

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY

CHARGE NUMBER

FEP/CELESTED
 EEOC

99-03604

Florida Commission on Human Relations and EEOC

State or local Agency, if any

98 OCT 27 PM 5:17

FILED

NAME (Indicate Mr., Ms., Mrs.)

HOME TELEPHONE (Include Area Code)

Miss Janet Panedo

(708) 660-0854

STREET ADDRESS

CITY, STATE AND ZIP CODE

DATE OF BIRTH

231 S. Oak Park Avenue, Oak Park, Illinois 60302

Time

07/02/60

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME

NUMBER OF EMPLOYEES

TELEPHONE (Include Area Code)

OCWEN Financial

500 +

(561) 681-2000

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

1675 Palm Beach Lakes Blvd., West Palm Beach, Florida 33401

Palm Beach

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) LATEST (ALL)

RACE COLOR SEX RELIGION AGE
 RETALIATION NATIONAL ORIGIN DISABILITY OTHER (Specify)

02/95 10/28/97

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

1. From the beginning of my employment with the Respondent, OCWEN Financial, on or about February, 1995, until I was constructively discharged from the employer on October 28, 1997, I was paid substantially less than other similarly situated male employees; despite being asked to perform the same or more difficult duties than other similarly situated male employees, I was given a lesser job title, thereby affecting bonus availability and amount and subjecting me to different terms and conditions of employment and chain of command; I was formally given authority as a manager only over a small group of women (the "hen pen" as it was nicknamed by my male counterparts), despite my being given a workload and responsibility equal to or exceeding that of my male manager counterparts and the male vice presidents above me; although I was equally or better qualified for promotions, time and again I watched my male counterparts (some of whom even had less seniority than me) get promoted past me; I was harassed both in the repeated use of terms such as "the hen pen," being given a poor evaluation despite excellent job performance in order for the company to deny me any type of appropriate bonus as compared to my male counterparts, and being forced to work longer hours than my male counterparts or give up the meager bonus I was awarded (i.e. meager as compared

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

Josephine R. Johnson
 I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

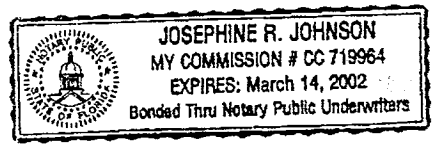
SIGNATURE OF COMPLAINANT

Janet Panedo
 SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (Day, month, and year)

AUTHORIZED PERM. FOR CHARGING PARTY

Date Charging Party (Signature)

10-27-98

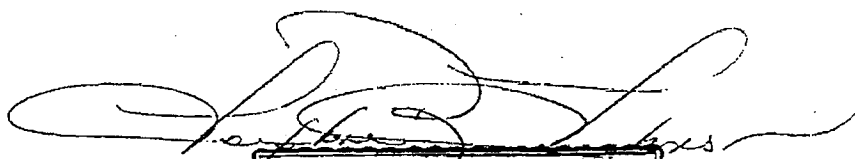


employees.

2. The Respondent did not give me any explanation for its actions.

3. I believe that the Respondent, OCWEN Financial, discriminated against me based on my gender, female, in violation of the Florida Human Relations Act (F.S.S. §760.10), when from the date of my employ, it failed to pay me equal wages and denied me a just bonus as compared to similarly situated male counterparts; refused to promote me and promoted other lesser qualified male employees instead; permitted its employees to harass me as described above; subjected me to differing terms and conditions of employment as described above; failed to give me the proper title and authority for my job responsibilities; and forced me to resign on October 28, 1997.

4. I believe that other similarly situated women have been subjected to similar discriminatory acts by the Respondent as well.



JOSEPHINE R. JOHNSON
MY COMMISSION # CC 719964
EXPIRES: March 14, 2002
Bonded Thru Notary Public Underwriters