

Constance H. Lau
President and CEO Hawaiian Electric Industries
Chair Hawaiian Electric Company

March 17, 2019

Aloha Ms. Lau,

I beg for your help! Last December I had the privilege to dine with your friend, Millie Akaka. What a life-changing opportunity. Our distinguished stateswoman is brilliant, charming and witty. I learned so much from her during our brief encounter. Upon departure, Millie leaned over and said, "I know your CEO. Please tell her they made an excellent choice. You're a great fit for the company."

Ms. Akaka's comment was probably the kindest compliment I've ever received. I love serving Hawaiian Electric and the good people of Hawai'i. My supervisor, Lori Yafuso, is the most talented and gifted manager with whom I've ever partnered. I respect her deeply and adore the small team I've been assigned.

Ms. Yafuso told me when I arrived last August I brought hope to the team. They had been seeking help for many months. She told me I infused positive energy to our group. They need me. I need them. The company needs all of us.

My first six months were awesome. We've been working to update HECO, MECO and HELCO servers and IT systems. The companies are in "vulnerable" security status. These are urgently needed upgrades.

I believe you serve on the board of the Consuelo Foundation. You continue the compassionate mission of Consuelo Zobel de Ayala y Montojo Terrentegui Zambrano Alger. I'm inspired by your collective action:

"I would like us to renew hope for those who lost it and to give hope to those who never had it."
Consuelo Zobel Alger

I have lost hope! Our family has lost hope. Although I demonstrated over six months of exemplary service and was selected for an internal position, HECO fired me February 25, 2019. The abrupt termination had nothing to do with performance.

We're of similar age. While you've charted an illustrious and notable life, I was a decent athlete in my youth. I wasn't born great. My parents were teachers and instilled a strong work ethic in me. This led to a successful collegiate and professional athletic career; it also left my body broken and scarred today. I've attached a picture below showing the outcome of some recent surgeries. I suffer much physical pain.



Scott Goold
February 14, 2010
Surgery Date: Feb. 9, 2010



Bi-lateral Quad Tendon Surgery and Repair
May-June 2014

I'm a legal Compassionate Medical Cannabis patient. The State of Hawai'i authorized this medication in 2000. I'm one of 25,000 patients statewide. I'm unable to take many pain analgesics, and as a certified addiction specialist, I was sufficiently educated to avoid opioid prescription drugs that are associated with the deaths of some 150 Americans each day. I do not medicate before or during work. I simply use a small amount most evenings prior to bed to reduce pain and allow me to sleep soundly.

Although unclear in the Code of Conduct, HEI appears to defer to the federal position on cannabis that considers this substance to be a Schedule I drug on the Controlled Substances Act (CSA): illegal because they have high abuse potential, no medical use, and severe safety concerns; for example,

narcotics such as Heroin, LSD, and cocaine. Cannabis is also included as a Class 1 drug despite it being legal in some states and it being used as a medicinal drug in some states.

I'm a programmer and IT professional. I am governed by logic. You earned your JD at the University of California Hastings College of the Law. I love studying the law, as legal decisions and policy must also be logical.

There are some 30 U.S. states, including Hawai'i, as well as the District of Columbia, that authorize legal medical cannabis. The nation of Canada permits medical cannabis. Importantly, this year, the nation of Israel, our good friend and ally, legalized the production and distribution of medical cannabis. They expect to return some \$300 million in tax revenue from providing medical cannabis in up to ten other nations.

It is illogical for the federal government to maintain medical cannabis as a Schedule I drug under these circumstances. How then can HEI commit to 'imi pono yet terminate my employment under these circumstances? You are wise. I'm sure you agree. Our political system seems to be broken in many areas. This is one example.

Please return hope to our family. I know my team needs me. Please give them hope as well. I ask to meet with you and discuss this medical issue. I spoke with the HR director of a large medical group on island the other day. Although they ban employees from using illicit and illegal substances, they have a "case-by-case" policy regarding medical cannabis use. She told me the company would be tolerant of an IT professional who was a legal patient. There are options for us as well.

You have been an inspiration to me. I first purchased stock in Hawaiian Electric in 2008. I valued the direction and mission of this company under your leadership. The Code of Conduct does not reflect your progressive and enlightened character. It does not respect the will of local people. This does not appear to be part of your legacy.

Thank you so much for allowing me to serve Hawaiian Electric. Please grant me my wish to meet and discuss how we can move our great company forward.

Mahalo nui loa!

Sincerely,

Scott Goold
Hawaiian Electric IT SQL DBA Employee
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