

## **Attachment C: Profiles of Small Firm Governor Candidates**

### **Erin Baskett**

*Chief Compliance Officer, Market Securities, LLC*

As a 20-year industry veteran, Ms. Baskett has held executive positions at various firms over the past 15 years. During this time, she has launched a number of small firms, lead compliance, finance and trading operations, while also managing profitable exits. In addition to her time in the industry, she spent a number of years as a public accountant, tax accountant and auditor. Ms. Baskett holds a Masters in Accounting, B.S. in Business with a minor in International Finance, licensed as a CPA, CGMA (Chartered Global Management Accountant), CHRS (Certified Human Resource Specialist) and holds 10 active FINRA licenses.

Over five years ago, she launched Sine Qua Non Global LLC, providing compliance and financial operations support to help small firms secure SEC / FINRA approval and regularly serving as an executive officer of their business on an on-going basis. She has, and currently does, serve as CEO, CCO, COO, FINOP, Options Principal, etc. for multiple small firms. She has worked in many types of brokerage and advisory shops over the years, from dual registered BD/RIAs, institutional only trading desks, traditional retail, online/ fintech retail, robo-advisors, M&A, private placements, research firms, futures, structured products, crypto, Reg A and Reg D offerings, IPO offerings, underwriting and so on. She also has experience with various global regulators as many of her firms are international. Sine Qua Non Global oversees the daily operations of the business and supports accounting, finance, compliance, FINOP, trading operations, regulatory reporting, client management, onboarding, vendor relationships, clearing relationships and changes to, along with overall business development across its clients. Given her background, Ms. Baskett understands the issues and struggles of all departments, of the various brokerage business models, and how the regulations and industry issues impact smaller broker dealers to a larger extent versus medium and larger sized firms.

In addition to running small firms, she has served in various capacities in support of the small firm community, from FINRA's District 10 Committee, a Regional committee and FINRA's Small Firm Advisory Committee.

### **Jennifer Szaro**

*Chief Compliance Officer, XML Securities, LLC*

Jennifer Szaro is the Chief Compliance Officer and a managing equity owner of an introducing retail broker-dealer, XML Securities, and its affiliated SEC registered investment adviser, XML Financial Group. She has over 20 years of senior level industry experience and regulatory knowledge.

Since 2000, Ms. Szaro had to assume numerous roles to drive the growth of her firm, from marketing, human resources, operations, corporate administration to compliance. She has successfully helped lead her firm through the challenges of growing from 6 employees to now over 50. This included strategic mergers, Continuing Membership Applications, onboarding new teams and countless SEC and FINRA regulatory exams.

Ms. Szaro serves on the firms' Executive, Leadership and Operations Committees. She chairs XML's forward-thinking Serve Our Seniors Committee, addressing the complex needs of serving senior investors. She maintains her Series 7, 24, 28, 53, 63, 65, and 99 registrations. Further, she sought additional post-graduate training through FINRA's Certified Regulatory and Compliance Professional (CRCP) Program, at Wharton. She is a graduate of the University of Rhode Island with a Bachelor of Science.

From 2019 to 2023, Ms. Szaro served on FINRA's Small Firm Advisory Committee (SFAC) and was Chair in 2020. She also has represented small firms with state and federal regulators, authored comment letters, spoken at numerous industry conferences, contributed templates and resources to the PEER-2-PEER LIBRARY, and co-authored CAT/CAIS "How To" instructions for small firms. Additionally, Ms. Szaro was a member of SIFMA's Remote Work Supervision Task Force in 2023 and has been an active contributor to the FINRA Senior Investors Roundtable since 2020.