



Thank you for this opportunity to share my opinion on the Nasdaq Diversity Board Representative proposal - File #SR-NASDAQ-2020-081. I am, Chuck Roberts, Vice President Operations, Metro New York Chapter of the National Black MBA Association. First and foremost, I unequivocally support Nasdaq's proposal. Over the past three years, my close association and corporate partnership between Nasdaq and our organization has provided me a unique insight, perspective and understanding that Nasdaq sincerely supports and clearly values the presence of diversity and inclusion at all levels of corporate compliance and responsibility.

The mission of the National Black MBA Association is to lead in the creation of educational, wealth building, and growth opportunities for those historically underrepresented throughout their careers as students, entrepreneurs, and professionals. Nasdaq has followed and supported the credo of our 50-year-old organization with career opportunities and placements, significant events to include ringing the Nasdaq opening and closing bells, Black History Month celebrations, our career fairs, training and development sessions for our members, corporate Employee Resource Groups (ERG) and the public with six-quarterly ongoing, financial literacy sessions jointly created and sponsored by Nasdaq "Rewriting Your Future with Financial Planning" to support groups of color who are financially unrepresented. I have observed with pride how Nasdaq has supported GLOBE, WIN, Adelante and APAN their ERGs, that spans Nasdaq's domestic and global employee reach. Nasdaq recognizes the power of different perspectives.

So, hearing of and reading Nasdaq's outstanding proposal comes as little surprise to me. For many personal and professional reasons, I applaud their insight and bravery in offering this proposal to the Securities and Exchange Commission.

As an African American Board of Governor member, I have seen and experienced the impact of how one, let alone two, minority members of a governing board can have on the view and outcome of the simplest to the most complex decisions. I have sat as a Board of Governor going back many years with the Queens (New York) Chamber of Commerce and The YMCA of Greater New York, the largest YMCA in the world. I am currently a Board of Governors member with the Cathedral Church of Saint John the Divine - the Laymen's Club, the largest gothic cathedral in the world. Since 2002, a chapter member, Director and Board of Governors member with the Metro Chapter of National Black MBA Association. I am a graduate of City University of NY, American and Columbia Universities, an entrepreneur and served for 20 years in federal law enforcement. Let it be known, the National Black MBA Association is ready to support Nasdaq in sourcing board members from our thousands of members to Nasdaq's listed companies.



The impact and influence upon so many segments of business, investing and society as pointed out by this proposal in favor of a well-balanced, diverse governing board is significant. The interviews, research, analysis of data, reported reviews of a substantial body of third-party research and independent subject offerings, the stated support by corporate stakeholders beyond a link to improved corporate governance and financial performance may in effect say enough to approve this proposal. Nasdaq has done its due diligence. I will add that the overall impact upon members of the organization we govern is noteworthy. I have been told by minority organization members that they are inspired and empowered by seeing me and other minority board leaders in representation. Conversely, I feel and understand that not seeing any minority or underrepresented members on a corporate governing board supports the perception of a “glass ceiling”, no one cares about our opinion and insensitivity to the needs of diverse cultural differences for broader ideas, and impressions offered by missing underrepresented groups.

Chuck Roberts
VP Operations, Metro NY Chapter
National Black MBA Association

[REDACTED]

29 December 2020