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June 22, 2018
VIA HAND DELIVERY

Commissioner Roger Goodell NFL
345 Park Avenue
New York, New York 10154

Dear Commissioner Goodell,

As you know I represent 5 former NFL Houston Texans cheerleaders who filed a lawsuit against the Houston Texans football team recently alleging that that they were paid only minimum wage and were not even paid that paltry amount for all of the hours that they worked. In addition they also alleged that their workplace was often hostile, because of sexual harassment. In a letter, which I delivered to your office on June 4, 2018, I urged you to take steps to deal with this urgent problem. I pointed out that lawsuits had been filed against five NFL teams because women were being exploited and mistreated solely because they were women and that these women needed protection against exploitation and asked that you take action to prevent these egregious acts on the part of greedy team owners who have no regard for women.

Your response to my letter was delivered by your lawyer. In essence it stated that the NFL would continue to allow exploitation of women so long as they paid minimum wage. You abdicated any responsibility for what occurs in these Cheerleader programs even though it is an integral part of these NFL teams.

Your response flies in the face of the arbitration agreements that our clients signed which call upon you to determine whether their dispute is "football oriented" in which case according to the contract you will be the arbitrator of that dispute.

The NFL should stand for more than just greed. We expected you, as the NFL Commissioner, to take a meaningful stand in support of fairness for women. We wanted courage, action and change.

Mr. Goodell you dropped the ball. Instead of scoring a goal for women's rights you retreated to the locker room with your head down and your eyes looking for a safe harbor. There is none. Women know who their friends are and who is sitting on the sidelines. You should be the quarterback for the NFL on this important issue instead of carrying the water for the team owners. To say we are disappointed with your response would be an understatement. What you

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have said at this critical time is that you are passing the buck or should I say passing the ball. You should join the team for equal rights rather than the teams that are running in the wrong direction as far as women's equal rights are concerned.

You argue in your letter that you do not have the power to force the team owners to change their cheerleader programs or how much they pay women cheerleaders. We question that in light of the contracts that clearly do give you the power you claim you lack. But, in any event, taking a stand does not take power. It takes courage and a commitment to values. You apparently have neither one.

Very truly yours,

ALLRED, MAROKO & GOLDBERG

A handwritten signature in cursive script that reads "Gloria Allred".

GLORIA ALLRED