

King County District Court
State of Washington
Northeast Division

NOTIFICATION - State of Wash...
County of King

The undersigned, duly authorized clerk of
the King County District Court, Washing-
ton, hereby certifies that the document on
which this stamp is imprinted is a true and
correct copy of the original filed in the
Court. Signed this

14th Day of Dec, 19 98

Court Clerk

94010168

No. _____

ORDER FOR ANTIHARASSMENT
(Clerks Action Required)

Microsoft Corporation et. al.

Petitioner,

v.

Joan L. Brewer

Respondent

ANY WILLFUL DISOBEDIENCE OF THE PROVISIONS OF THIS ORDER WITH ACTUAL NOTICE OF ITS TERMS
SHALL SUBJECT THE RESPONDENT TO CRIMINAL PENALTIES. WILLFUL DISOBEDIENCE OF THIS ORDER MAY
ALSO SUBJECT THE RESPONDENT TO BEING FOUND IN CONTEMPT OF COURT.

ORDER

Based on the petition, the testimony heard and the case record to date, the court orders:

- 1.1 Respondent is RESTRAINED from harassing petitioner and: EITHER DIRECTLY OR INDIRECTLY THROUGH A THIRD PARTY
(a) ☒ Making any attempts to contact the petitioner.
(b) ☒ Making any attempt to keep the petitioner under surveillance.
(c) ☒ Going within ZOO YARDS of the petitioner's residence and workplace.
(state distance)
- 1.2 Other relief ordered:

THE PETITIONER FOR PURPOSES OF THIS ORDER INCLUDES MICROSOFT CORPORATION AND ALL
INDIVIDUALS LISTED ON THE ATTACHED EXHIBIT A, AND THEIR FAMILY MEMBERS, EITHER AT
WORK OR AT THEIR RESIDENCES. RESPONDENT IS RESTRAINED FROM ALL CONTACT WITH
MICROSOFT'S LEGAL DEPARTMENT AND, IF NECESSARY, RESPONDENT SHALL CONTACT
MICROSOFT THROUGH ITS OUTSIDE COUNSEL JESSE FRANKLIN AT THE ADDRESS LISTED BEK

IT IS FURTHER ORDERED THAT:

- 2.1 The Clerk of the Court will forward a copy of this order on or before the next judicial day to:
THE POLICE DEPARTMENT OF: THE CITY OF REDMOND
(Law Enforcement where petitioner resides. If you live inside city limits, write the name of the city, if not, write the name of the county.)
- 2.2 The above law enforcement agency shall enter this order in the appropriate Law Enforcement Information System.
- 2.3 (a) ☒ The following law enforcement agency shall personally serve this order on the respondent and promptly complete and return to this court proof of service.
THE POLICE DEPARTMENT OF: THE CITY OF REDMOND
(Law enforcement agency where respondent resides. If respondent lives inside city limits write the name of the city, if not write the name of the county.)

Or

(b) ☐ Petitioner has made private arrangements for service.

Or

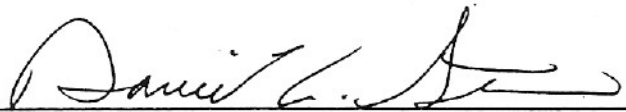
(c) ☐ Respondent appeared in court and further service is waived.

Or

(d) ☐ Other

This order for Antiharassment is effective until December 14, 1999.
(Date)

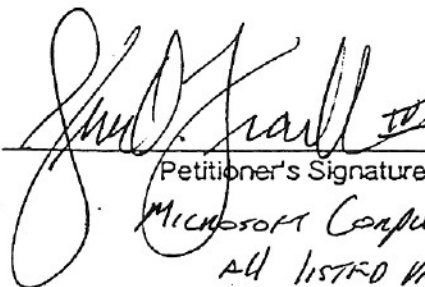
Date: 14 DECEMBER 1999



Judge/Court Commissioner

Presented by:

Copy Received:

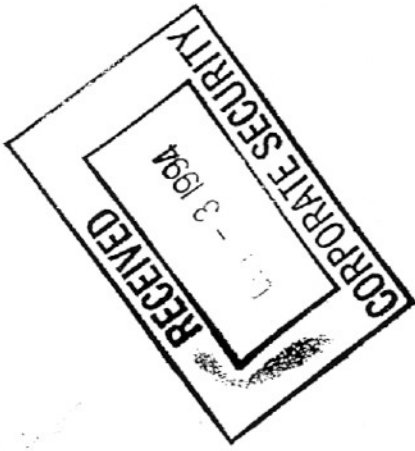
 WSBA #13755

Petitioner's Signature
MICROSOFT CORPORATION AND
ALL LISTED PETITIONERS

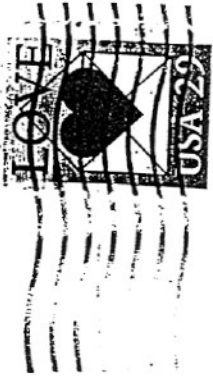
Respondent's Signature

PRESTON GATES + ELLIS
701 FIFTH AVENUE
5000 COLUMBIA CENTER
SEATTLE, WA. 98109
(206) 467-2717

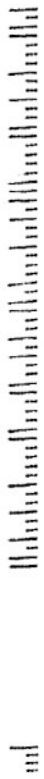
16149 Redmond Way PQ49
Redmond, WA 98052



Jane Maples
1568 Parkside Dr. E.
Seattle, WA 98112



Tam Sullivan



September 12, 1994

To: Patricia Raikes
3355 E. Laurelhurst Dr. NE
Seattle, WA 98105

From: redrose@halcyon.com

Re: Pornography, Obscenity and the Personal Computer Industry

I've been a mother for 20 years. After a divorce, I returned to college as a single parent with three children. It was very hard to go through college this way, living on \$320 a month child support, grants and loans. but I did it. I graduated from Oregon Institute of Technology in 1988 with a 3.7 GPA in Computer Systems Engineering. I minored Laser Electro-Optics. There aren't many men who can keep up with me technically. I also have an art and humanities background. Most men are totally brain dead in the humanities. Social issues are very important. As a woman, I feel it's important to explain things to the men that they might not pick up on or see. We all have our strong points. I'm good at math but can't write so bare with me.

I'm writing because of my concerns regarding the proliferation of very sick and un-regulated pornography by American On Line and other computer services. They are using this in an attempt to sell people on this Information Highway strategy. I'm not talking about pretty nude women, but of bestiality, child pornography, human torture and bondage, sodomy, and just about anything else you can think of. This is not sexual. It's an attempt to exploit the men and women subject to it. What good is it to bust computer sells if we destroy our families and society in the process. I can't work around this at all. I virtually lose my ability to do high level math (which I'm gifted in) and computer logic when exposed to pornography. I am certain that poor performance in math and science in girls is due to sexual degradation and harassment by the men. The same thing happens to men also. Some get so obsessed, they can't work logically. They resorting to trial and error analysis. This has a high error rate and is costly. It's creating chaos. We certainly see a lot of this in the computer industry. It's damaging our economy.

Computer pornography is vice, just like drugs. It's used to seduce and coerce people. It's a hook. Recently, the nuclear lab at Lawrence Livermore in Berkeley had a major problem with security because of over 200 M of compressed computer files like these. It's used for industrial and international espionage. I was involved in an incident myself. I watched a man who was an uneducated national use pornography to gain access to restricted areas in a high tech company. I was harassed out of my job to cover it up. The men were acting like an animal. I ended up injured and required surgery. I've here similar stories from other women working in predominantly all male environments. I am now on Social Security Insurance with my career totally destroyed. Seeing this in action really concerned me. The male executive being manipulated with this seem totally blind to it. Some were also being manipulated by sexy young women temps. This is a security issue to. Where there is pornography, sexual promissiveness become the norm. The men think having sexual vice like this around part of their civil rights. I was 13 when I learned how easy it was to manipulate males with sex. Males have very poor social perception and tend not to see linear or cyclic pattern the way women do. It's a genetic difference between the sexes. As one Japanese woman put it, this is the reason history keeps repeating itself. How many empires have collapsed due to sexual excess and decadence? If a man is stupid enough to fall for sexual vice, he deserves what ever he gets.

The economic issues are the most important part. I could care what someone does in the privacy of their home or how they spend their money. But we are seeing degradation of work and in some cases total neglect or loss of businesses. Several local women have reported horror stories. Some men getting so obsessed with finding sex file they run up bills of \$600 in one month for the services. Their long distance calls can be as high as several thousands of dollars. Then they can't pay for it because they've been missing work. Their credit card companies and long distance carrier get stuck with the results. The 900 sex talk calls are the same. These companies are getting stuffed on the payments, because pornography, like all other vice is addictive and produces similar behavior to a drug addiction. Home and lives shattered from this. With Windows all over the place this stuff is all over corporate America now. Men who normally wouldn't go into a show or adult book store are being exposed and sometimes the results are not too good. We have wife and child abuse from this too.

One women's boss had Pornography on it and AOL as a gift from the computer store. He become so obsessed with finding these files, their business went under from a lack of work on his part. She said he started showing up unshaven and looked a wreck. Another woman kicked her husband out after she found out he was also having call girls over when she was out of town. Then he ran up a \$2,000 phone bill at a friend's calling 900 sex talk numbers. These guys really aren't responsible. The kind of sex talk and photos are designed to mess up their minds and destroy their logic. It produces a chemical change in the brain that can be very addictive. It also desensitizes them to normal sex. Using this kind of media to sell computers is not a good idea. It's sure to backfire eventually. I've been monitoring this the social impact of computer technology since 1989. I've had women call me on the phone hysterical and suicidal from this. We are going to have mothers going crazy smashing computers with axes if they don't stop this.

What follows is a list of porno number being advertized on American On Line as part of the picture given out freely as a HOOK: Numbers: <note all are long distance>

Dirty Hacker:	914-796-4566
	914-796-5306
The Movie BBS:	718-762-5292 - get sleazy pix of many famous movie stars.
	Do there agents know about this?
Another	
Dimension:	703-667-3530
Windy City:	708-564-2245 - If you like pictures of beatiality this
	708-546-1069 is the place!
Windy City:	708-564-2245 - If you like pictures of beatiality this
	708-546-1069 is the place!
McHenry:	815-385-5031 - Homosexual and bisexual. Big stuff
	815-385-6777
	815-385-7956
Pornagain:	708-564-1754 - How about some Christians?
The Library:	305-233-4196 - Sexual abuse of pragnant women anyone?
Village Adults:	312-581-1111 - Human torture
Amature Action:	408-263-3393 - You too can be a porno star. Anything goes.
HomoSEXual:	703-271-4080 - When men come together...
Profet:	714-647-2363
NightHawk:	702-644-1537
	702-644-3289
Nitelog Images:	408-655-1069
	408-655-3289
Gabbies Lounge:	816-884-6166
Windy City:	708-564-1754 - Jody Foster anyone?
Farmers:	414-728-8554 - Animals
	414-728-4058
Taste:	718-252-4531
	718-252-4058 - Oral testing
Track <?>:	818-335-6013
Graphic Con:	305-385-3665
	305-385-6237
	305-385-5287
Rusty's &	
Eddies:	216-726-2628
	216-726-3589
Personal add:	412-858-5590 Mail Box: #1037 - Porno add for hooker.

This is what the real Information Highway is going to be. Most of these guys on these networks are interested in intellectual information. About the only thing there of interest to a normal male in middle America is sex talk and bitmaps. LOOK AT THESE AREA CODES! What I'm seeing is a very fast movement of state revenues to other areas. I though Bill Gates was some kind of economics whiz, but perhaps this stuff has left him brain dead too. Local gossip among the computer guys is that he's been out on the town lately and.... well just the same old stuff. Lets hope this is not true and just gossip. With him being marketed as the visionary of this new media, he is the most likely focus for the way the computer nets are destroying our families.

It doesn't take a genius to see the dangers of this. In the September issue of Scientific American they report that 1/3 of all computer software programs fail. One third are running but not working correctly -- incorrect results. Women engineers have seen effect of this in the work place. In industries that are marketing intellectual

properties, pornography is certainly counter productive. I'm certainly not surprised when Boeings plans fall from the sky or computer programs crash. These men aren't doing their work, their thinking about sick sex. Do we really want this culture to spread into the mainstream? I've begged the industry to self regulate for years without any result. Now that house wives are reporting problem in their homes, something will have to happen. A consumer back lash is going to result if the men in the computer industry don't take a leadership role in this and try to set a better role for the lower level men. I'm enclosing a copy of a short report I produced for a women executive at Microsft. The men always lie to the women about what is technically possible.

I'm trying to use my technical knowledge to education non-technical people, especially women. Washington law requiries all pornography be regulations regarding age and content. Yet the police will do nothing. In fact, I gave some bitmaps to both Bellevue and Redmond police. Redmond said he didn't see anything wrong with them. There were picture of child pronography and beatiality! Perhaps we need to question what kind of people we are hiring to police this community. He said if I didn't like this, not to use a computer service. This is what they tell everyone who is complaining. What a solution. That doesn't help keep kids from accessing this or give families some protection from having it put in their faces when they aren't interested. I call a local number if I subscribe to American On Line. I want that NODE and the service provider here in Washington prohibited from doing business here. At least it will take a long distance call to get this. This should force action on the part of American On Line. If Prodigy can implement a control mechanism for their services, then American On Line can to and shouldn't have access in this state until they do.

I dropped off a floppy disk with samples at the Seattle Times, Journal American in Bellevue, and with Christ Heaton at the Bellevue City Counsel. I can't get anyone to even write about this. I've also taken the security issue up with the military and the Federal government.

Copy of letter to wnet to MS and others so the women would have some way to deal with the men at work

Re: Floppy Disk from American on Line

I sometimes talk too fast and wanted to follow up with this. It worries me at times. One way to prevent the back lash that is coming is to take a stand before hand and make it public. There is going to be a back lash and with Gates being played as the head of this it could have a very negative effect.

Microsoft business is marketing intellectual property. Anything that interferes with ones intellectual work should not be culturally excepted in your company because it interferes with your what you do to make money. It doesn't take a genius to understand the effect this type of pornography would have on a man.

This is used by the hackers or carpet baggers as the smart guys put it to harass them at work. Its an intentional attempt to diminish their performance. Its a male thing. One of the reasons the smart guys or nerds don't date is that they are a statistical minority. If you are part of .01% of the population, its hard to find a mate. It is a waist of time to try. Relationships with people not of your own type are stressful. They interfere with your work. Most of us are single for this reason. The

I'm a systems engineer not an CS. I had to take three psychology courses and a lot of other business management and humanities for this college degree. Computer security is not a hardware or software problem, its a people problem. You fix it by changing the cultural norm in the company.

This pornography issue is one of security. Any vice is use as a HOOK! Hackers and spies use it to gain access. This is the way you deal with it.

Gates is a computer guy just like all the rest. If you give him a logical explanation and support it with an economic problem he will do it. Get him to send out a memo saying it is to be removed from the networks for the following reasons:

1. It is not necessary to their work and dealing with them creates time loss just like the DOOM games.
2. The file sized which are typically between 900K and 2.3 Megs uncompressed, wasting corporate server space (Doom takes up about 14 Megs and has an editor that allows even more graphics to be edited. Get that off the net too. There was over 200M of hard core pornography at Lawrence Livermore Nuclear Lab)
- 3 The file tie up and bog down data transfer on the networks.
4. Its used as a hook for hacker to gain access to systems.
5. Its used to harass and demean other employees not interested or offended by it.
6. It in total conflict with the HOME marketing strategy at Microsoft.
7. It sexually demeans all humans and creates a hostile work environment.

Then say they have two weeks to do this. Your own male engineers will remove the data from your networks. Then after two weeks do a spot check, taking a random sample of your systems data across the company. This will give you a good idea if it worked. We use the same kind of software to do this kind of data evaluation as they use for viruses so you could do it in-house. Someone like John Jensen, from the Electronic Evidence Discovery, 343-0543, has been know for searching through compressed archive files on major systems.

After this the guys will self regulate. Addicts will give themselves away. They go through withdraws just like a drug addict and will sneak around. Don't label or fire people with this kind of problem. (Remember your corporate culture supported this.) This can create an even bigger problem. Most of these people are quite innocent. Firing them or labeling them can create an even bigger problem with security. Simple get them a psychologist and help them get their life back. Monitor their behavior using a professional psychologist, not security guards. Right now, the guys in engineering are claiming MS security is a bigger problem than the potential danger from infiltration. They are right. Your business is marketing intellectual work! Spying, guarding or interrogating the really smart guys who produce code interferes with their work. It too is a form of harassment. Your losing people from this tactic and it has absolutely no effect on the security of your company. In fact, with security people only getting \$6-\$8 an hour, they are most likely the biggest threat.

History is full of stories of how vice has been used to demoralize the troops and invade a culture. There is not difference between this situation and what happened to Rome. Men do not have a good sense of timing or see cycles in time as well as women because its not a part of there genetics. So women need to be clued into this and watch for temporal patterns like this. We as a country are at very high risk right now because of the hard core pornography. Something has to be done and soon. There may be a way to pull the plug on American on Line and other local BBS. Governor Lowery refused to sign a bill that would allow us to do this. One of our problems now is public awareness. People self regulate when there is adequate peer pressure. It just happens.

The above recommendations can be used at any corporations to justify the removal of pornography and violent video games. If they want to do this stuff, tell them to buy a computer and do it at home in their off hours! You could actually generate a new market with this. <grin>

Find enclosed a news letter that might help if you need additional support.

National Family Law Foundation: (602) 265-1513 - providing legal assistance to concerned citizens.

Ex. A.
Page 1

MICROSOFT CORPORATION
DIRECTORS AND OFFICERS
as of September 1, 1994,

The business address for the following officers and directors is as follows, unless otherwise indicated.
These offices are held indefinitely.

Microsoft Corporation
One Microsoft Way
Redmond, WA 98052-6399

SERVE
ALL OF
THIS!

NAME	TITLE
William H. Gates, III	Chairman of the Board and Chief Executive Officer Director
Paul G. Allen [REDACTED]	Director
David F. Marquardt [REDACTED]	Director
Robert D. O'Brien [REDACTED]	Director
Wm. Gary Reed, Jr. [REDACTED]	Director
Jon A. Shirley [REDACTED]	Director
Richard A. Hackborn [REDACTED]	Director
James E. Allchin	Sr. Vice President
Steven A. Ballmer	Executive Vice President
Michael W. Brown	Vice President
John Connors	Corporate Controller
David Curtis	Assistant Secretary
Raymond A. Emery	Vice President
Robert A. Eshelman	Assistant Secretary

Ex. A.
Page 2

NAME/ADDRESS	TITLE
Richard W. Fade	Vice President
Christopher R. Gibbons	Chief Information Officer
Robert J. Herbold	Chief Operations Officer
Roger J. Heinen, Jr.	Sr. Vice President
Frank M. Higgins	Sr. Vice President
Joachim Kempin	Sr. Vice President
Michel Lacombe	Vice President
Jonathan D. Lazarus	Vice President
Gregory B. Maffei	Treasurer
Michael J. Maples	Executive Vice President
Paul A. Maritz	Sr. Vice President
Robert L. McDowell	Vice President
Craig J. Mundie	Vice President
Michael R. Murray	Vice President
Nathan P. Myhrvold	Sr. Vice President
William H. Neukom	Vice President
G. Christopher Peters	Vice President
William T. Pope	Assistant Secretary
Jeffrey S. Raikes	Sr. Vice President
Richard Rashid	Vice President
Darryl E. Rubin	Vice President
Brad A. Silverberg	Sr. Vice President
Rolf B. Skoglund	Vice President
Charles Stevens	Vice President
Patricia Q. Stonesifer	Sr. Vice President
Bernard P. Vergnes	President, Europe; Sr. Vice President, Microsoft
Deborah N. Willingham	Vice President

I am the Director of Human Resources Development and Administration (HRD&A) for Microsoft Corporation which is located in Redmond, King County, Washington. I am over 21 years of age and competent to testify to the statements contained herein. Gwen Weld and Nancy Harlowe, who are members of the HRD&A department, and Bill Gates are employees of Microsoft.

Joan L. Brewer was a temporary for Kelly Services assigned to Microsoft. Her temporary assignment was terminated in approximately August, 1990. Immediately after her termination and continuing until today, Joan Brewer has pursued numerous claims against Microsoft alleging discrimination in various forms. During the same time period, Joan Brewer has continually sent electronic mail (e-mail) to Gwen Weld, Nancy Harlowe and Bill Gates. The volume of e-mail has interrupted the normal course of business at Microsoft. The nature of the e-mail is such that there is also a concern for the health and safety of employees of Microsoft, especially in the HRD&A department.

I have attached copies of three documents filed in support of this petition for an Anti-harassment Order, which are incorporated herein by reference. The October 3, 1991 letter from the Washington State Department of Labor and Industries, by Diane Rutt, Disability Adjudicator, includes a threat to "drive through the front of Microsoft and blow the place up". Joan Brewer has been observed parked in front of the private residence of Gwen Weld, as shown in the letter from Greg Weld.

The copy of the e-mail dated October 2, 1991, includes on page nine a threat against Gwen Weld stating that she (Joan Brewer) is "going to bust here (sic) F...ing Nuts!"

From petermi Wed Oct 2 14:52:17 1991
To: chrise
Subject: Stuff you might like to read...
Date: Sun Oct 06 12:57:34 PDT 1991

Date: Wed Oct 2 14:52:10 1991

>From gwenwe Wed Oct 2 14:47:15 1991
To: petermi
Subject: Stuff you might like to read...
Date: Wed Oct 2 14:46:44 1991

>From brianv Wed Oct 2 14:43:48 1991
To: billn billp gwenwe
Subject: Stuff you might like to read...
Cc: brianv mikemur
Date: Wed Oct 2 14:43:18 1991

Folks... I got this mail randomly... it's from Joan Brewer who is an x MS employee... she is on compuserve, I have seen her postings up there. She must have seen stuff I was posting up there and she sends random stuff to me all the time... she is really wierd... like she claims she gives BillG all his ideas, has mental telephy with MS employees on a daily basis, sends me email telling me how she has had sex with MS employees on Wash DC subways, etc etc... she has also offered to "have lunch with me"... she calls herself the Redmond Rose on compuserve and is local, i.e. she sends me her phone number which is a local redmond number...

I never respond to her, via email or public postings, but she feels that she still needs to send me random things... well, this one has to do with legal stuff and MikeMur said I should send it to ya...

happy reading.

If you plan on doing something, please keep me in the loop, so I can know when to expect more random things from here...

brian

>From ingate!72450.1261@compuserve.com Wed Oct 2 04:55:53 1991
To: brianv@microsoft.com
Subject: Industry Design Standards.
Date: Wed Oct 02 14:26:06 PDT 1991

Received: from ihb.compuserve.com by ingate.microsoft.COM
id aa09289; Tue, 1 Oct 91 19:34:41 PDT

Received: by ihb.compuserve.com (5.65/5.910516)
id AA03107; Tue, 1 Oct 91 22:37:59 -0400

Date: 01 Oct 91 22:24:24 EDT

From: "Joan L. Brewer" <72450.1261@compuserve.com>

MMDF-Warning: Parse error in original version of preceding line at microsoft.COM

Message-Id: <911002022423_72450.1261_EHB23-1@CompuServe.COM>

For the past year I have listed to more psychobabble in the

media about Operating Systems and Software than I really care to here. The competition between these men are little better than the cock fight. I swear they are all acting like monkeys with their hands stuck in a coconut, not men. Over the last year there has been a lot of dialog among the women engineer about the following problem. The men can't see it because they are so out in space they have gotten lost among the other planets. Well this is good old Mother Earth, and we come first. I have initiated a legal process to do something about it. It has taken a year of research and some very creative networking over INTERNET to get enough documentation to support the following challenge, but I believe I now have enough. I would have preferred that we do this inside the industry, and this is what I also suggested to the FTC regarding the Microsoft investigation, but just as with most other women in the industry, the men wouldn't even talk to me about it. Now we go to the people. I already have two cases in DC, and the government is definitely interested in what I am saying.

Hand Delivered

September 24, 1991

John R Checkett
Regional Director, OFCCP
1111 Third Ave, Suite 610
Seattle, WA 98101-3212

Dear Mr. Checkett,

Re: Microsoft versus Brewer

This is in response to your letter of September 12, 1991, and the enclosed response from Microsoft attorneys. This time I will be very specific regarding what I want and my reasons for wanting this information. I would also ask that you enclose a copy of this document in your next letter to Microsoft. I intend to do this little game until we get to the issue at hand, my wanting to have a job at Microsoft as a handicapped women over 40, in an area of software design and Microsoft feeling that only men, usually white men are capable of certain design related jobs.

Justification

In the document I received, Microsoft states, "A request for selection criteria employed by Microsoft in certain technical employee classifications may result in competitive harm to Microsoft; whereas a similar request to certain clerical classifications, may not result in competitive harm to Microsoft." This is the most discriminating statement I have ever read. What they are saying is that they will not provide the information necessary for challenging the validity of their hiring practices in their higher paying professional positions. How then can a black or a women challenge this criteria if it is not fair. They claim releasing this type of information, "is likely to ... cause substantial harm to the competitor position" of Microsoft. Do they mean that having

women and minorities in these position will make them less competitive? Yes, this is exactly what they mean. The male dominated technical side of Microsoft believes that women and minorities can not do computer work as well as they can. Well this isn't true. The real problem is that they are designing computer systems that are only psychologically correct for white males and doesn't take into account the differences in language and cognizance of other groups. Because Microsoft uses totally subjective interviewing for its technical positions this isn't likely to change either. They have no formal or valid test for determining who is qualified! This situation has lead to a lot of discrimination in their hiring practices and to the development of software and computer system with a racial and sexual bias. This is a very serious issue.

Software and computers are the psychological test used to determine who is able to achieve in college and get a job in todays world. When you study computer technology you find it is all based on psychology because we are trying to copy the human brain. So computers are being applied in the same way as psychological tests used for selecting applicants for a jobs and in educational. At this point, because they are shabbily designed by white males for the most part and are not valid test of intelligence but of sex and race. I believe the exclusion of women and other minorities in the software design process has lead to a racial and sexual bias in computers which is effecting the right of these factions to fair eduction and employment. As such, their design and the people making these products should come under very close scrutiny of the OFCCP and EEOC under Title VII and Affirmative Action.

Every place I've worked, I have seen people spending too much time trying to figure out their computer software. This is not necessary. I watched a black women spend three days trying to print envelopes from Word Perfect. I watch four men at Microsoft spend a half a day to correct a problem with a mouse driver. I spent one whole Saturday trying to get a chart my daughter made in Excel, a Microsoft product, to print, because there was a bug and I had to come up with a very complex work-around, which would be beyond what a normal person could do. I lost \$560 in contracting fees after setting up a computer system for a small business with Microsoft products because the owner had to buy a new laser printer because there were bugs in the printer driver for the printer he already owned. The minority females in this office couldn't figure out how to use this software because it was to complex. People are loosing their work all the time because Microsoft's systems, which are the primary computer systems on the market, crash. This kind of stuff is going on everywhere, and it is do to poorly designed software products.

Microsoft is designing software tools on what a select group of primarily white upper middle class men like and what look good and sell, not on what works best for everyone. This is why I want to challenge Microsoft software designer selection criteria. This kind of labor loss is not necessary and is something we can't afford as a society. I feel I have

accumulated enough data to challenge Microsoft on this issue.

I have been trying to get into MS as a designer for over three years. From what I have been able to ascertain over the years, Microsoft is promoting computer programmers into design position. I do not feel these people are qualified for this kind of work. Programmers usually have no life experience outside the office, spent some 80 hours a week in front of the computer, and are personally dysfunctional. Even Bill Gates, the CEO of Microsoft is a workaholic, and is still single at age 35. These men are designing software for people like themselves and not the general public. This tend to be for people in the upper 2% of population in IQ, single or essentially married to their work, from workaholic and dysfunctional family backgrounds. In my experience working with men in the computer industry, I have found that most of them either hate or fear women. If they do marry it is usually to someone they can control. They are only willing to hire women that they can control and who won't challenge what they are doing. The net effect is software that is difficult for many minorities, women and much of the working class to use because it is based on the psychology of these men. This causes discrimination in employment due to an invalid test criteria, the computer and its software. Computer software is literally the stuff the mind is made out of. These computer have to become psychologically correct and adhere to the same criteria as other test.

I have challenged Bill Gates, the CEO of Microsoft, on this issue and repeatedly tried to get him to discuss the problem with me because I feel that removal of these sexual and racial biases would broaden the market for computers. He won't even discuss the issue. In fact, I think he is so sexist that he doesn't even consider a women's view valid at all. He thinks that because I am challenging him that I must be crazy. The idea that I might be very smart and much more experienced than he is, isn't even taken into account. He just wants to keep me out of his company because I challenge the men's right to incorporate their sexist and races attitudes into the software even though I can prove that it is hurting the industry and limiting our market.

We are seeing the creation of a very small elites group of computer literate people because of companies like Microsoft. This is very serious and is of major concern to my industry! This is also why many corporations have joined together to attack Microsoft. They make the systems everyone else has to develop software on, and when they don't do it right everyone has to suffer.

I have done extensive research in cognitive science and psychology. I ran numerous test on Microsoft software developers, both during interviews and through e-mail over INTERNET to determine the breath of their knowledge. It was very narrow, and extremely lacking in the area of the humanities and the hardware side of the technology. They were not even able to understand simple analogies based on classical literature or very basic concepts in psychology. Analogy tests are one of the most common test of performance IQ, so this really concerns me. How can people who don't see

relationships, read about the humanities, deal with people outside their corporation, or have normal family life design software for normal people? They can't! These men had no culture as we know it in our society. All they know is computers and Microsoft! And the software systems they design aren't based on what the people in the overall society need, but on what these dysfunctional and socially inept males like.

I am an artist. I have a combined background in the arts and sciences. I also have a combined background in hardware, software and analog electronics. This is very rare, especially for a women. I was a gifted child and received mentoring in the arts which helped me develop a disciplined approach to design while still a child. I have done some form of design work all my life, which includes designing business and educational systems. I have tried many different avenues of approach with Microsoft in an attempt to get into a software design position, or a related field. The last time I took a low level job on the marketing side, hoping to find a way to network inside the company and make contacts. When the men I was working with found out who I was and that I was very smart, I was harassed to the point of being injured. This position wasn't a total lose, I did manage to get a lot of research inside Microsoft and found that they don't do marketing research for their products as we know it in the rest of the industry. This is unbelievable from a design view and is a major issue!

Request

I want to challenge the selection criteria for the position of software designer at Microsoft. Microsoft doesn't adhere to the engineering standards in the computer industry so I don't know what they call it, but a design engineer is what the rest of the industry calls it. Microsoft may use another name for this position. A software designer is usually the person that combines the research and develops the design specification used by programmers and oversee the that the software development complies with these specification. They usually read code and review what is written but don't write code (they don't program). I don't care what the name is, I am interested in the position that has the responsibility for developing the creative concept, evaluating the human interface, determining how the software will link together, and what product features should be included. In other word, who determines the look and feel of the product? This may be a program manager, project manager, or developer position. I am therefore requesting the selection criteria and job specification for the position software designer, or what ever it is called by Microsoft through the OFCCP for the purpose of challenging its validity. If it is done by group, which is unthinkable according to engineering standards, then I want the titles and selection criteria for all members of this design group. I also want to know how this specific criteria was developed and who determines who gets into these jobs.

If a criteria doesn't exist for these positions I want to know that information. I also want the job titles and duties

for each job that does exist. If Bill Gates, the CEO and visionary of Microsoft, is the designer then I want to know how he holds that position and obtained the power to create a system of discrimination in modern society. I will challenge him. I am very serious about this. After all, this is a public corporation with government contracts, so the use of Microsoft products has the ability of keeping minorities out of government job or causing the level of productivity in government jobs to drop! This is definitely at issue! They are already in violation of PL 99-506 Section 508 as amended, with reference to addressing handicap issues in their government contracted systems. This is only the beginning to an elitist society.

Second Request

As women who is over 40 and now very seriously handicapped, I want the information from Microsoft's Affirmative Action Plan that deals with the hiring of the handicapped. It states under Human Rights Commission here in Washington and Chapter 60 of the OFCCP that Microsoft must make accommodation in both the interview process and be willing to modify the selection criteria and job requirements for the handicaps. I want to know what process they use to do this. How do I, as a handicapped person, establish a dialog with Microsoft regarding being hired into a design position or a job in a related area that would lead to that type of position, when I have a handicap which might make some of the requirements impossible for me to meet?

Example:

My doctor has just written a letter suggesting that I be provide an egomaniacally designed computer system in my home so that I can continue my vocational rehabilitation. I need to be work with a computer in a manner that doesn't cause more damage to my spine, which is what it is doing now even as I try to write this letter. Because of the injury to my spine, which I received at Microsoft, it is no longer possible for me to be productive as a programmer or even a software tester. While I have regained my ability to type, I can not feel the keys and make so many typing errors that it takes all day just to edit and complete one letter. In programming or testing positions I would not be productive. Yet I can read the code and understand the design and have a expansive grasp of all human knowledge. There should be a way to make a trade off on the disability side for my asset value on the knowledge and experience side.

In the examples I have from the JAN, the Job Accommodation Network, created by the Presidents Committee on Employment of the Handicap, they give examples of workers in different job classes or even the same class exchanging duties to overcome these job related requirements. I have a lot of experience and if working with a very young programmer, together we could be as productive as two programmers if I could visually read his code and spot error that he is to young to do for himself. In other words he types and I do the research and trouble shooting based on experience. In the process he would learn form me what I know that took 20 years to acquire just

from association. No formal teaching goes on. We call this mentoring or modeling behavior - teaching through example instead of words! I should have some asset value to Microsoft on this level! You would have to see a young programmer spend weeks and weeks on a programming problem that would take me only a day to correct to fully appreciate my value. I'm sure this potential exist every where in business today. It is kind of like a young driver trying to go fast and ending up spinning his wheels without going anywhere <grin>! This is what they do, burn rubber! It is a total waste of energy.

Question

How do I as a handicapped person setup something like this with Microsoft? I want the process ~~form~~ ^{from} their AAP.

Microsoft has repeatedly used dyslexia as a criteria to deny me employment. My language difference is the same as Bill Gates', the CEO of the corporations, and related to the detail in my thinking more than any deficit. I want to know how to establish a dialog with Microsoft to deals with the issue of this handicap and the injuries I received while working for them in 1990. I have attempted to establish a dialog with them for a full year now and repeatedly made my desire for employment considerations known to them. They have refused to even talk to me about possible employment. Even personal appeals to executives has done no good. No one at Microsoft will talk to me. At this point their decision not to talk to me is discrimination and retaliation. They are in violation of their Affirmative Action Plan!

I feel that being handicap gives me a much better understanding of normal human limitations and should not limit my ability to do research and develop software designs. I also feel that my diverse background, being a mother and over 40 contributes to a better understanding of humanity and what is needed in the area of software design. Microsoft is in the process of starting a research group and I would like to be considered for one of those groups regardless of being handicapped. I also want to know what the selection criteria and job requirements are for doing research at Microsoft under this newly establish plan, which was my brain child in the first place.

Software is a tool, and if that tool doesn't work when you need it, you have a false economy! Computers and their software are a false economy in modern society. They are suppose to automate human processes, making us more productive. But do to poor design and an attempt to manipulate the market they are not accomplishing this goal and are making us all miserable and sick in the process. This is unnecessary, and I intend to change it. We can't allow white dysfunctional males to design these tools alone anymore. I will do whatever it takes to change this.

I have sever attorneys helping on this. None of them have the expertise to take my case, but have recognize my own ability to take it on myself and are providing me with resources at no charge because of the politics involved. At this point I am so notorious in the computer industry that even if someone

at Microsoft decided to kill me, they would end up in worse trouble than they are now. It was not wise to goat someone as smart at me. If MS learns nothing more from this process than to treat creative people with a little more respect, then I will be very pleased.

You people in the OFCCP can discount me all you like, but every time I get a new document it gets sent out to media people and political factions. If I loose it will all end up in the media with the names of all the people who made this possible right there in the media along with me. If I were you, I would start doing your homework well! Your future employment may depend on it. This isn't a threat, but fact. If you are shuffling papers without thinking about what you are doing, it could mean trouble later. I looking at the ACLU and a major class action law suite against this corporation. These people know I'm serious and what the impact of a suite like this would mean. But I don't feel that we have six years to correct this problem. I don't believe that the legal system works. So I'm going to do something different. Six years it will be too late.

Have a very nice day.

Sincerely,

Joan Brewer
16421 NE 92nd, #59
Redmond, Washington 98052
(206) 869-8702

I really am not a hostile force as far as MS goes. I was recommended for an interview in 89 in systems by Gates. Well that interview was a real joke just as all the others were. And Beth Davis was out of this world. Where do you get these women. Do you know they are selecting resume on the basis of form and font style. Gwen Weld was kind enough to do this right infornt of me. Well the women in HR were in a tissy and the guys in systems certainly weren't happy either. So the guys told HR is was technically lame. I was getting turned down programming jobs every were because I was too creative, technical and design oriented so this was a real joke, as were some of the questions I got ask. Well this got me marked. Then I tried some other approachs. I got a contract in to system testing in Internationa.. Like all designers, I'm dyslexic, and very logical. This was a fun thing for the guys so they started playing games. Me like a fool went and asked Gwen for help not knowing that she knew of me, and the harassment got much worse. I did a favor for thijs and got a serial printer connected to OS/2. Seems they had worked on it for a month and no one could read the Apple manual. After getting all kind of thank yous from Rick Wood and Thijs I got fired. The excuse was that I was too hardware oreinted. All attempts to get a job since have failed, until last Summer. After getting sexually assaulted by an uneducated Filipino and harassed to the point of getting a very bad injury on a business trip, I was fired again after I complained. I was also recommended for an interview by Mike Maples when I wrote him while I was still working at Aldus on OS/2 PM. When you lovelies in HR found out who I was they canceled it. They I was at Applied Microsystem working in a job I dearly loved and with one of the best group of engineers I have ever come accross, and a Head Hunter called someone in management an told them about MS and I got my contract canceled. I have been harassed the last time. I spent three months in a neck brace unable to even drive after

the last time. I didn't know the main requirement for working at MS as a women was brain damage. I couldn't even get help from the other women engineers. They didn't want a women working at my level in either. I have literally been destroyed by the femineest! And it is still going on. Someone should tell Gwen that I have an attorney looking into suing her for defamation and negligence. She has a nice house worth \$250k and some ohter asset I would really like to own <grin>. I'm going to bust here f...ing nuts! I have worked at MS twice and both times for women managers that only worked half the time and got there jobs on based on sex. White male slavery right! Oh, well. I did try to be reasonable with Gates this last time. I think he has been sexually harassed too much in the media to think rationally these days. I've been trying to get anyone to help avert this. I can't get this much harassment and have my family destroyed in the process without taking action. And I do have a personality like Gates and can be just as ruthless. I just don't like the idea of doing something I think the media might use to hurt Bill more. All us creative types get the same type of harassment, men too. I could write a book.

REDMOND ROSE'

UNITED STATES DISTRICT COURT
DISTRICT OF CONNECTICUT

Joan Lee Brewer, Plaintiff
21 West Pine Drive
Danbury, CT. 06811

Civil Action No. 5:91CV0082JAC

vs.

Jury Trial Not Demanded

Microsoft Corporation Inc.
One Microsoft Way
Redmond WA. 98052-6399

COMPLAINT

1. This action in diversity is brought forward by the plaintiff seeking a mandamus order to vacate the Northeast District Washington State Court restraining order due to lack of jurisdiction per 28 USC 1332. 2. Due to a violation of civil rights per 28 USC 1981 et seq.

FACTS OF CASE

The plaintiff is a pro-se litigant currently residing in Danbury Connecticut. Prior to residence in Danbury she lived in Redmond Washington. She has been involved with Microsoft Corporation as an employee and as a plaintiff regarding an EEOC suit.

On October 7, 1991 Microsoft Corporation obtained a restraining order which prevents the petitioner from sending Mail, E-Mail or otherwise communicate with Microsoft Corporation (aside from their legal counsel. E-Mail is a service similar to Mail provided by public companies which both the plaintiff and defendant subscribe to, the service is provided by a public company (CompuServ) which both parties pay to use.

The order does not limit jurisdiction to the State of Washington, but instead precludes the plaintiff from using this service for her own career or to exercise her first amendment rights of free speech on public forums in other states. As such the order appears to be beyond the scope of a state court order. It abridges exercise of speech in all states without regard to the location of the sender or receiver. E-Mail can be received by subscribers in any state and sent to anyone in any state (and most countries). The nature of the order is as a retaliation for filing EEOC complaints to Microsoft and prevents the petitioner from gainful employment elsewhere in her field (computer engineering) as Microsoft dominates PC systems and interaction with Microsoft Corporation is required to obtain and maintain employment within the computer community. This impairs the plaintiffs pursuit of happiness guaranteed under the Declaration of Independence and upheld by most courts.

The order was obtained almost exclusively on hearsay evidence and extends itself to people who are not listed as clients by Microsoft's Counsel. Documents were entered which were not identified by author or recipient, they were not marked and no opportunity to properly object as to their being fabrications by Microsoft was allowed. Subpoena of the defendants protected by the order, namely William Gates III on October 17, 1991. The order is unconstitutionally vague and extends jurisdiction of the state court to all other states denying fundamental constitutional rights and safeguards to this litigant. E-Mail is not specific to any state or locale, anyone anywhere can receive E-mail from anyone else anywhere else.

CONCLUSION

Wherefore, the plaintiff requests the Connecticut Federal District Court to order mandamus vacation and or enjoin enforcement of the order by the Northeast District Court for Washington State in Redmond dated October 21, 1991 so as not to deny guaranteed federal rights to this litigant.

Respectfully Submitted this
27th of December 1991.


Joan L. Brewer, Plaintiff

SENDER:

- Complete items 1 and/or 2 for additional services.
- Complete items 3, 4a, and 4b.

- Print your name and address on the reverse of this form so that we can return this card to you.
- Attach this form to the front of the mailpiece, or on the back if space does not permit.

- Write "Return Receipt Requested" on the mailpiece below the article number.
- The Return Receipt will show to whom the article was delivered and the date delivered.

3. Article Addressed to:

Governor Locke
Office of the Governor
P.O. Box 40002
Olympia, WA 98504-0002

Department of General Administration

5. Received By: (Print Name)

P.O. Box 44050

6. Signature: (Addressee or Agent)

X
Olympia, WA 98504-1050

PS Form 3811, December 1994

102595-97-B-0179

Domestic

Thank you for using

- I also wish to receive the following services (for an extra fee):

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Consult postmaster for fee.

4a. Article Number

P136 314 523

4b. Service Type

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- ☐ Insured
- ☐ COD

7. Date of Delivery

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8. Addressee's Address (Only if requested and fee is paid)

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4a. Article Number

P136 314 522

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- ☐ COD

7. Date of Delivery

8. Addressee's Address (Only if requested and fee is paid)

102595-97-B-0179

Domestic Return Receipt

or 2 for additional services.

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P136 314 524

4b. Service Type

- ☐ Registered
- ☐ Express Mail
- ☐ Return Receipt for Merchandise
- ☐ Certified
- ☐ Insured
- ☐ COD

7. Date of Delivery

8. Addressee's Address (Only if requested and fee is paid)

102595-97-B-0179

Domestic Return Receipt

- Complete items 1 and/or 2 for additional services.
- Complete items 3, 4a, and 4b.
- Print your name and address on the reverse of this form so that we can return this card to you.
- Attach this form to the front of the mailpiece, or on the back if space does not permit.
- Write "Return Receipt Requested" on the mailpiece below the article number.
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3. Article Addressed to:

Joel Klien
Dept. of Justice
950 Pennsylvania Ave NW
Washington DC 20530-0001

5. Received By: (Print Name)

6. Signature: (Addressee or Agent)

X

PS Form 3811, December 1994

3. Article Addressed to:

Jame Robinson Criminal
950 Pennsylvania Ave NW
Washington, DC
20530-0001

5. Received By: (Print Name)

6. Signature: (Addressee or Agent)

X

PS Form 3811, December 1994

Is your RETURN ADDRESS completed on the reverse side?

Is your RETURN ADDRESS completed on the reverse side?