



**VIA EMAIL:** [rule-comments@sec.gov](mailto:rule-comments@sec.gov)

March 10, 2021

Vanessa Countryman, Secretary  
Securities and Exchange Commission  
100 F. Street, NE  
Washington, DC 20549-1090

Re: File Number SR-NASDAQ-2020-081  
(Notice of Filing of Proposed Rule Change to Adopt Listing Rules Related to Board Diversity)

Dear Secretary Countryman:

Wynn Resorts, Limited (“Wynn”) supports the Nasdaq proposal to require all companies listed on its U.S. exchange to publicly disclose consistent, transparent diversity statistics regarding their Board of Directors (“Board”).

Our Board is diverse, with four female directors and one racially diverse director. Our Board believes that a broad spectrum of professional and life experiences results in the different points of view essential to effective decision-making. Examples of our commitment to this belief include:

- Adoption of the so-called NFL Rooney Rule in its Corporate Governance Guidelines, establishing a policy to consider candidates with a diverse background when evaluating new candidates for the Board. This change, made in 2019 was implemented to ensure that any initial slate of candidates includes those with a diversity of race, gender and ethnicity; and
- Establishment of a goal of 50% diversity among Board members.

Diversity and inclusion are a cornerstone of our human capital management efforts. As a signatory to the CEO Action for Diversity and Inclusion Pledge, we are committed to publicly supporting programs and practices that promote diversity. While the Pledge is new, the evidence of our workforce demonstrates that the commitment is not: more than 70% of our line level employees are ethnically diverse and more than 50% of our managers are ethnically diverse.

To ensure we maintain the competitive edge we believe we have derived from our currently diverse Board, we continue to explore ways to not only increase the diversity of voices within our company, but also ensure those voices are heard. Wynn enjoys the best team in hospitality and we believe that our efforts to be even more inclusive will further our competitive advantage.

We urge the SEC to affirm the proposed rule.

Sincerely,

A blue ink signature of Matt Maddox, written in a cursive style.

Matt Maddox  
Chief Executive Officer