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June 26, 2017

Mr. Garrett Camp
Chairman and Co-Founder
Uber Technologies, Inc.
555 Market Street
San Francisco, CA 94104

Dear Mr. Camp:

At this time of transition at Uber, we write to strongly urge you to consider African American candidates for Chief Executive Officer, other executive leadership positions, and for your Board of Directors. As you may recall, we addressed the issue of racial discrimination against African American Uber riders to your then-President, Travis Kalanick, in a letter sent last November. Given the broad reach of Uber and the impact it continues to have on communities across the country, we remain vigilant of developments within the company.

Recent reports suggest Uber has vacancies for several of its most senior positions including, Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Chief Marketing Officer, and General Counsel that would benefit from African American leadership. Additionally, David Bonderman resigned from the Board and reports indicate that Bill Gurley also plans to step down. Furthermore, our research suggests Uber currently has no African American members on its Board of Directors. These transitions present Uber with the opportunity to improve the culture of the company itself by diversifying its Board.

When the Congressional Black Caucus Diversity Task Force launched CBC TECH 2020 in May 2015, we cautioned leaders in the tech community that its lack of African American inclusion was bad for business and for the country. We encouraged the tech community to make diversity and inclusion a priority in order to take advantage of America's best talent and strengthen our global competitiveness. It seems that Uber, and many of its peers in the industry, have not prioritized the urgent need for a diverse and inclusive workforce.

The lack of diverse hiring and failure to create an inclusive and supportive corporate culture in tech companies has had dire consequences. While the African American inclusion numbers at most tech companies continue to be unacceptably

low, the retention of African Americans at these companies, and the climate for the employees who remain, is much worse.

In the tech industry, Uber is not alone in its need to improve hiring, retention, promotion, and inclusion of African Americans. However, as a company that seeks to “create possibilities for riders, drivers, and cities,” we encourage you to use this moment to emerge as a leader on diversity and inclusion and set a standard that your peers should emulate.

To that end, we request you provide to us a plan, in writing, that describes in detail the steps Uber will take to hire a diverse senior leadership team and appoint directors that better reflect Uber’s drivers and customers. We look forward to your response.

Sincerely,



Cedric Richmond
Chair, Congressional Black Caucus



G. K. Butterfield
Co-Chair, Diversity Task Force



Barbara Lee
Co-Chair, Diversity Task Force



Emanuel Cleaver II
Member of Congress