

January 3, 2021

Vanessa Countryman, Secretary  
Securities and Exchange Commission  
100 F Street, NE  
Washington, DC 20549-0609

Dear SEC,

Please adopt SR-NASDAQ-2020-081 to advance board diversity and enhance transparency of diversity statistics through new proposed listing requirements.

I am relying on returns from my portfolio of investments in publicly traded companies to retire. A study found that every incremental percentage point in African American and Hispanic representation is linked with a 3% point increase in revenues. This could generate an additional \$300 - \$370 billion each year if racial/ethnic diversity of tech companies' workforces reflected that of the talent pool. The study also found that closing the gap in female leadership representation could boost enterprise value by \$320-\$390 billion across the sector. Research also shows that improving diversity could add 1.2-1.6% to national GDP.

Change comes from the very top. Because almost every company is evolving into a tech company, SR-NASDAQ-2020-081 just makes good financial sense. There should be absolutely no hesitation about adopting SR-NASDAQ-2020-081 to advance board diversity and enhance transparency of diversity statistics through new proposed listing requirements.

Sincerely,

Cynthia Overton