Past Events

- Holiday Clothing Drive - Thank you to everyone who donated. We collected 80 items!
- Holiday Mixer at the Clock Tower in Lone Tree



Welcome to 2016!

#LADYBOSS

Promotions and Recognitions

Congratulations to all the newly promoted employees announced at the ATM! What a great way to start the new year! We want to give a special shout out to all of the women:

- **Izabela Slowikowska:** Izabela is being promoted to Vice President, Sling International Programming reporting to Chris Kuelling, Sling SVP of International Business and Legal Affairs. She had served as Programming Director.
- **Sara Grabowski:** Sara is being promoted to Director, Billing and Credit Central Operations reporting to Shannon Picchione, Vice President, Billing and Credit. She had served as Senior Business Operations Manager reporting to Jeremy McCarty.
- **Melisa Ordenez:** Melisa is being promoted to Director, Programming, from General Manager, and will report to Andy LeCuyer.
- **Jessica Straus:** Jessica of our Policy staff in Washington, D.C. was promoted to Director from General Manager. She reports to Jeff Blum, SVP and Deputy General Counsel.

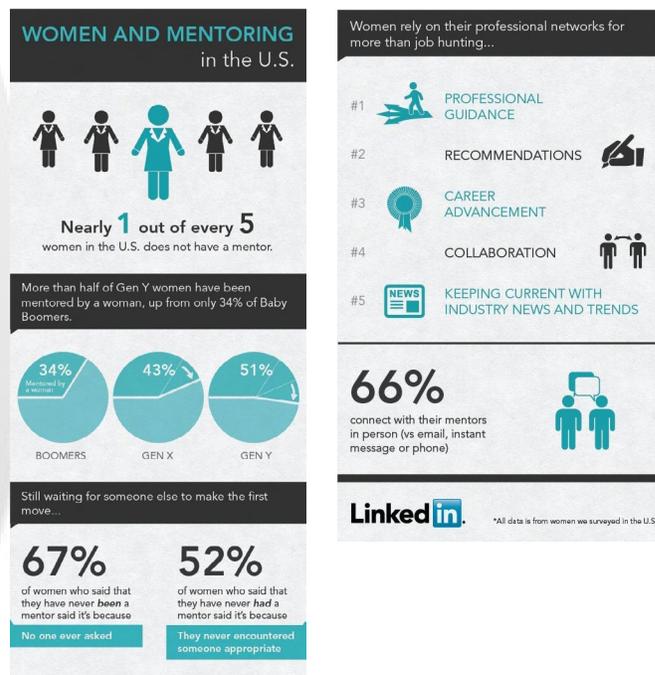
Please email womensnetwork@dish.com to nominate or recognize women who have been promoted or who have worked on a project and tell us why you think they should be recognized on our [blog](#).

WHAT'S GOING ON-UPCOMING EVENTS

Book Club: *Lean In* - Friday, February 26, 2016 from 9:00 AM to 10:30 AM

Leader Series - Jessy Hanley- VP Marketing & Customer Experience | GSN Games - February 15th - time TBD

JUST SO YOU KNOW





INTERVIEW OF THE MONTH

Mike McClaskey – Chief Human Resources Officer



1. How do you think we should be developing women leaders?

First of all, I am extremely proud of the senior level promotions that were just announced at the last All Team Meeting. These were all internal promotions which is very encouraging for current and prospective employees. The women who got promoted, such as Sara and Melisa, are subject matter experts who can help their teams become better leaders. Each person has a different leadership style from which everyone can learn. There is no template for leaders, but rather a culture. We also want to continue developing women as leaders, such as encouraging mentors and sponsors, as Thea mentioned in her Leader Series talk. The DISH Women's Network, which is not a corporate directive, was a grassroots idea that focuses on these issues and solutions to help provide women with more connections and leadership.

2. What do you look for in an employee?

Cultural fit is one of the most important things to look for in an employee. Someone who lives the PAW. If we compromise on any of these 3 items, we can go wrong. If someone is a great job developer but is careless, that person could be great for someplace else but not here. Our employees can be from anywhere and have a variety of backgrounds. We hire for character and can then train for skills.

3. What's the best piece of advice you can give someone starting off in his/her career?

Be open to anything. If you are young, be willing to move geographically and learn a new job that doesn't necessarily have to do with what you were studying. Your major becomes less and less important as you acquire more skills and knowledge. Millennials tend to want to nest closer to their families. However, being ambitious can give you many more opportunities.

4. What's the smallest change you have made that has had the biggest impact?

A group of strong women came up with the idea of DISH Cares. While this is not a small idea or a small change, it came from a small group of women with a grassroots idea who have made enormous strides to change the DISH culture for the better and to do good in the community. It is amazing what has happened in one year. This initiative has been attractive for new hires and how the public views DISH. This big idea unraveled from a shoe string. The idea has also been made easy through Cause Cast to help people sign up for events.

5. What one word do we want to own in the minds of our employees?

Commitment. This business has so many opportunities ahead, with wireless, Sling TV, etc. It's like we are transitioning from a semi-pro to a professional sports team. It will be a challenging ride with lots of ups and downs, so we want people who are up for the adventure and aren't afraid of commitment.

6. What woman inspires you and why?

My mom and my aunt. My mom was a college English professor who was very forward-looking. She was pregnant with me in a mid-western town and carried me to term. This was very rare in the 60s to be a pregnant working woman who carried to term. She was always very friendly to everyone from the janitor to the president. She set my academic path and really inspired me. Additionally, my dad's sister has really inspired me. She got her business degree and was one of the highest ranks in state education in Missouri. She stood for women's rights and had a lifelong career.

7. Is there anything else you would like to say?

I just want to let you all know how supportive I am of the Women's Network and how pleased I am with the true grassroots effort everyone has put into this initiative. I am impressed with the speakers (both internal and external) that have come in to present. This is a genuine initiative that presents a point of need within the company, and this is an initiative that will be long-lasting.

