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Karen Tandy has more than 38 years of leadership experience in the public and private sectors.

Ms. Tandy was the Senior Vice President of Government Affairs for Motorola Solutions, 2007-2014, where she oversaw country management, compliance, governance and government affairs in the more than 70 countries where Motorola operated. Her responsibilities also included corporate social responsibility, leading the company's multi-million dollar charitable Foundation and sustainability initiatives. During her tenure, Ms. Tandy was Motorola's top public policy spokesperson on issues related to global telecom policy, trade, regulation and spectrum allocation. Ms. Tandy also successfully led a fundraising campaign involving \$15 million dollars in corporate and charitable giving in exchange for national museum naming rights.

Prior to joining Motorola, Ms. Tandy was the first female to head the U.S. Drug Enforcement Administration (DEA), where she managed a \$2.4 billion budget and approximately 11,000 employees in 86 global offices. Within two years after her 2003 appointment by President Bush and unanimous confirmation by the US Senate, Ms. Tandy successfully restored DEA as a member of the U.S. Intelligence Community and redirected the agency to institutionalize unprecedented performance goals and accountability standards. These initiatives led to a 500% year-over-year increase in drug asset seizures of \$3.4B annually, achieved more than an 80% increase in significant drug trafficking organizations dismantled, a 23% reduction in teen drug use and the lowest level of workplace drug use in almost twenty years. Notably, under Ms. Tandy's leadership, DEA was the only law enforcement agency to achieve a clean financial audit, and for the first time, ranked in the top 20 out of 222 federal agencies as one of the best agencies to work for in the federal government.

Prior to DEA, Ms. Tandy was U.S. Associate Deputy Attorney General during the Clinton and Bush Administrations, responsible for developing national drug enforcement and money laundering policy and strategies, including anti-terrorist financing after 9/11. In addition, Ms. Tandy led the nationwide Organized Crime and Drug Enforcement Task Forces, comprised of thousands of federal and state law enforcement agents and prosecutors across the USA. During her public service, Tandy served for more than a decade as Senior Litigation Counsel and Assistant U.S. Attorney in the Eastern District of Virginia and in the Western District of Washington.

Ms. Tandy currently serves on a variety of law enforcement related boards. Ms. Tandy advises the Secretary of the U.S. Department of Homeland Security as a member of the Homeland

Security Advisory Council (HSAC). In 2016, Ms. Tandy chaired the committee on the Use of Privatized Immigration Detention Facilities. Ms. Tandy also co-chaired the Customs and Border Protection (CBP) Integrity Advisory Panel recommending best practices on law enforcement use of force, discipline, public affairs and stakeholder engagement.

Ms. Tandy is a member of the National Law Enforcement Museum Leadership Council; is Vice Chair of the Board of the National Center for Missing and Exploited Children in addition to chairing its law enforcement operations committee.

Ms. Tandy also has served on International boards, including the Advisory Board of the Israel International Homeland Security Conference (2014); Board of Advisors to the Mayor of Tianjin, People's Republic of China (2008-2014); and Board of Advisors to Mexico's Secretary of Public Security (2009-2012).

Ms. Tandy has received numerous public and private sector awards and commendations including the U.S. Attorney General's Award for Distinguished Service, the U.S. Department of Justice Award for Extraordinary Achievement, the Lifetime Achievement Award of the National Law Enforcement Officers Memorial Fund, the highest civilian awards from the Countries of Colombia and Mexico, Superior Honor Award from the U.S. State Department, and the Distinguished Alumna awards from Texas Tech University and the Texas Tech School of Law.

Ms. Tandy is a lawyer licensed to practice in Texas and Virginia and is the founder and principal of KPT Consulting, LLC, which provides consulting services on government affairs and domestic and international business development. She is married to former FBI Assistant Director Steve Pomerantz. They have two grown daughters and grandchildren, and reside in Northern Virginia.