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Cc: Shana Buco, HR director  
Lori Yafuso, IT Project Manager

March 7, 2019

Aloha Ms. Lau,  
In December I had the distinguished fortune to dine with your friend, Millie Akaka. As we departed, this fascinating, charming and gracious stateswoman leaned over and said, "I know your CEO. Please tell her HECO made an excellent decision. You're a great fit for the company."

Ms. Akaka is a hero to this land and people. She spent her life living 'imi pono. I can see why the two of you are friends. As one of Hawaii's oldest publicly-traded companies, Hawaiian Electric requires all personnel, from top to bottom, to *strive to be righteous*.

'imi pono ~ to strive to be righteous



## ***Corporate Code of Conduct***

Why then did this company cheat the HECO staff who invested so much energy to train and prepare me? HEI Code of Conduct and the pre-employment drug screen are not compatible. I am in compliance with the Code. The company claims I failed the drug screen due to my legally prescribed medication. When I disclosed my medical condition to HR, I was led to believe there would not be a problem. Why was I deceived with false information? This is not righteous behavior.

Due to this flaw in the administrative process, my team lost. I lost. Our industry-leading company has lost. We've been preparing for months. The company suffers many "vulnerable" data and application servers. As this network forms the backbone of the company's information highway, this is a critical security issue. I request your immediate action.

Our small team of five has been one member short since the beginning of the year. Now the team is 40 percent understaffed, while facing a rapidly-approaching July deadline. It takes months to hire and prepare another candidate. My team needs me. I need my team. HEI needs us. For the good of the company, I humbly ask you to end this injustice and restore me to service.

Your leadership has inspired me for over a decade. I first purchased company stock in 2008. After I joined the team in August 2018, LinkedIn connected us. I sent you a message thanking you for allowing me this opportunity to work under your stewardship. I have been honored to serve this highly-respected company and good people living in our islands.

During my initial training, my dedicated and talented manager, Lori Yafuso, provided me the HEI Code of Conduct. I adhere to company regulations and policies. I have acted in good faith to meet all requirements and standards.

As CEO and president, our four-star general, you set the tone in our corporate culture. The Code applies to you, as well as me and each of the over 2,000 employees of HEI. I believe you live ‘imi pono. I do not accept you would intentionally deceive us or further false information. And, now, only you can correct this injustice. I ask you to turn this losing incident into a Win-Win for all.

**Appendix 2.d. of the Code of Conduct states:**

- d. Reporting to work under the influence of alcohol or drugs, drinking alcoholic beverages (other than as permitted at functions or events approved by your respective Company President), possession or the unprescribed use or distribution of any controlled substance or illegal drug, or any other illegal act which occurs on work premises (including any non-Company site where you are performing work on behalf of the Company) or during your work hours (including meal breaks or rest periods) or which interferes with work performance.\***

I am a former professional athlete. I had a blessed opportunity to travel the world and meet amazing people. One side effect of the years of intense training and grueling physical demands is a broken body. I've suffered numerous major surgeries and live with a tremendous amount of pain. Doctors have prescribed pain medication to help me sleep at night and I do not take the medication during work hours. This medical analgesic has been legal in the State of Hawai'i for some twenty years.

The Code restricts the use of “unprescribed” and “illegal” drugs. I support this policy. My pain medication is legal and prescribed. I disclosed to HR my active use of this medication prior to submitting to the mandatory drug screen, which is a condition of employment. Our HR representative did not inform me this medication was prohibited by corporate policy.

On February 25, 2019, the company terminated my employment. HR director, Shana Buco, told me HEI has a “zero tolerance” illicit drug policy and my medication was not permitted. Ms. Buco said my medication was illegal at the federal level and thus violated the Code. Unfortunately for all of us, the Code fails to make this reasonably clear. Ms. Buco also informed me HEI has no written policy regarding my medication. This appears to be negligent behavior.

I visited with Honolulu police Monday, March 4th. They confirmed my medication is legal in the state. I met with the FBI on Tuesday, March 5th. They confirmed the federal government recognizes the legality of this medication in the State of Hawai'i.

HEI Code of Conduct is unreasonably ambiguous and incompatible with the drug screen. The imprecise language leads reasonable people to a false conclusion. The lack of clarity sets a deceptive standard.

This is not who you are. You are not deceptive. You do not engage in or tolerate misleading behavior within this company. And, all of us - per the Code - are required to strive to be righteous. The outdated interpretation of the Code has cost this company tens of thousands of dollars and leaves the company's security in a vulnerable state.

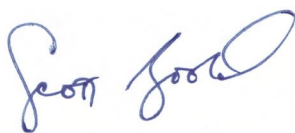
As I stated to Ms. Bucu the other day, I am willing to adhere to and follow all HEI Code of Conduct guidelines. If the company wants us to wear blue shirts, for example, I am willing to wear a blue shirt. I believe the company has the right to set corporate standards. The company also has the obligation, the responsibility, to clearly elaborate those standards. The Code fails to do this.

Hawaiian Electric is one of the leading companies in the world. Our mission to achieve 100 percent renewable energy by 2045 might be critical to the continuation of human life on this planet. These are tense and challenging times. I am a great fit for this company. Your managers have worked with and observed me as a contract employee for over six months. They made an excellent choice. The Code and pre-employment drug screen are outdated and in conflict with each other. These standards must be reconciled to support the needs of our ever-evolving company.

My career is in your hands. The security of our company depends once again on your wise and measured leadership. Please correct this inconsistency within the hiring process. As preached regularly in our ranks, We Are 'Ohana. A healthy family does not cheat, deceive or provide false information to one and other. The employees at Hawaiian Electric are committed to 'imi pono. We live righteously and expect to be treated righteously in return. Please correct this oversight.

Again, thank you for the opportunity to serve this great company and the good people of Hawai'i. I appreciate your inspirational leadership and look forward to returning to duty. Please give my warmest regards to Ms. Akaka. The two of you are superheroes to this land and people.

Mahalo nui loa,



Scott Goold

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