

# National Organization for Women

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**Terry O'Neill**  
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Membership Vice President

October 9, 2009

Mr. Rob Burnett  
The Ed Sullivan Theatre  
1697 Broadway  
New York, NY 10019

Dear Mr. Burnett:

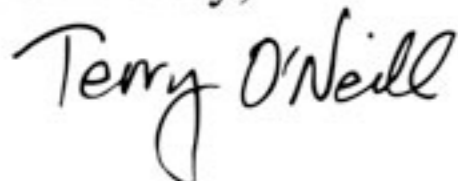
As President of the National Organization for Women, I am requesting a meeting with you to discuss respect for women in the workplace and your company's obligation to strive for gender parity in decision-making at all levels within your organizations.

In 2009, workplaces remain plagued by men in power sexualizing women. The behavior that David Letterman appears to have admitted publicly – engaging in a number of sexual relationships with subordinate staffers – sends a harmful message not only to his own employees but also to his millions of viewers, many of whom have seen similar antics first-hand in their own work lives. When a powerful boss like Mr. Letterman has sex with his subordinates it infects the work culture with uncertainty, gossip, and in some cases, hostility. The resulting toxic environment is unfair to everyone. All employees, women and men alike, want and deserve to be judged by their skills, qualifications and professional performance alone.

Your company can act responsibly, as corporate employers and as a force in the media and culture, to create an environment where women and men are equally respected. But a real commitment to equality must start at the top. I urge you to look at your boards and other decision-making structures, at every level of your organizations. About 50% of the people with real power and authority should be women, and a high proportion should be people of color. I am eager to discuss with you how you might make your corporate cultures more inclusive and less abusive, and respectfully request a meeting at your earliest convenience.

I appreciate your attention to this matter and look forward to hearing from you soon.

Sincerely,



Terry O'Neill  
President

Cc: Les Moonves, President and CEO of CBS