



Hawaiian Electric
Maui Electric
Hawai'i Electric Light

02/11/2019

J Scott Goold

[REDACTED]
Honolulu, HI 96815

Dear J Scott,

We are excited at the prospect of you joining our team as we transform into a pioneering utility that empowers our customers and communities with affordable, reliable, clean energy!

We are pleased to offer you the position of Database Analyst (Job Req#: 3342) in the P EY QUALITY INTEGRATION & DATABASE SVCS Department of the P SOFTWARE APPLICATION SVCS Division at Hawaiian Electric Company Inc. Your starting annual salary will be \$100,000, paid bi-weekly. This offer is contingent upon a review of your conviction record, if any, and motor vehicle record check (if driving is required). Based on the requirements of the position, you must also pass some or all of the following: drug screening tests, and a physical and functional capacity exam, if applicable.

Your employment is at-will. This means that you or Hawaiian Electric Company Inc. can end the employment relationship at any time, with or without notice or cause.

Enclosed is a brief summary of the benefits you will receive as a Hawaiian Electric Company, Inc. employee. If you have any questions relating to our company benefits, please contact the HR Service Center at 808-543-4848.

Should you accept this offer, we would appreciate you signing and returning at your earliest convenience a copy of this letter and Confidentiality and Inventions Assignment Agreement, attn.: SHANA M BUCO.

Also enclosed are the instructions to submit your information to our vendor BISI to complete your criminal conviction record review. This should be done within 2 days of accepting this offer.

You will be contacted by a Human Resources Service Center Representative to arrange for employment processing before your first day of employment. Should you have any questions, please do not hesitate to call me at .543-7949.

We look forward to having you on our team!

Sincerely,

SHANA M BUCO on behalf of LORI YAFUSO
PEY QUALITY INTEGRATION & DATABASE SVCS

Enclosures: A copy of this offer letter
Confidentiality and Inventions Assignment Agreement

Acceptance of Job Offer:

I accept this job offer as conditioned above. I understand that this letter is not considered to be an employment contract and is an offer for at-will employment.

Print Name

Signature

Date