

# LATINO VOICES FOR BOARDROOM EQUITY

September 30, 2020

Lawrence F. Levy  
Chairman of the Board  
Del Taco Restaurants  
25521 Commercentre Drive  
Lake Forest, CA 92630

Dear Mr. Levy:

[Latino Voices for Boardroom Equity](#), a partnership formed by The Latino Corporate Directors Association ([LCDA](#)) and leading business and civic leaders including the League of United Latin American Citizens ([LULAC](#)), [UnidosUS](#), the Mexican American Legal Defense Fund ([MALDEF](#)), the United States Hispanic Chamber of Commerce ([USHCC](#)), the Association of Latino Professionals for America ([ALPFA](#)), and the National Hispanic Media Coalition ([NHMC](#)), **writes to inform you that it is unacceptable that Del Taco Restaurants has no Latinos on its board of directors.**

Del Taco's recent SEC filing projects market growth stating "*...we also anticipate benefits from the continued growth of the Hispanic population in the United States, which, according to the U.S. Census Bureau, has grown from 50.5 million people in 2009 to 58.9 million people in 2017, and is projected to reach 77.5 million in 2030.*" While Del Taco's business plan anticipates profiting from Latino customers, your company has no plans to include US Latinos in a leadership role in the company. Del Taco's SEC filing admits the Board has no diversity policy, in fact, your board is made up of all white directors.

US Latino consumers are the economic engine of the country, commanding [\\$2.6T GDP](#) and driving consumption growth in every mass consumer category. Del Taco's has profited in large part due to Latino customers. The omission of a Latino director on Del Taco's board of directors shows a blatant disrespect for our community.

US Latinos bring deep industry experience to the boardroom, plus a lens into a rapidly changing marketplace. Diversity in the boardroom, that is inclusive of US Latinos, contributes to improved decision making and corporate competitiveness. Board diversity leads to increased employee engagement, raising Del Taco's corporate reputation in the Latino community, which impacts your company's bottom line.

There are ample Latino board candidates with the business experience your board seeks. We urge Del Taco to show respect for our community by appointing a Latino director to your board. LCDA can curate a list of highly qualified individuals that meet your board's current needs. We request a meeting with you and your team to discuss diversity initiatives that are inclusive of

**LATINO VOICES FOR BOARDROOM EQUITY**

Latinos. Please contact Kathy Jurado Munoz at (703)989-4401 in the next two weeks to arrange a meeting with representatives of Latino Voices for Boardroom Equity.

Sincerely,



Sindy M. Benavides, LULAC CEO



Janet Murguía, UnidosUS CEO



Ramiro Cavazos, USHCC CEO




Esther Aguilera, LCDA CEO



Brenda V. Castillo, NHMC CEO



Damian Rivera, ALPFA CEO



Thomas A. Saenz, MALDEF President and General Counsel

CC: John Cappasola Jr., CEO, Del Taco Restaurants  
Jack Tang, General Counsel and Corporate Secretary, Del Taco Restaurants