

My name is Kelly Neuner and I am a former Houston Texans Cheerleader. Starting off this journey, I felt a sense of pride and accomplishment to earn a spot on the Houston Texans Cheerleaders team. Little did I know that the Houston Texans would take advantage of me and my teammates.

I remember feeling puzzled and angry and asking myself why we didn't deserve to be paid more than \$7.25 an hour for what was a demanding job - even more so since we were an additional stream of revenue for the Texan organization, which earned thousands of dollars for the public appearances I was required to work.

The organization did not pay us for all our working activities including practices, traveling expenses, training camp, and other required personal maintenance expenses. If we wanted to remain Texan Cheerleaders, we had to accept sub-par pay and unpaid working hours and expenses. If not, we could be terminated. We were constantly reminded how disposable we were to them. I felt like the Texans did not care about my rights as a professional, as a woman, or as part of the Houston Texans Team. I felt bullied into accepting their practices out of fear of losing my job.

This organization does so much good in the Houston community and throughout Texas, however, they should treat their Cheerleaders with respect and dignity.

There has to be change. Pay your Cheerleaders for the hours they work and expenses they incur, pay them for the value they provide, and insure that all of their employees, including the Houston Texans Cheerleaders, are treated with respect. We have value and we deserve the right to be treated with dignity and paid fairly.