


From: Scott Goold [REDACTED] 
Subject: Call for Connie Lau Resignation from Consuelo Foundation

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FULL STORY ONLINE: [REDACTED]

Aloha Mr. Hagiwara, Ms. Gin and the KITV new team,

HEI CEO and President Constance H. Lau chairs the Consuela Foundation. Connie has violated the spirit and principles of this honorable and prestigious philanthropic organization. Connie Lau needs to resign effective immediately.



Who is Consuelo Zobel Alger

Our History

Our People

Board of Directors



Constance H. Lau Chair

Connie Lau is the President and Chief Executive Officer of Hawaiian Electric Industries, one of Hawaii's largest public companies, and chair the boards of its two operating subsidiaries, Hawaiian Electric Company and American Savings Bank. Born and raised in Honolulu, Connie has been with the HEI companies for over 30 years. Connie is involved in organizations both in Hawaii and worldwide. Some of the organization and community activities Connie is involved with are: Matson, a major

Founder and Benefactress, Consuelo Zobel de Ayala y Montojo Terrentegui Zambrano Alger, (Consuelo Zobel Alger), explained what she had in mind for this heavenly-motivated foundation:

Inasmuch as you have done it unto the least of these my brethren, you have done it unto me.

Connie Lau demands pre-employment drug tests that do not measure impairment or intoxication (Delta 9 THC), but simply inert and harmless byproducts THC-COOH. HEI Code of Conduct does not prohibit medical cannabis. Management does not inform employees or prospective candidates of a restriction. The People of Hawai'i legalized use of this medication in 2000. How would I know Ms. Lau would remove me from employment, after over six months of exemplary service and the support of my manager and tight-knit team? How would any of Hawaii's 25,000+ legal patients know? Are all of us banned from seeking employment in the islands? Would Consuelo Zobel Alger support such a draconian policy?

- 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.*

Connie Lau makes a salary of about \$1,000,000 with incentives close to \$4,000,000 — about \$5 million in total. Due to her broken policies, incompetent leadership, and lack of compassion, HECO removed me from employment, although my internal IT team wanted and needed my service. Her failure of leadership costs Rate-Payers money. This drives up energy costs in a state that suffers the highest energy costs in the nation. High energy costs affect the poor and Middle Class

families the most. The Consuelo Foundation is dedicated to assisting the poor — particularly women and children. Inefficiently high energy costs harm these families the most.

HECO recruited me specifically to assist plugging existing and upcoming security breaches in the IT backbone that is the foundation of Hawaii's energy grid; to protect and defend Hawaii's energy network from computer and IT hackers in hostile nations, such as North Korea, that maintain armies of hackers intent of finding gaps in state and national energy infrastructure.

Working with the talented and dedicated team at MECO and HELCO, desperately in need of a professional DBA, we brought systems into the 21st century. Working together through Hawaiian Electric Industries (HEI), HECO, MECO and HELCO continue to unify and secure the island energy network, similarly as King Kamehameha I, known as Kamehameha The Great, battled to unify the Hawai'i islands between 1782-1810. Coincidentally, the people on Kaua'i were the last to join with Kamehameha. Today, Kaua'i relies not on HEI, but KIUC, Kaua'i Island Utility Cooperative, for their energy resources.

Consuelo believed in the principle, "What matters in life are not great deeds but great love." Connie Lau boasts of her great deeds; she does not exhibit great love.

Consuelo would never have terminated my employment for using compassionate medical cannabis, which is a God-given plant. Per the direction and supervision of my medical team here in Hawai'i and New Mexico, I follow a legal and prescribed program of administering medication only at night, before bed, to help me sleep. I do not medicate before or during work. I have never been intoxicated or impaired to drive to my place of employment or while at work.

My MexicanAmerican wife's grandmother, Connie Ruiz, grew cannabis in her garden. She would crush the leaves into oil and heat her homemade remedy into a salve that she rubbed on her arthritic joints and sore muscles after a hard day of work.

Connie Ruiz put in long, hard days of labor. She didn't rest in cushy chairs in air-conditioned climatized and gorgeous offices overlooking the beautiful Pacific ocean, while drinking designer coffee, or riding in luxurious limousines, or enjoying massages and world-class spas and dining on special-prepared foods.

To the contrary, Ms. Ruiz actually toiled for a living. She slaved sunrise to sunset, caring for her children and husband, in sickness and in health, working fields or labor jobs, carrying heavy bundles or other physically-challenging tasks. Her body hurt at night. Consuelo Zobel Alger would have honored the dedication of Connie Ruiz, as she would have compassionately supported my medical use of cannabis today.

It does not appear Consuelo Foundation chair and HEI chair and president, Connie Lau, understands this. Possibly she's lived a life of privilege too long.

Consuelo Zobel Alger charted her foundation with this in mind:

"For I was hungry and you gave me food; I was thirsty and you gave me drink; I was a stranger and you took me in; naked and you clothed me; sick and you visited me; in prison and you came to me. Inasmuch as you have done it unto the least of these my brethren, you have done it unto me."

She ended her July 1990 message with this phrase from St. Paul: "In all things be ever mindful of the poor."

Connie is blessed with riches Ms. Ruiz could not imagine. Yet Connie made our family poor. She took away my job, based on her lack of compassion and unacceptable ignorance about God-given cannabis. Connie failed to provide clear written policy to her staff and prospective employees.

All in society agree we do not want intoxicated workers in our offices or impaired drivers on our roads. Scott Goold was neither impaired nor intoxicated at any time at work during his period of employment. Yet HECO did not test for this. The DOT has tests to measure intoxication and/or impairment. Isn't this what society wants to know? Don't we all want to be safe? Don't we all wish to protect our keiki, families and this 'Ohana?

A coworker, who worked closely with him for over six months and heard of this gross injustice, sent this note the other day:

Hi Scott,

I personally never saw any evidence of you being impaired. Quite the contrary in fact. I would say sharp, expedient, professional, technical, humble, the whole package really.

But I did notice you had a limp, so I suspected you were in pain, but you never mentioned anything, and I never bothered to ask. Our conversations were always about getting things done, and you delivered in times when we had to deliver and

to ask. Our conversations were always about getting things done, and you delivered in times when we had to deliver and get things done.

Cannabis is a complex issue, often misunderstood, has been known to relieve pain, and when used correctly does not impair.

Connie neglected her duty as the leader of one of Hawaii's greatest companies to fully research this issue — legalized by The People of Hawai'i in 2000. Since she assumed CEO and president role beginning in 2006, she cannot claim as a defense she didn't have sufficient time. As I write, over 30 US states, the District of Columbia, the nation of Canada, the nation of Israel, and the nation of Uruguay authorize compassionate medical cannabis.

More importantly, although the federal government has been slow to modify the DEA Schedule I classification, the U.S. Department of Veteran Affairs in January 2018 authorized the legal use of medical cannabis for our nation's heroes, Veterans.

DEA Schedule I classification includes only substances that "have no currently accepted medical use in the United States, a lack of accepted safety for use under medical supervision, and a high potential for abuse."

From the VA website: Some things Veterans need to know about cannabis and the VA:

Veterans will not be denied VA benefits because of cannabis use.

Veterans are encouraged to discuss cannabis use with their VA providers.

VA health care providers will record cannabis use in the Veteran's VA medical record in order to have the information available in treatment planning. As with all clinical information, this is part of the confidential medical record and protected under patient privacy and confidentiality laws and regulations.

By definition, Schedule I substances can have no currently accepted medical use in the United States. Cannabis is accepted for medical use in over 30 U.S. states, the District of Columbia, and officially now, the U.S. Department of Veterans Affairs.

Cannabis can no longer be labeled a Schedule I substance.

Connie Lau's unconscionable lack of compassion and inept professional behavior regarding this compassionate medical issue demonstrates a lack of leadership, and inability to empathize with the suffering of some 25,000+ residents of Hawai'i, as well as millions of patients around the nation. Connie Lau violates the spirit and guiding principles as expressed by Consuelo Zobel Alger.

For these and other reasons, I call on Constance H. Lau to immediately resign her position as chair and board member of the Consuelo Foundation.

Scott Goold

"I Can't Accept Not Trying"