

OPTIMEM  
297 N. Bernardo Avenue  
Mountain View, CA 94043

April 12, 1990

Mr. John Lohmeyer  
Chairman, ANSI X3T9.2  
NCR  
3718 No. Rock Road  
Wichita, KS 67226

Dear John:

I am perplexed by the outcome of the Plenary Committee vote taken at the Austin, TX meeting regarding my company membership extension.

At the December Plenary meeting, a vote was taken and passed to extend the membership of AT & T even though several Plenary meetings had been missed. The AT & T committee member had asked for an extension because **his wife was pregnant**.

I attended the December Meeting for Optimem even though I was **5 months pregnant**. I was unable to attend the February meeting due to my later stage of pregnancy and will not be able to attend the April meeting because I am expecting the birth of my son any day now.

I guess I see the Committee having dual standards. It is ok by the Committee members to let a man who's wife is pregnant miss several meetings and extend his company's membership but it **is not** ok for a female committee member who is pregnant to miss some meetings and have their company membership extended. The vote definitely demonstrates some kind of discrimination towards female members on the committee.

Unfortunately, Optimem is not as large as AT & T and there is no one else at my company, currently, that can attend these meetings for Optimem but myself.

I believe that the Committee members need to seriously look at the double standards they are presenting and clearly identify guidelines so that this type of discrimination does not happen again.

Sincerely,



Beth Stephens  
Optimem Marketing

cc: I. Dal Allan