



**Tierra Kavanaugh (Turner) Wayne, CEO**, a native of Danville, Kentucky, is a graduate of the University of Louisville, with a Bachelor of Arts in Economics. She has held various management positions with corporations such as: BellSouth Mobility, now known as AT&T, American Express. She is the founder and previous owner of Executive Courier Express LLC, a small package express delivery business.

In March 2004, Tierra was appointed by Governor Ernie Fletcher to serve as the first executive director for the newly created Governor's Office of Minority Empowerment. The office serves in a senior level advisory capacity to the Governor, the General Assembly, the Kentucky Congressional Delegation and other appropriate government officials. She had the responsibility of researching and formulating policies affecting Kentucky's minority community in the specific areas of economic development, education, healthcare, housing, government services and criminal justice matters.

In 2006, Tierra founded TKT & Associates, Inc., which has become a leader in both supplier and workplace diversity management and professional staffing for the public and private sectors.

In 2008, Tierra was appointed by Governor Steven L. Beshear as a member of the Judicial Nominating Committee, 30th Judicial Circuit and District.

In June 2012, Tierra launched TKT-nectir Global Staffing, LLC, a wholly owned subsidiary of TKT & Associates, Inc., a full service staffing agency servicing multiple industries including manufacturing, telecommunications, healthcare, government, financial services, and utilities.

In 2013, Tierra co-founded TKTKonnect, LLC, a majority-owned subsidiary of TKT & Associates, Inc., a workforce managed service provider. TKTKonnect is an expanded culmination of the organization's consulting and managed services delivery expertise.

Tierra is currently a member of the Executive Committee of Greater Louisville Inc. (GLI) and the Chair of GLI's Public Policy Committee. She serves on the board of the Kentucky Chamber of Commerce (Kentucky Chamber) as an Executive Committee member and is the Vice Chair of Public Affairs. Additionally, she serves as an Executive Committee board member of Leadership KY.