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Letter from Arlene D. Matteson to Ann Hopkins, May 30, 1989

Arlene D. Matteson

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May 30, 1989

Ms. Ann Hopkins,
c/o JAMES HELLER AND DOUG HURON
1029 Vermont Avenue NW
Washington D.C. 20005

Dear Ms. Hopkins:

I currently have a sex discrimination case against a jet charter operation in California. In short, I was denied the position of Director of Marketing because I was told that "I had a major hurdle to overcome, I was a woman and aviation is a man's world." (information and documents attached).

The reason for this letter is to let you know that the new court ruling where the burden of proof is shifted to the employer really helps my case. I'm glad you had the courage to proceed with your lawsuit, and because of your actions you have inspired myself and probably others to proceed with their lawsuits. If it's not too personal, may I ask how much the court awarded you? I will let you know of the outcome of my lawsuit.

My address is: 3824 Keystone Avenue, #4
Culver City, CA 90232
(213) 837-2344

Sincerely,


Arlene D. Matteson

Attachments



CITY HALL
LOS ANGELES, CALIFORNIA 90012
(213) 485-3311

OFFICE OF THE MAYOR

TOM BRADLEY
MAYOR

May 24, 1989

Ms. Arlene D. Matteson
3824 Keystone Avenue #4
Culver City, California 90232

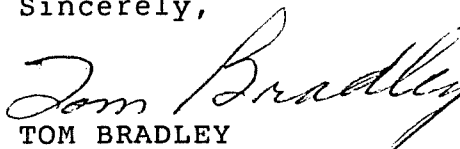
Dear Ms. Matteson:

I have received information regarding your case pending against Raleigh Jet Charter. As a life long supporter of civil rights, potential discriminatory hiring practices are always of deep concern to me.

I have referred your letter to the City Human Relations Commission to review and respond. You should be contacted in the near future regarding your case.

Thank you for bringing this matter to my attention.

Sincerely,


TOM BRADLEY
Mayor





KENNETH HAHN
SUPERVISOR-SECOND DISTRICT

County of Los Angeles
Board of Supervisors
Los Angeles, California 90012

May 8, 1989

866 HALL OF ADMINISTRATION

974-2222

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KENNETH HAHN
EDMUND D. EDELMAN
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MICHAEL D. ANTONOVICH

Ms. Arlene D. Matteson
3824 Keystone Ave., #4
Culver City 90232

Dear Ms. Matteson:

Supervisor Kenneth Hahn has asked me to respond to your recent letter regarding Raleigh Enterprises.

Eugene Mornell, Executive Director, Human Relations Commission, is reviewing the information you sent. You will be notified of our action as soon as the review is completed.

Thank you for writing the Supervisor regarding this matter.

Sincerely yours,

BRAD PYE, JR.
Assistant Chief Deputy

BPJ:tg



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Eugene S. Mornell

Executive Director

April 28, 1989

Ms. Arlene D. Matteson
3824 Keystone Avenue, #4
Culver City, California 90232

Dear Ms. Matteson:

Supervisor Hahn has forwarded your correspondence of April 17, 1989 to this Commission.

It would appear that you have taken appropriate action by filing a sex/race discrimination lawsuit. You may also wish to consider filing a complaint with the California State Department of Fair Employment and Housing, although your lawsuit may have foreclosed this possibility. Ms. Carole Schiller, Southern Regional Administrator for the DFEH, phone 620-2630, could provide you with more information, should you wish to consider this.

Best wishes for a fair and expeditious resolution of your case.

Sincerely,

Eugene S. Mornell

Eugene S. Mornell

cc: Supervisor Kenneth Hahn



LOS ANGELES COUNTY COMMISSION FOR WOMEN

383 Hall of Administration/500 W. Temple/Los Angeles CA 90012/974-1455

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April 17, 1989

Mr. George F. Rosenthal
President, Raleigh Enterprises
11444 West Olympic Boulevard
Los Angeles, CA 90064

Dear Mr. Rosenthal:

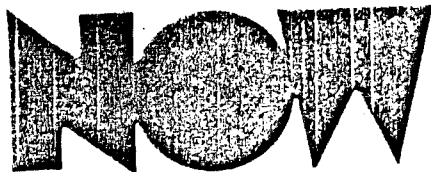
A former employee of Raleigh Jet Charter, Arlene D. Matteson, has provided us with material alleging sex discrimination in employment at your company.

Our Commission is very concerned about what appears to be a hostile work environment for women. We will be following her case and are interested in how you plan to correct this apparent illegal practice.

May we hear from you.

Sincerely,

Maria F. Avila
President



Legal Defense and Education Fund

99 HUDSON STREET • NEW YORK, NY 10013 • (212) 925-6635

May 10, 1989

George Rosenthal
Raleigh Enterprises
11444 West Olympic Boulevard
Los Angeles, CA 90064

Dear Mr. Rosenthal

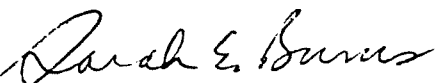
We recently were informed of an employment discrimination suit filed by Ms. Arlene Matteson against Raleigh Jet Charter, a subsidiary of your company. It was unfortunate to hear of a hiring and promotion decision being influenced by a sex stereotypical attitude held by your management employee. Mr. Joe McGuire's deposition statement demonstrates this attitude explicitly when he describes his image of a Marketing Director as someone "who would obviously be a male."

In light of last week's U.S. Supreme Court decision in Price Waterhouse v. Hopkins, Mr. McGuire's statement is quite striking, most notably in its similiarity to statements made by the management at Price Waterhouse when they denied partnership to Ann Hopkins. This denial of partnership (promotion), as in Ms. Matteson's case, was based on sex stereotypical attitudes. I have enclosed the court's opinion for your review.

You will note that under Hopkins, upon such proof of sex discrimination, the defendants in such an action bear the burden of proof that some other factor, such as qualifications, was the real reason for the adverse employment decision.

We will be interested in the outcome of Ms. Matteson's suit.

Sincerely


Sarah E. Burns
Legal Director

enclosure

cc: Arlene Matteson
Shireen Miles

CALIFORNIA NOW, INC.

National Organization for Women

Mailing Address:
P.O. Box 100660
Sacramento, CA 95816

February 22, 1989

State Office:
926 J Street, Suite 523
Sacramento, CA 95814
916 442-3414

Mr. George I. Rosenthal
President, Raleigh Enterprises
11444 W. Olympic Boulevard
11th Floor
Los Angeles, CA 90064

Shireen Miles
State Coordinator

Dear Mr. Rosenthal,

Earleen R. Edberg
Administration

We recently received a background briefing on a case filed by Arlene Matteson against Raleigh Jet Charter, and were dismayed to hear about the admittedly discriminatory hiring and promotional practices occurring at this subsidiary of your firm.

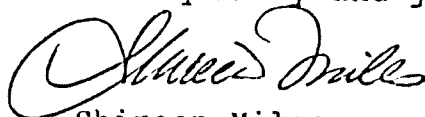
Janet Cook
Action

We will be very interested in the outcome of Ms. Matteson's case, and what steps your firm undertakes to prevent the re-occurrence of such blatantly discriminatory employment practices.

Terri Muse
Treasurer

For equality and justice,

Marsha Elliott
Secretary



Shireen Miles
State Coordinator

Linda Joplin
Membership

Darby Mangen
Public Relations





Asian/Pacific Women's Network • Los Angeles

P.O. Box 3984

Los Angeles, California 90051

Arlene - for your records. Also, have you considered

sending copies of these support letters to clients such as Whazpic Golden
PK

April 21, 1989

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George I. Rosenthal,
President
Raleigh Enterprises
11444 W. Olympic Blvd.
Los Angeles, CA. 90064

Dear Mr. Rosenthal:

The Asian Pacific Women's Network, an organization comprised of political leaders, judges, attorneys, and corporate executives, hereby expresses its concerns with the allegations of gender and racial discrimination lodged against Raleigh Jet Charter by former employee Arlene Matteson. As with the National Organization for Women, we will be interested in the outcome of the litigation, not only in terms of the remedies provided Ms. Matteson should the charges be sustained, but also in terms of measures which we would encourage you to adopt to prevent the recurrence of such discriminatory practices in the future.

Sincerely,

Patricia Kinaga

Ms. Patricia Kinaga,
On Behalf of the
APWN Board of Directors

FYI

WOMEN FOR

... at local, state and national levels

April 24, 1989

Mr. George I. Rosenthal
Pres., Raleigh Enterprises
11444 W. Olympic Blvd. 11th Fl.
Los Angeles, CA 90064

Dear Mr. Rosenthal:

WOMEN FOR: was recently sent the background briefing on a case filed by Arlene Matteson against Raleigh Jet Charter, a subsidiary of your company.

We were deeply distressed to hear about your admittedly discriminatroy hiring and promotional practices occurring at this firm.

We sincerely hope that you have taken steps to prevent such blatantly discriminatory employment practices in the future and would appreciate hearing your reasons for such a policy. We will be following the outcome of Ms. Matteson's suit

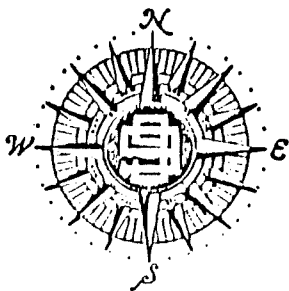
Sincerely,

Marilyn Kizziah
MARILYN KIZZIAH
Coordinator

MK:mp

8913 West Olympic Boulevard • Beverly Hills • California 90211 • 213 / 657-7411

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*Past Coordinators **Founding Coordinators



**the
ninety
nines
inc.**

Gene Nora Jessen
President
3200 Airport Way
Horse, ID 83705

INTERNATIONAL WOMEN PILOTS

February 16, 1989

Arlene D. Matteson
3824 Keystone Ave. #4
Culver City, CA 90232

Dear Arlene,


I am responding to your telephone call of yesterday and the materials which you faxed to me.

The Ninety-Nines has a strong board policy that we don't become involved in individual problems. This is in support of our 501(c)(3) tax status concerning the things which we can and can't do. As I mentioned, it will be helpful to have a copy of the entire deposition.

We are surely sympathetic to your cause. It is hard to understand why the things which you describe are still going on in this day and age - we thought we had made more progress. We would like to lend you support if it is possible to do so. May I ask if you are a pilot?

I will survey our board of directors regarding this matter and will review the deposition (or, rather, have Mrs. Paoli do so). We did talk after your visit with her and we will be in touch upon her return from vacation.

Very truly yours,


Gene Nora Jessen

I presently have a sex discrimination case pending against a company called Raleigh Jet Charter (RJC), which is a wholly owned subsidiary of Raleigh Enterprises. RJC mainly charters reknown celebrities and upper level executives in the entertainment industry. Some of these people are: Whoopie Goldberg, Bruce Willis, Diane Cannon, Mac Davis, Don Johnson, Sammy Davis, Jr., Frank Sinatra, Dean Martin, The Pointer Sisters, Peter Guber, Jon Peters, Lee Rich (CEO MGM/UA), Leonard & Evelyn Lauder, and many many more.

Summary: I was denied a position of Director of Marketing by the President of RJC, Mr. Joe McGuire because I was told that "I was a woman and aviation is a man's world and that I would make a better executive secretary one who knows who to let in and who to keep out." During my employment I was also subjected to racial slurs such as; "Wetbacks" and "Fucking Niggers."

Enclosed you will find a deposition from an Unemployment appeals court with Judge Judy Folsoi asking Joe McGuire questions. You will find Mr. McGuire's self-admitted discriminatory remarks on how I did not fit the image of a Director of Marketing because "I was not a 6 foot, blonde haired, blue-eyed male."

I am asking for your support by writing a "LETTER OF CONCERN" to the Owner/President, Mr. George Rosenthal, Raleigh Enterprises, 11444 West Olympic Boulevard, Los Angeles, CA 90064. (See attached letter of concern from Shireen Miles -N.O.W)

I am a 29 year old Phillipino/Spanish woman with a family to support, and I'm up against a GIANT corporation. I currently have the full support of Shireen Miles, National Organization for Women, and other organizations.

Your support on this matter if very much appreciated, I look forward to your response. You may contact me at (213) 670-1009 or (213) 837-2344.

Sincere & Desperate

Arlene D. Matteson

Enclosures

cc: Maria Avila - L.A. County Commission for Women

First Lady Barbara Bush - White House

Norma Ingram - L.A. City Commission Status of Women
Ms. Gloria Allred - Womens Equal Rights & Eduction Fund
Shireen Miles - National Organization for Women
Gene Nora Jensen - 99's Inc.
Director/Latin American Pro Women's Association
Patty Kinaga, President - Asian Pacific Women's Network
Grace Siao - Asian Week
Roy Gorre - Phillipine American News
Bert Nepoze - Women's Int'l League for Peace & Freedom
Ann Ivey - Women's Int'l League for Peace & Freedom (National)
Patty Duke Astin
Mayor Tom Bradley
Controller Grey Davis
Whoopie Goldberg
Ruth Galanter, Councilwomen
Marilyn Kizziah - Women For
Los Angeles Times - Editorial Department
Supervisor Kenneth Hahn
Jane Fonda
March Fong Eu

1 successful women marketing people in our industry,
2 so that it was not an undoable.

3 Q Well, I'm not sure that you're being quite
4 as clear, in answering the question. In what context,
5 and in what manner, did you communicate to her that the
6 fact that she was a woman, and not a pilot, would be
7 a handicap to performing this position?

8 A The context that we had was that if we took
9 an image of a Director of Marketing, it would be a six-foot,
10 blonde haired, blue eyed, pilot looking type individual,
11 who obviously would be a male, who would walk into the
12 office of a CEO, to sell the product. That was the image.

13 Q Why -- why did you feel that that was the image?

14 A That is a stereotype image that promotes a
15 sense of well being, generally speaking, among people
16 who fly, and have that fear of flying.

17 Q So, when you were discussing this, was this in
18 the context of this January conversation, where you
19 were indicating that you did not --

20 A The context of this, as I --

21 Q -- think she would --

22 A -- recall, was really a casual discussion, that --

23 Q Well, when --

24 A -- we had in the office, not related, specifically,
25 to the review of her performance.

26 Q Well, when did this take place?

27 A To the best of my recollection, it would have
28 been at a point after she had -- she had been advised

1 Q Uh-huh.

2 A I mean, the picture at the time was a male.

3 Q Why was that?

4 A That was the first thing that came to mind.

5 Q And, why was that?

6 A I -- I think that's a perception that when --
7 when I see a corporate pilot type, in -- in the background
8 that I've seen, he -- he is dressed in a blue blazer
9 with a -- a blue shirt, and grey slacks, and black shoes,
10 and that is just an image.

11 Q What if that same -- exact same outfit were worn
12 by a woman would --

13 A I'm sorry?

14 Q If you were describing that same, worn by a woman,
15 would it fit the same image?

16 A It would not be the same image, however, the image
17 of a marketing person, doing that, is someone, who, from
18 a woman's standpoint, is someone that I would know in
19 a context of which I know.

20 And, I do know of two very successful marketing
21 people in our industry, who are women, who I would have
22 loved to offer the position to, but I didn't dare because
23 they were employed by personal friends of mine in other
24 companies.

25 Q Well, do they fit this description -- six-foot,
26 blue eyed blondes?

27 A Not per se'.

28 Q No. So, -- but, this was the image you had in mind?

ARLENE D. MATTESON VS. RALEIGH JET CHARTER

On May 20, 1987 I was hired as a Marketing Secretary
for Raleigh Jet Charter, which is owned by RALEIGH
ENTERPRISES.

(Job Description attached - Exhibit #A)

RALEIGH ENTERPRISES currently owns the following
companies:

RALEIGH JET CHARTER, LOS ANGELES, CA

RALEIGH STUDIOS, HOLLYWOOD, CA

RALEIGH EXECUTIVE SUITES, LOS ANGELES, CA

WESTWOOD MARQUIS HOTEL, LOS ANGELES, CA

SUNSET MARQUIS HOTEL, LOS ANGELES, CA

STEPHEN J. AUSTIN HOTEL, AUSTIN, TX

FILE KEEPERS, INC., LOS ANGELES, CA

LES JARDIN HOTEL, LONDON, ENGLAND

PLAYBOY BUILDING, HOLLYWOOD, CA

AND OTHER VARIOUS REAL ESTATE

RALEIGH JET CHARTER is a jet charter operation whose clientele mainly consist of celebrities, and upper level business executives in the entertainment industry. There are a total of 15 employees, which at the time consisted of; the President, Marketing Secretary, Chief Pilot, Director of Maintenance, two mechanics, and the remaining were pilots. All employees are male caucasians except

myself, I'm Filipino and Spanish. The company at the time had three private jets, two at the Van Nuys Airport, and one at Santa Monica Airport. My workplace was at the RALEIGH ENTERPRISES Corporate Office at 11444 W. Olympic Boulevard, Los Angeles, CA 90066

The very next day I started employment, My supervisor Joe McGuire who is the President of RJC, and also a pilot had departed for Africa for a period of two months. Therefore, I had to learn my job description on my own with the help of other company pilots. I soon learned that the job was a very busy one, with its every day duties, the unknown amount of incoming charter calls, plus whatever extra incoming work the pilots needed to be done. One of the more difficult jobs to be done simultaneously was marketing administration, which included; sales calls to existing and potential new customers, sending a cover letter, brochures, price list, trip quotes and other inserts, then a follow-up

telephone call.

During the first six months there were several occasions where I confronted Joe McGuire about the marketing problem. That it was almost impossible to handle marketing administration with the other daily duties. (Later, both Joe McGuire and the Chief Pilot, Arlin Bates agreed that marketing was a problem and has been an ongoing problem and issue, even with the previous secretary that was employed before me. (This was also later confirmed by Barbara Koch, Director of Corporate Marketing that marketing absolutely cannot be handled at the same time with other types of job responsibilities such as my job description.)

When it was time for my six month merit increase in November 1987, again, I approached Joe McGuire with the marketing problem, that it was too much to handle with the current every day duties. Joe responded with; "YOUR WORK PERFORMANCE HAS BEEN OUTSANDING AND EXCEPTIONAL, I AM GOING TO PROMOTE YOU TO MARKETING, AND WE WILL HIRE A SECRETARY

4

TO FILL YOUR POSITION. I THINK THIS WILL SOLVE OUR PROBLEMS." (See attached Employee Status Change sheet for merit increase, and note the change to Marketing - Exhibit B). I was then told by Joe to submit a Marketing Plan with the supervision of Barbara Koch, Director of Corporate Marketing. I met with Barbara three times, the first time I showed her what I currently had of my marketing plan, she reviewed it and said that she had no problems with the way I was doing it, Barbara then told me that I had to include a calendar for 1988 showing what I was going to do monthly. The second time we met, there were only few minor changes and additions. The third time I met with Barbara Koch, Joe McGuire attended for the final approval, there were a few changes, misspellings, a few additions, but other than that Barbara Koch said it look fine and was approved.!

(Marketing Plan attached - Exhibit C)

Next, I contacted Jacques Rigaud, Director of Human Resources about the Secretarial opening in the Flight Department. The word got around Raleigh ENTERPRISES quickly about the opening, and soon an employee by the name

of Debra Felder who is a black female responded, and had all the necessary qualifications for the position. Debra was interviewed for the position, and was told by Joe McGuire that she was our prime candidate, and that he would really like to promote from within the company. Another person by the name of Irene Somberg applied for the position who was not an employee. Both Jacques, and Joe interviewed Irene and she was also told she was the prime candidate to be hired. Both these ladies were told they were the prime candidate by Joe McGuire. Later I learned that Joe liked Irene more than Debra. My personal feelings were, that Joe didn't like Debra because she was black, and I remembered a comment Joe made about "Fucking Niggers" when he returned from his trip back from Africa in June. There were other racial slurs made by Joe about Mexicans,

referring to them as "Wetbacks" which at the time made me feel uncomfortable being that, I myself was of ethnic background. In any event, both these girls waited about two months for Joe to respond. In the meantime they turned down other job offers, because they were both told they were the prime candidate to be hired. *Note: Irene Somberg was approved to be hired as a secretary by Gabriel Esquibias, Chief financial officer.*

December 1987, I coordinated a Christmas Party at Cassola's Restaurant for all RJC employees, and their guest (30 people total), which was held on Tuesday, December 15, 1987. At the end of dinner I presented to Joe McGuire, a Christmas gift from all of the RJC staff, he thanked everyone then made a speech about how 1988 was going to be a good year etc. etc. Finally, he made an announcement about me being promoted to Marketing in front of 30 witnesses, how he was looking forward to me handling all of the marketing responsibilities, and how well of a job I will do.

In mid January 1988, my promotion still had not materialized. I then confronted Joe McGuire and asked; when will I be promoted?? Joe then paused for 20 seconds and said; "I'M RELUCTANT TO GIVE YOU THE POSITION." I said why??? Joe said; "YOU HAVE A MAJOR HURDLE TO OVERCOME" I asked; what's that? Joe said and pointed to me....."YOU ARE A WOMAN", AND AVIATION IS A MANS WORLD AND THAT I FEEL A MALE PILOT WOULD BE BETTER FOR THE POSITION." In shock I responded; what about Roz Miller at Skybird Aviation?, she's a woman in marketing! Joe said; "WELL, THAT'S ANOTHER STORY" Joe then said; "I SEE YOU BETTER AS A GREAT EXECUTIVE SECRETARY, ONE WHO KNOWS WHO TO LET IN AND WHO TO KEEP OUT." Joe then tried to say; "WELL YOU'RE ALSO NOT A PILOT," I said; I've signed up for flight school at California Aviation at Santa Monica Airport to enhance my knowlege! (Later it was agreed by the Chief Pilot, Arlin Bates and other pilots, that it was not necessary to be a pilot to sell jet charter services, airplanes yes, but not charter services. A customer inquiring about jet charter services only wants to know; how much does the charter cost?, how many does it seat?, how far is the distance from

departure to their destination?, how many pilots?, is catering included?, and what type plane will they be flying in? It is not necessary for the person in marketing to be a pilot to answer these type questions). Joe then tried to say; that he has not seen any sales generated. Surprised by this comment I said; number one; there is nothing in my job description that says I have to generate sales, and that this would be the responsibility of the Marketing Executive! Number two; again, I mentioned even if I was suppose to generate sales, there is no possibly way to do so, due to the heavy workload that was mentioned many times before. Finally, Joe responded with; "I'M GOING TO HIRE A MALE PILOT WITH MARKETING EXPERIENCE" and that was the end of the conversation.

(IMPORTANT NOTE: A MALE CAUCASION PILOT WAS HIRED ON

and said; "I'm going to talk to Joe about that! You just can't go around promising people promotions especially in front of 30 witness's then take it away." At that time Eldon confided in me how Joe had done the same thing to him; promising his son a mecahnics position, then the very next day Joe hired somebody else. Eldon said; "I'm going to tell him you cannot do that to peoples morale."

Arlin Bates also approached Joe about my promotion, he told Joe that it was very unfair what he had done to me, that I was not given the chance, and if anything he should atleast give me a title change, along with a salary increase. Joe then asked Arlin; "DO YOU THINK ARLENE WILL SUE THE COMPANY?" Arlin responded with; I don't know? she doesn't seem the type but, who knows? Arlin out of everybody tried to defend me, and tried to convince Joe to compensate me in some type of way. But, nothing was ever done. Later, I learned that Joe approached Arlin telling him that he should in the future never take the employee's side, and that he should be a company man. Arlin said; Somebody has

to be a mediator for the employee's especially if they're treated unfairly. Joe repeated his statement and that was the end of the conversation. Personally, I feel that it was a threat to Arlin, in other words; stop siding with Arlene and keep your mouth shut or else.....

Rick Sunde- Pilot, also approached Joe McGuire on the matter. Rick knew that Joe was not going to give me the position and asked Joe why? JOE REPLIED; "SHE'S A WOMAN." Rick said; she should be given the chance, if not, atleast we can give her another title with a salary increase to make her feel better. Joe said he would think about it, but nothing was ever done.

Note: Mr. Rick Sunde is no longer employed with RJC, and is willing to testify in court for the statement that was said by Joe McGuire.

One day Rick Sundry and Joe McGuire were scheduled to fly a charter departing from Santa Monica Airport. They both noticed an attractive blonde woman who was the captain of the aircraft. Joe made a disapproving comment saying; "How would you like that telling you what to do in the cockpit." Rick's response was that he wouldn't mind at all, because she's a qualified captain."

When I was told that I was not going to receive the promotion to marketing, I became very depressed and despondent. I was very embarrassed, I felt belittled in the eyes of my co-workers, had low self esteem, the feeling of isolation, complete and total mental anguish, had heavy stress which took effect on my marriage and family. The extreme heavy stress affected my health; I began to get colds and flus monthly and had to seek a Dr.'s care. (Dr.'s excuses submitted to employer at the time).

On 03/31/88 Darren Sarvis was hired for the Marketing Executive position. Due to the heavy stress I was then forced to quit, and walked off the job on 04/01/88. I just could not take it anymore, especially after knowing that someone else had been hired for the position which was originally mine to begin with and didn't get because of my sex.

A few days later I went to pick up my final check. An Employee Separation Record was given to me for my signature. (Exhibit D) There were comments made stating that I had been given a 60 day trial period to demonstrate my ability. THIS IS A COMPLETE FALSE STATEMENT! First of all there was no 60 day trial period, and if there was, wouldn't it be documented somewhere or by someone such as Jacques Rigaud in Personnel? We'll also say that, if, there was a 60 day trial period from November 15th to February 15th (60 days), why was I told in January that I was not going to receive the promotion? THESE STATEMENTS ARE ABSOLUTELY FALSE

Also noted is; was determined by Department Head and Head of Corporate Marketing (Barbara Koch) not to possess necessary skills at time of job opening. Number one,

Barbara Koch helped with my marketing plan, since day one of the official marketing opening, which was approved by her. Why did she not mentioned anything to Joe McGuire about me being not qualified for the marketing position earlier or during that time??? Number two; I am very qualified for the position, I have a marketing background which is noted on my resume (Exhibit E). If Barbara Koch did make this statement (which I doubt), did she bother to review my resume to see if I did possess the necessary skills and qualifications? (NO!!) THESE STATEMENTS ARE COMPLETELY FALSE!! AND I REFUSED TO SIGN THE EMPLOYEE SEARATION SHEET.

I believe these false statements were made by Joe to cover up his mistakes of giving me the promotion then taking it back. He also realized that he made the terrible mistake of telling me and others I was a woman, and tried to cover his tracks in any way possible.

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I presently have a sex discrimination case pending against a company called Raleigh Jet Charter (RJC), which is a wholly owned subsidiary of Raleigh Enterprises. RJC mainly charters reknown celebrities and upper level executives in the entertainment industry. Some of these people are: Whoopie Goldberg, Bruce Willis, Diane Cannon, Mac Davis, Don Johnson, Sammy Davis, Jr., Frank Sinatra, Dean Martin, The Pointer Sisters, Peter Guber, Jon Peters, Lee Rich (CEO MGM/UA), Leonard & Evenlyn Lauder, and many many more.

Summary: I was denied a position of Director of Marketing by the President of RJC, Mr. Joe McGuire because I was told that "I was a woman and aviation is a man's world and that I would make a better executive secretary one who knows who to let in and who to keep out." During my employment I was also subjected to racial slurs such as; "Wetbacks" and "Fucking Niggers."

Enclosed you will find a deposition from an Unemployment appeals court with Judge Judy Folsoi asking Joe McGuire questions. You will find Mr. McGuire's self-admitted discriminatory remarks on how I did not fit the image of a Director of Marketing because "I was not a 6 foot, blonde haired, blue-eyed male."

I am asking for your support by writing a "LETTER OF CONCERN" to the Owner/President, Mr. George Rosenthal, Raleigh Enterprises, 11444 West Olympic Boulevard, Los Angeles, CA 90064. (See attached letter of concern from Shireen Miles -N.O.W)

I am a 29 year old Phillipino/Spanish woman with a family to support, and I'm up against a GIANT corporation. I currently have the full support of Shireen Miles, National Organization for Women, and other organizations.

Your support on this matter if very much appreciated, I look forward to your response. You may contact me at (213) 670-1009 or (213) 837-2344.

Sincere & Desperate

Arlene D. Matteson

Enclosures

cc: Maria Avila - L.A. County Commission for Women

First Lady Barbara Bush - White House

Norma Ingram - L.A. City Commission Status of Women
Ms. Gloria Allred - Womens Equal Rights & Education Fund
Shireen Miles - National Organization for Women
Gene Nora Jensen - 99's Inc.
Director/Latin American Pro Women's Association
Patty Kinaga, President - Asian Pacific Women's Network
Grace Siao - Asian Week
Roy Gorre - Phillipine American News
Bert Nepoze - Women's Int'l League for Peace & Freedom
Ann Ivey - Women's Int'l League for Peace & Freedom (National)
Patty Duke Astin
Mayor Tom Bradley
Controller Grey Davis
Whoopie Goldberg
Ruth Galanter, Councilwomen
Marilyn Kizziah - Women For
Los Angeles Times - Editorial Department
Supervisor Kenneth Hahn
Jane Fonda
March Fong Eu