

February 6, 2013

The Honorable Patrick Leahy  
Chairman  
Committee on the Judiciary  
United States Senate  
224 Dirksen Senate Office Building  
Washington, DC 20510

Dear Chairman:

I am writing in strong support of B. Todd Jones to lead the Bureau of Alcohol, Tobacco and Firearms. I was an Assistant United States Attorney in the District of Minnesota from 1984 through 2006, serving both as a line AUSA prosecuting cases and as a management team member as Civil Chief. I served under five different United States Attorneys, and I understand what good leadership looks like. Since my government service, I have worked in the private sector, as General Counsel of a large division at UnitedHealth Group, and currently Deputy General Counsel and Vice President of Litigation and Investigations at Medtronic, Inc. In both those capacities, I have also been exposed to a whole range of leadership styles and capacities.

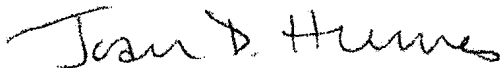
I can say without hesitation that Todd is one of the brightest and most strategic leaders that I have been privileged to work with. He understands the law, he understands strategic priorities and he understands people. You cannot succeed as a leader with only one of those qualities. Todd has all three. And because he leads with courage, he is willing and able to make difficult, and occasionally unpopular, decisions. That kind of courage and integrity necessarily exposes a leader to criticism. I am not at all surprised that he is the focus of some criticism as he is nominated for this critical leadership position. A leader who has sought only to keep people happy, and who has not stood firm on difficult issues, may not receive any criticism. That, to me, is not an indicator of a good leader. As an AUSA, I could count on Todd to evaluate all sides of an issue, to not prejudge the outcome, to listen to all stakeholders, to consult with trusted colleagues, and then make the decisions a leader is required to make. That kind of leadership will be required for the ATF, and Todd is the best candidate to provide it.

I learned significant lessons under Todd's leadership that I continue to use every day. I saw a leader who was thoughtful, open-minded, and direct. He cared about the impact of his decisions, but did not hesitate when tough decisions were required. When my leadership gets

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tested, I can think back on the tough issues we faced and how Todd demonstrated accountability with compassion. As a former federal servant, I have deep loyalty and concern for how the federal agencies I served are managed. If I were a member of the ATF staff, I would welcome Todd as a leader and feel confident that the agency was in good hands.

Respectfully,



Joan D. Humes

