

DISH WOMEN'S NETWORK HIGHLIGHTS

CONGRATULATIONS

UPASANA AJBANI AND KARA BOUC

Upasana Ajbani and Kara Bouc will be supporting our DWN chapter locations as our new Chapter Co-Managers. If you lead an existing chapter, keep an eye for updates from them. If you are interested in launching your own chapter location, please reach out!

JESSICA PIKE

Jessica Pike is DWN's new Design Manager, leading the DWN look from posters to newsletters. Shout out to Jess for the awesome Women's World Cup posters she created for DWN and Out@DISH!

Welcome Upasana, Kara, and Jess to the DWN Leadership team!

[Meet the entire DWN Leadership Team!](#)

USWNT AND OUR BRACKET CHALLENGE WINNERS

This weekend, the USWNT won their second consecutive World Cup championship, bringing home their record fourth tournament win.

The US women dominated throughout, never trailing in a game. They defeated the Netherlands 2-0 in the final, and Megan Rapinoe became the second American woman to win the Golden Boot, presented to the tournament's leading scorer. The USWNT captured more than just trophies: their post-goal celebrations garnered praise and criticism, but these fierce women remained confident, outspoken champions.

The team's commanding performance was even more impressive considering the context. The USWNT filed a gender discrimination lawsuit against US Soccer in May, arguing that, despite better performance than their male counterparts, the women's team's pay lags behind the men's.

While earning potential is structured differently for the US women's and men's teams, the Washington Post reports: "Overall, from fiscal 2016 to 2018, the women's games generated about \$900,000 more revenue than the men's games. In the year following the 2015 World Cup win, women's games generated \$1.9 million more than the men's games." Their victory on Sunday ended with the stadium crowd chanting "Equal pay!"

Despite any controversies, the USWNT's popularity is clear: the 2019 women's final television ratings were 20% higher than the men's final in 2018, and the USWNT home jersey now holds the record for the top soccer jersey ever sold on Nike's website in one season.

During the tournament, the DWN and Out@DISH partnered to bring DISH teammates a bracket challenge, sponsored by Salesforce (with prizes sponsored by Telemundo and the Colorado Rapids). Congratulations to first-place winner Jeremy Van Essen, second-place winner Sarah Feist, and third-place winner Ken Kobek!

Additional resources:

ESPN: ["USWNT star Megan Rapinoe makes loud statement to silence critics"](#)

The New York Times: ["U.S. Wins Record Fourth World Cup Title"](#)

The Washington Post: ["Are U.S. women's soccer players really earning less than men?"](#)



UPCOMING EVENTS

ENTERPRISE

COLLECTIVE RESOURCE GROUP SUMMER CELEBRATION

Wednesday, July 17th • 4:30-6:30 pm in Meridian Café & Patio

Join DISH Women's Network, African American Network, Out@DISH, Empowered Parents Network, and Veterans Resource Group for our summer party! We look forward to celebrating diversity and inclusion with you.

LEADER SERIES: KATHLEEN ABERNATHY, DISH BOARD MEMBER

Monday, July 29th • 12-1 pm in Mt. Elbert and DISH Vue

Hear from the newest DISH Board Member, Kathleen Abernathy, in our Leader Series hosted by DISH Co-Founder and fellow Board Member, Candy Ergen! Kathleen is a leader and visionary in the telecommunications industry as shown in her experience from FCC Commissioner to Frontier Communications Chief Legal Officer and Executive Vice President, Regulatory and Governmental Affairs. To help make this event as valuable as possible, we are asking for you to submit questions for Kathleen and Candy in advance which you can send directly to WomensNetwork@dish.com. [RSVP here!](#)

NETWORKING

LEADERSHIP NETWORKING SERIES: SUMA NALLAPATI

Tuesday, July 16th • 8am-9am in Meridian Café Event Room

This session will provide you an opportunity to network with Suma Nallapati, Chief Digital Officer. [RSVP here!](#)

LEADERSHIP NETWORKING SERIES: ROBB ORIGER

Monday, July 22nd • 8am-9am in Meridian Café Event Room

This session will provide you an opportunity to network with Robb Origer, VP of IHS Field Operations. [RSVP here!](#)

FIRST FRIDAY COFFEE

Friday, August 2nd • 8am-9am in Meridian Café Event Room

Join us for coffee and conversation – all are welcome! For this month's topic, we will be discussing the book *Imagine It Forward: Courage, Creativity, and the Power of Change*. The author, Beth Comstock, was the keynote speaker at the Colorado Women in Technology conference which was sponsored by DISH. If you are interested in participating and would like a copy of the book, email us at WomensNetwork@Dish.com with 'Book' in the subject line while supplies last!

LEADERSHIP NETWORKING SERIES: BOB TOEVS

Tuesday, August 6th • 8am-9 am in Meridian Café Event Room

This session will provide you an opportunity to network with Bob Toevs, VP of Corporate Communications. [RSVP here!](#)

TRAINING

TRAINING (IN PARTNERSHIP WITH HR): WOMEN AND INVESTING

Tuesday, July 23rd • 12-1 pm in Mt. Elbert and DISH Vue

In collaboration with HR's Retirewise series, join us to learn information about making investment and insurance decisions, the advantages of planning and staying on track, maximizing employee benefits, and taking control of the distribution of money. MetLife will be providing this valuable training. [RSVP here!](#)

COMMUNITY INVOLVEMENT

LUNCH & LEARN: BIG BROTHERS BIG SISTERS (WITH DISH CARES)

Wednesday, July 24th • 12-1 pm in Meridian Café Event Room

Join DWN & DISH Cares for a lunch & learn information session about the mentor2.0 program through Big Brothers Big Sisters of Colorado. Have you ever considered being a volunteer mentor for a high school student? Volunteering as a mentor can change not only the student's life but also your own! Attend this event to learn about mentoring opportunities. [RSVP here!](#)

Want to be the first to know about our events? Add DWNcalendar@dish.com on Outlook.

WATCH REMOTELY!

Watch our speakers and events REMOTE by using the DISH Vue platform. Sales Training and Support has partnered with DWN to offer an improved remote streaming experience for our DWN members across the country. For our speakers, sign up for the "remote" ticket on DISH Vue and we will send you the link to join!



ANNICKA STEVENS, IT DIRECTOR, BILLING APPLICATIONS AND WIRELESS

Tell me about your career path at DISH!

When I first joined, I was a call center agent in the Thornon call center. I did a variety of roles in the call center and had the opportunity to be a supervisor for about a year. Then I jumped into the training team and worked with our Buddy Team (now called Global Experts). I trained new hire classes and was a supervisor over the team that took specialized calls.

At that time, DISH had spinoff called Bingo TV, and customers would get a bingo card in our guide. If they won, they'd call a number and it would go to agents who'd confirm they're a winner. I was approached by the guy running Bingo TV, and he asked if I wanted to do that full time. There, I was really a jack of all trades. I created the games, worked with the team to build a pot of agents to take the calls, ordered the prizes, set up the stage before the show - all different kinds of activities. I left Bingo TV a couple years later and went into the back office team under Shannon Picchione, where I worked on refunds, customer account management, collections, and relationship management with subscribers and RSPs.



How did you transition into the IT department?

I worked a lot with IT when I was on the back office team, and I was interested in how they came up with solutions. I expressed that I wanted to be a part of that, and then I came in as a Business Relationship Manager and was exposed to the world of IT, which was much bigger than I'd anticipated. I was given a space I knew nothing about - Internal Apps - and learned about ERP, Oracle, and Data Warehouse. Then I had the opportunity to take over the BRM team and really change how we worked.

I did that for a couple years and then had the opportunity to open the DISH Grand Central (DGC) office. The goal of DGC was to change how we delivered software and to learn from other companies we partnered with. While opening the office downtown was very different from what I normally do and was very difficult, that's when we started the Agile transformation in IT. After that, I was given the opportunity to take on billing systems and different software development teams for Workforce Management.

Last year I was given the opportunity to go learn the Wireless space and really own the strategy and delivery for IT when it comes to Wireless. For Wireless, we're currently building a platform for customers to come learn about the products we offer, buy the products, have a tech install them, and start using the products on our wireless network that will launch in March. I also still lead our DISH Business and Revenue teams along with my Wireless responsibilities.

What has been an important challenge in your career, and how have you tackled it?

Learning how to influence people outside of my direct team. If you have an idea, it's really about understanding the other person's perspective and communicating why what you want is a good idea and how they're going to benefit or how the organization would benefit. You need to understand your business but also the other person's business and what's important to them and why. You also need to have really good communication and build really good relationships. It takes a lot of work, effort, and time, but it's so important.

What advice would you give to someone just starting their career?

Be curious and take on as many opportunities as you can. Somebody told me 15 years ago, never say no to an opportunity. It gets debilitating when you start to overthink things. Ignorance is bliss in times like that. It gives you the opportunity to learn so much more.

How has being part of the DWN affected your experience at DISH?

It has allowed me to meet with people I never would have crossed paths with and be exposed to their ideas and thoughts, and perspective is really important - the more people you know, the more perspective you can get, the stronger you can be personally and professionally. And I know I can always fall back on a team of people who will support me no matter what situation I'm in.

Are there any other key lessons you've learned during your career at DISH?

I'm actually quite the introvert, and I don't think people realize that. It takes sheer willpower to overcome some of my challenges being an introvert. I put myself out there, and it's really risky, but I haven't had any situations where it's been bad. Internally, to get myself prepared for public interactions, I look at the worst thing that could happen. The worst thing is somebody's just not going to respond in the way you expected, and that's okay. There's no harm that will really come to you - put those fears into perspective.



RECENT EVENTS

TRAINING: AGILE - WORK MORE EFFECTIVELY AND EFFICIENTLY

Adam Nichols, leader of DISH's Agile Center of Excellence, led an engaging workshop about how Agile project management techniques can help you work more efficiently regardless of your role. Attendees participated in hands-on exercises, including creating Kanban boards.

LEADERSHIP NETWORKING SERIES: AMY PHELPS

Here's a highlight from our conversation with Amy Phelps, Senior Manager of CSC Training Support & Analytics:

Q: What has been your approach when taking on new roles at DISH?

A: Lead with the aspects you're confident in and learn along the way. That's the great thing about DISH - they're really open to giving opportunities based on who you are, rather than just what skills or experience you have.

Watch past event videos [here!](#)

GET INVOLVED

VOLUNTEER OPPORTUNITIES

- Join our monthly volunteer meetings to support one-time events or simply contribute ideas!
- Start your own local chapter – we supply guidelines and support.
- AV support – we'll provide Slingstudio and video production training so you can help us execute events from a tech perspective.

Email womensnetwork@dish.com for more information

join the movement

www.DISHWomensNetwork.com

