

Electronically Filed
FIRST CIRCUIT
1EQ000002048
28-JAN-2026
08:30 AM
Dkt. 5744 EXH

EXHIBIT D

ADDENDUM



Kamehameha Schools®

TRUSTEE SEARCH 2025-2026

12/5/2025 6:55:3	Stacy Sprout	[REDACTED]	1+ Strong	2+ Emerging	1+ Limited	5+ Exemplary	1+ Limited	5+ Exemplary	1+ Limited	1+ Limited	4+ Strong	2+ Emerging	1+ Limited	4+ Strong	1+ Limited	1+ Limited	5+ Exemplary	1+ Limited	1+ Limited	not able to provide an informed response	In comparison with the two others, Olin Lagon's most critical strength is well rounded expertise, skills, knowledge, astuteness, and experience, along with his roots in underserved communities and "Owil practices and values. The other two candidates are very unbalanced in their strengths. Eric Yeaman and Keith Vieira did not get 4s or 5s from me.	Olin Lagon-wis area of weakness or concern. Keith Vieira-lack of connection to the Ilihi and our "Owil values and practices. An overall lack of vision of what he potentially does and would further promote culture as entertainment and KS expansion into executive leadership. Same for Eric Yeaman but on the financial/corporate front. Basically zero connection to "Owil values and practices with the risk of him pushing business interests that may possibly not benefit at the expense of culture, practices, and community.	In my opinion the selection of Keith Vieira or Eric Yeaman could be just detrimental but potentially dangerous to the future of KS and a thriving Ilihi.		
12/6/2025 11:04	Kala'akea Duncan	[REDACTED]	1+ Exemplary	3+ Proficient	3+ Proficient	4+ Strong	2+ Emerging	3+ Proficient	5+ Exemplary	3+ Proficient	3+ Proficient	4+ Strong	4+ Strong	3+ Proficient	5+ Exemplary	3+ Proficient	2+ Emerging	4+ Strong	2+ Emerging	2+ Emerging					
12/6/2025 9:21	Trigler K Ng	[REDACTED]	1+ Emerging	1+ Limited	2+ Emerging	2+ Emerging	1+ Limited	2+ Emerging	2+ Emerging	1+ Limited	1+ Limited	1+ Limited	1+ Limited	1+ Limited	1+ Limited	2+ Emerging	1+ Limited	2+ Emerging	2+ Emerging	1+ Limited	2+ Emerging	When we speak about an "Owil perspective, we are referring to a way of seeing and navigating the world shaped by one's family, upbringing, environment, cultural grounding, and lived experiences in Hawai'i. It is not a single perspective, but rather a lens informed by the values, relationships, and sense of kuleana that come from being rooted in a place and its people. This lens manifests differently for each individual, shaped by their own genealogy, community ties, and personal journeys.	Olin Lagon ("Owil Values and Community-Centred Innovation")—repeatedly described as deeply embedded in Hawaiian values and committed to aligning technology, energy, and innovation with equity and aloha. Ima.	Olin Lagon—limited large-scale governance experience.	In offering final mana'o, we return to the foundation of what it means to be a trustee of Ke AHI Pauahi's legacy. This kuleana asks for more than professional skill—it calls for leaders who can navigate complex responsibility, practice aloha with our communities, and uphold an "Owil-centered vision that strengthens us and well-being for future generations.
12/11/2025 8:30	Gary Kng	[REDACTED]	1+ Exemplary	4+ Strong	2+ Emerging	5+ Exemplary	4+ Strong	1+ Limited	4+ Strong	2+ Emerging	1+ Limited	5+ Exemplary	5+ Exemplary	1+ Limited	5+ Exemplary	5+ Exemplary	1+ Limited	4+ Strong	3+ Proficient	2+ Emerging		Eric Yeaman (Exterior Executive Leadership Across Industries, Strong Governance/Hawai'i Management Academy)—Has a deep entrepreneurial background in banking, telecom, utilities, and real estate. Has a long history of board service.	Eric Yeaman—lack of explicit grounding in Hawaiian culture.	Ultimately, the strongest trustee will be the one who can bridge cultural perspective, strong governance, and community trust—someone who can hold both the weight of KS' enterprise and the aspirations of our people.	
12/15/2025 11:37	Davis Price	[REDACTED]	1+ Strong	1+ Limited	1+ Limited	4+ Strong	1+ Limited	4+ Strong	1+ Limited	1+ Limited	4+ Strong	1+ Limited	1+ Limited	4+ Strong	1+ Limited	1+ Limited	4+ Strong	1+ Limited	1+ Limited	1+ Limited	Triple-bottom-line or "equitable innovation" framework—using technology to build a business structure to achieve social and environmental outcomes (e.g., clean energy for renters, equity in energy markets). (shifttenergy.com)	Keith Helu (Tourism/Visitor Industry)—senior leadership roles.	Whatever the outcome, my hope is that the selection honors Pauahi's intent and strengthens our collective path toward Hawaiian excellence, resilience, and res.		

12/15/2025 14:51	Timothy Los Barros	[REDACTED]	5+ Exemplary	1+ Limited	3+ Proficient	5+ Exemplary	1+ Limited	2+ Proficient	5+ Exemplary	1+ Limited	2+ Emerging	5+ Exemplary	2+ Emerging	4+ Strong	5+ Exemplary	1+ Limited	2+ Emerging	5+ Exemplary	2+ Emerging	3+ Proficient	Mr. Lagon, through Purple Mai, has impacted many of our iahu. Also, he is a good person. Keith Vieira is a good person. Eric Yeaman is a good person. In recent years, I do not see him serving anyone except his self-interests.	Candidate Lagon has the commitment to his mission at Purple Mai that speaks volumes of evidence. Lagon = 5. Also, he is a good person. Eric Yeaman = 3. Keith Vieira = 5. Eric Yeaman as leader of A&R, does not work against him; that company's recent sellout was surely not done without his input. Yeaman = 3. Vieira = 3.	Ask Saint Louis School how much Keith Vieira contributed in marketing his business interests through his experience with the travel industry. Nothing to talk about in a positive light here.
12/15/2025 18:01	Lindsay Wern	[REDACTED]	1+ Limited	4+ Strong	1+ Limited	1+ Limited	3+ Proficient	1+ Limited	1+ Limited	2+ Emerging	1+ Limited	1+ Limited	4+ Strong	1+ Limited	2+ Emerging	4+ Strong	1+ Limited	2+ Emerging	4+ Strong	1+ Limited			
12/16/2025 7:23	KG Hinahinakika hakai Kahakalau, Ph. D.	[REDACTED]	5+ Exemplary	1+ Limited	1+ Limited	5+ Exemplary	1+ Limited	1+ Limited	5+ Exemplary	1+ Limited	5+ Exemplary	1+ Limited	1+ Limited	5+ Exemplary	1+ Limited	1+ Limited	5+ Exemplary	1+ Limited	1+ Limited	Olin consistently applies his 'Ohana perspective to all his decisions, whether it is launching and scaling new social ventures like Shifted Energy, or contributing to modeling Hawaiian food sovereignty.	Olin has extensive local and non-profit experience and an exemplary track record helping drive economic and educational decisions impacting Hawaii at scale.	I checked LIMITED on all answers re: Keith Vieira and Eric Yeaman, because I do not know anything about these two individuals, so I can not offer an informed opinion on their specific capacities. (Perhaps in the future, a column stating "unable to evaluate" could be added). However, in fact, since they are not known to the Hawaiian community that I represent - I asked around and nobody else knew them either - in my opinion, Olin is a suitable KS Trustee, because I believe KS Trustees should be known, respected and even loved by nā kama a Puna, who are the Hawaiian community at large. Moreover, from reading their CVs, their professional expertise and track records are not what I would value as important qualities of a KS trustee.	
12/16/2025 7:30	Karen Silve	[REDACTED]	3+ Proficient	4+ Strong	4+ Strong	3+ Proficient	4+ Strong	4+ Strong	3+ Proficient	4+ Strong	4+ Strong	4+ Strong	5+ Exemplary	4+ Strong	4+ Strong	4+ Strong	4+ Strong	3+ Proficient	5+ Exemplary	4+ Strong		I have known Keith Vieira for over 50 years, from high school and college into his professional career. I know from past experience that he is a superb businessman who can think outside the box, yet he is willing to listen to diverse input and will work hard to achieve a compromise. I also believe the diverse input he receives, he and I have been on opposite sides of the fence in the past, yet we have worked together for the greater good to achieve the compromise needed. He is also a "local boy" who loves everything Hawaiian from the bottom of his heart!	

12/19/2025 17:06	Bryan Kawoda	[REDACTED]	5+ Exemplary	1+Limited	1+Limited	5+Exemplary	1+ Limited	1+Limited	5+Exemplary	2+Emerging	1+ Limited	5+Exemplary	3+Proficient	3+Proficient	3+Exemplary	2+Emerging	2+Emerging	5+Exemplary	3+Proficient	3+ Proficient	This might seem a little unrelated to what most people think of as a high-stakes decision-making context, but in this case, I think that [REDACTED] might Olin assumed an 'Olin' perspective was during the hurricane watch a few years ago. He went to his local media to make a video of his practical advice for how people in our communities could get potable water from water heaters or rain barrels. The intelligence to bar his power as well as several other tips for disaster situations. She showed, first of all, a community-minded approach that valued the well-being of the community as well as a free sharing of his hard-work and specialized 'like with a desire for any kind of recognition or compensation. He just warned people to stay through the situation okay.	Olin has vision and his understanding of progress is rooted in community well-being and cultural values. I think that [REDACTED] might Olin assumed an 'Olin' perspective was during the hurricane watch a few years ago. He went to his local media to make a video of his practical advice for how people in our communities could get potable water from water heaters or rain barrels. The intelligence to bar his power as well as several other tips for disaster situations. She showed, first of all, a community-minded approach that valued the well-being of the community as well as a free sharing of his hard-work and specialized 'like with a desire for any kind of recognition or compensation. He just warned people to stay through the situation okay.	The work that I am the most concerned with is not necessarily in the candidates themselves but in the selection process that gives priority to business and executive skills over any more personal or community or cultural understanding of leadership. This ends up with us having a slate of candidates whose members are not understanding the community culture and the values K3 itself espouses. So the greatest risk for me is that they will have no choice but to look through their business lens as well as their personal lens. What happens then, 'Kina is seen as real estate, as is seen as optional, and Aloha means not getting up there and taking a risk for one of the positions in the sense but Olin is the least threatening, whereas I am easily picture the other two justifying prioritizing money over malama.	The work that I am the most concerned with is not necessarily in the candidates themselves but in the selection process that gives priority to business and executive skills over any more personal or community or cultural understanding of leadership. This ends up with us having a slate of candidates whose members are not understanding the community culture and the values K3 itself espouses. So the greatest risk for me is that they will have no choice but to look through their business lens as well as their personal lens. What happens then, 'Kina is seen as real estate, as is seen as optional, and Aloha means not getting up there and taking a risk for one of the positions in the sense but Olin is the least threatening, whereas I am easily picture the other two justifying prioritizing money over malama.
12/19/2025 18:30	Benjamin Paul Cacho Jr	[REDACTED]	4+ Strong	2+ Emerging	2+ Emerging	4+ Strong	3+ Proficient	3+ Proficient	4+Strong	3+ Proficient	3+ Proficient	5+Exemplary	3+Proficient	3+Proficient	5+Exemplary	3+ Proficient	3+ Proficient	5+Exemplary	3+Proficient	3+ Proficient	Benjamin Paul Cacho Jr is a strong candidate for a leadership position. Overall, his work directly aligns with Pe'ah's mission to uplift Native Hawaiian learners through education, leadership, and innovation. As a co-founder of the Kamehameha Maui Foundation, Olin has demonstrated proven governance, fiscal responsibility, and leadership skills while building pathways that prepare Hawaiian youth for future economies without disconnecting them from culture, place, and people. His ability to bridge 'like Ika'ika' with emerging fields like technology and entrepreneurship reflects the kind of forward-thinking, values-based leadership needed to steward Kamehameha Schools for the next generation of Ihu leaders.	American Bird Conservancy is grateful to be a partner with Hawaiian Airlines, and we truly appreciate the opportunity to work alongside an organization that consistently puts the needs of the 'Iolani family first. As rapid changes are unfolding across our communities, it is critical that we upskill leaders who can 'like Ika'ika', advocate for our people, and ensure our communities have access to the best resources possible now and for generations to come.	To really take seriously any of K3's or Kamehameha's priorities or even what the majority of the [REDACTED] seems to be fighting for at any given time these last few years. Olin, on the other hand, seems like Everyone else seems like Random Businessman #227, straight from central casting.	To really take seriously any of K3's or Kamehameha's priorities or even what the majority of the [REDACTED] seems to be fighting for at any given time these last few years. Olin, on the other hand, seems like Everyone else seems like Random Businessman #227, straight from central casting.