

LATINO VOICES FOR BOARDROOM EQUITY

September 30, 2020

Dale B. Wolf
Chairman of the Board
Molina Healthcare
200 Oceangate, Suite 100
Long Beach, CA 90802

Dear Mr. Wolf:

[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 Molina Healthcare has no Latinos on its board of directors.**

Molina Healthcare serves large populations of Latinos in California, Illinois, Michigan, Puerto Rico, New Mexico, New York, and Texas through contracts with state governments including Medicaid and the State Children's Health Insurance Program (SCHIP). The executive leadership and board of directors of Molina Healthcare should represent the communities you serve, but instead, your board is made up of all white directors.

The US Latino community accounts for 18.3% of the nation's population or 61 million, with projected growth, on average, of 1.2M per year between 2017 and 2060. US Latino consumers are the economic engine of the country, commanding [\\$2.6T GDP](#) and driving consumption growth in every mass consumer category.

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 Molina Healthcare'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 Molina Healthcare 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 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.

LATINO VOICES FOR BOARDROOM EQUITY

Sincerely,



Sindy M. Benavides, LULAC CEO



Janet Murguia, 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: Joseph Zubretsky, President and CEO, Molina Healthcare
Daniel Cooperman, Chair, Nominating and Governance Committee, Molina Healthcare
Jeffrey Barlow, Chief Legal Officer and Secretary, Molina Healthcare