

KAMEHAMEHA SCHOOLS
TRUSTEE SCREENING COMMITTEE
c/o Inkinen Executive Search
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IN THE CIRCUIT COURT OF THE FIRST CIRCUIT
STATE OF HAWAII

In the Matter of the Estate) EQUITY NO. 2048
of)
BERNICE PAUAHI BISHOP,) FINAL REPORT OF THE TRUSTEE
Deceased.) SCREENING COMMITTEE REGARDING
) THE LIST OF FINALISTS TO BE
) CONSIDERED FOR APPOINTMENT AS
) SUCCESSOR TRUSTEE; EXHIBITS "A" –
) "C"
)

FINAL REPORT OF THE TRUSTEE SCREENING COMMITTEE
REGARDING THE LIST OF FINALISTS TO BE CONSIDERED
FOR APPOINTMENT AS SUCCESSOR TRUSTEE

By *Order Granting Petition for the Establishment of a Procedure for Selection of Future Trustees* filed herein on January 6, 2000 (the "Selection Procedure Order"), the Probate Court established a procedure for the selection of new trustees of the Estate of Bernice Pauahi Bishop. The specific procedure was set forth in pages 27 to 38 of the *Master's Report on the Petition for the Establishment of a Procedure for Selection of Trustees, Filed August 5, 1999*, filed herein on November 22, 1999 (the "1999 Master's Report"). The procedure in the 1999 Master's Report subsequently was modified as set forth in *the Stipulation to Approve Trustees Rotation Off and On the Board of Trustees, and Order* filed herein on March 25, 2013 (the "Rotation Order"). The procedure in the 1999 Master's Report was recently modified as set forth in the *Order Approving Amended and Restated Procedure for Trustee Selection* filed herein on February 6, 2025 [Dkt. 5549] (the "Amended and Restated Procedure Order"). The specific procedure was set forth in

pages 19 through 28 of the *Special Masters' Report on the Trustees' Petition for Review of Trustee Selection Process and Trustee Terms, Filed May 10, 2022* filed herein on June 10, 2024 [Dkt. 5458] (the “2024 Special Masters' Report”).

Pursuant to the *Notice of Anticipated Vacancy; Stipulation for Appointment of a Master and Trustee Screening Committee and Order* filed herein on January 13, 2025 [Dkt. 5538], the *Amended Order Related to the Notice of Anticipated Vacancy for Trustee Nobriga* filed herein on February 6, 2025 [Dkt. 5551], and the *Order Appointing Trustee Screening Committee Relating to Anticipated Vacancy for Trustee Robert K. W. H. Nobriga*, filed herein on May 16, 2025 [Dkt. 5581] (the “Screening Committee Order”), the Probate Court appointed Michael “Mike” Rawlins, Kathleen Thurston, Skip Vincent, Jason Fujimoto, Robin K. Campaniano, DreanaLee “Dre” Kalili, and Wayne Hamano to serve as members of a Trustee Screening Committee charged with the responsibility of assisting the Probate Court in the trustee selection process to fill a vacancy on the Board of Trustees, for a five (5) year term commencing at such time as this Court may determine.

In undertaking to fulfill their duties, as prescribed by the *Amended and Restated Procedure Order*, the members of the Trustee Screening Committee were guided by applicable provisions of the *2024 Special Masters' Report* regarding the procedure for selection of trustees, which authorized the Trustee Screening Committee to be reimbursed out of the Trust Estate for reasonable and necessary expenses to retain a qualified consultant knowledgeable and experienced in hiring executive personnel.

In accordance with the *Amended and Restated Procedure Order*, the Trustee Screening Committee solicited applications from individuals interested in being considered to fill the

vacancy, by broad dissemination and publication of notice in the following publications on the following dates in 2025:

1. General Press Release – July 16, 2025 – July 18, 2025
2. Kamehameha Schools website – July 18, 2025
3. Inkinen website – July 18, 2025
4. Garden Island – July 19, 2025
5. Hawaii West Today – July 19, 2025
6. Hawai‘i Tribune Herald – July 20, 2025
7. Honolulu Star-Advertiser – July 20, 2025
8. Midweek; Big Island, Kauai, Oahu – July 23, 2025
9. Hawaii Chamber of Commerce – July 23, 2025
10. Maui News – July 24, 2025
11. Pacific Business News – July 25, 2025
12. LinkedIn – July 25, 2025
13. Kamehameha Schools Alumni Association – July 31, 2025
14. Kamehameha Schools Kahiau Newsletter – July 31, 2025
15. Office of Hawaiian Affairs Ka Wai Ola – August 1, 2025
16. Hawaiian Civics Clubs – August 1, 2025

On Tuesday October 14, 2025, the Trustee Screening Committee reviewed applications from eighty-three (83) applicants. As part of their review of these applicants, the Trustee Screening Committee considered the criteria of required and desirable personal traits, qualities, characteristics, experience, and skills set forth in the *2024 Special Masters' Report*, as well as their cover letters, resumes and vision statements. The Trustee Screening Committee also

considered their commitment to uphold Pauahi's Will and legacy. The Trustee Screening Committee then selected seven (7) applicants as semi-finalists best qualified under the criteria in the *2024 Special Masters' Report* to be interviewed.

Following its personal interviews with each of the seven applicants in November 2025, the Trustee Screening Committee identified three applicants as finalists to be considered by the Probate Court for appointment as the Successor Trustee of the Estate of Bernice Pauahi Bishop. The following names of the three individuals, in alphabetical order, were submitted to the Probate Court in its Report of the Trustee Screening Committee filed herein on November 20, 2025 [Dkt. 5636]:

1. Olin K. Lagon
2. Keith Vieira
3. Eric K. Yeaman

The members of the Trustee Screening Committee affirm that none of them have any conflict of interest arising out of a relationship with any of the foregoing candidates. More specifically, each member of the Trustee Screening Committee certifies that he or she:

- (a) is not related to (i.e., a member of the family of) any of the candidates;
- (b) is not in an employment relationship subject to the direction or control of any of the candidates;
- (c) receives no compensation or other payments that are subject to the approval of any of the candidates;
- (d) has no material financial interest that would be affected by the selection of any of the candidates as a Trustee; and

(e) is not involved with any arrangement or transaction that provides any economic benefit to the member of the Trustee Screening Committee over which any candidate has previously exercised the authority to approve or disapprove or will have the authority to approve or disapprove such arrangement or transaction.

On November 30, 2025, the Trustee Screening Committee published the names of the three individuals in a newspaper of statewide distribution; specifically, the *Honolulu Star-Advertiser*. The list of names were published in additional publications: *Pacific Business News* on November 28, 2025, *Maui News* on November 27, 2025, *Hawai‘i Tribune Herald* on November 30, 2025, *The Garden Island* on November 29, 2025, and Office of Hawaiian Affairs *Ka Wai Ola* in the December 1, 2025 issue. Consistent with the *Amended and Restated Procedure Order*, the publications welcomed submission of written comment and support of the candidates, to be submitted to the Trustee Screening Committee no later than 4:00 p.m. on December 31, 2025. Written comment and support of the individuals, timely received by the Trustee Screening Committee, are attached to this report in the exhibits described below.

In accordance with the *Amended and Restated Procedure Order*, the Trustee Screening Committee hereby submits its final report to the Court. This final report transmits materials for the Court's review and consideration in appointing a Successor Trustee of the Estate of Bernice Pauahi Bishop. The materials include:

1. A personal statement submitted to the Trustee Screening Committee by the individual as part of his/her initial application expressing his/her view of the role of a Trustee and his/her vision, goals and objectives for the Trust Estate and what he or she would do to attain those goals and a resume;

2. Notes of interviews of personal references, criminal check, educational verification and honors, awards and community participation of each of the three individuals prepared by Inkinen Executive Search, consultant to the Trustee Screening Committee; and

3. Written public comments and support regarding each candidate, timely delivered to the Trustee Screening Committee, and assembled by Inkinen Executive Search.

Materials for Olin K. Lagon are attached hereto as Exhibit A. Materials for Keith Vieira are attached hereto as Exhibit B. Materials for Eric K. Yeaman are attached hereto as Exhibit C.

With the submission of this final report, the work of the Trustee Screening Committee is concluded and its members hereby request that the Court discharge them from their duties.

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DATED: Honolulu, Hawai‘i, 1/13/2026.

TRUSTEE SCREENING COMMITTEE

Signed by:


Robin K. Campaniano

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ROBIN K. CAMPANIANO

Member

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JASON R. FUJIMOTO

Member

Signed by:


16227FF6150C40E

WAYNE HAMANO

Member

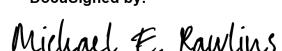
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DREANALEE KALILI

Member

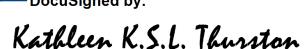
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MICHAEL E. RAWLINS

Member

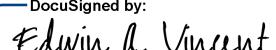
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KATHLEEN K.S.L. THURSTON

Member

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EDWIN A. VINCENT

Member