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EXHIBIT D

ADDENDUM



Kamehameha Schools®

TRUSTEE SEARCH 2025-2026

Timestamp	Your Legal Name (please do not abbreviate)	Your Email	Commitment to a multi-dimensional view of wealth and well-being			Commitment to ea			‘Ōiwi perspective and kuana’ike Hawai’i			Collaborative leadership towards pono outcomes			Connection to community			Skills and experiences relevant to the kuleana of a KS trustee in context						
			The current open trustee seat has historically emphasized Western financial and business expertise, but challenges today require a broader view of well-being and wealth. How have candidates demonstrated the ability to apply their expertise in ways that also strengthen education, ‘āina, culture, and the communities we serve for a thriving, self-determined lāhui?	"When we operate world-class schools, develop ‘Ōiwi leaders through E Olai, and regenerate ‘āina, we will, together with our communities, exercise the ea necessary for a thriving and self-determined lāhui."			How have candidates shown their commitment to strengthening ea—cultural, political, and economic—in ways that support a thriving, self-determined lāhui?			At Kamehameha Schools, Hawaiian culture drives excellence and success, making ‘Ōiwi worldview essential to effective leadership. How have candidates shown the ability to ground their decisions and actions in Hawaiian perspectives, values, and knowledge across education, ‘āina, and financial stewardship?			The board functions as a team, and its strength relies on each trustee's ability to lead with openness and collaboration. How have candidates shown experience in teamwork, honest communication, and consensus-building that supports shared purpose and pono outcomes?			Trustee leadership is strengthened by connection to the needs, voices, and experiences of our communities. How have candidates shown meaningful relationships, engagement, and accountability to Hawaiians and the broader community?			This role calls for ‘Ōiwi-grounded leadership that encompasses strong financial, business, and relational expertise. How have candidates demonstrated the skills to steward KS through current legal challenges, rapid technological change, and shifting societal needs while anchoring decisions in ‘ike Hawai’i?					
			Commitment to a multi-dimensional view of wealth and well-being [Olín Lagon]	Commitment to a multi-dimensional view of wealth and well-being [Keith Vieira]	Commitment to a multi-dimensional view of wealth and well-being [Eric Yeaman]	Commitment to ea [Olín Lagon]	Commitment to ea [Keith Vieira]	Commitment to ea [Eric Yeaman]	‘Ōiwi perspective and kuana’ike Hawai’i [Olín Lagon]	‘Ōiwi perspective and kuana’ike Hawai’i [Keith Vieira]	‘Ōiwi perspective and kuana’ike Hawai’i [Eric Yeaman]	Collaborative leadership towards pono outcomes [Olín Lagon]	Collaborative leadership towards pono outcomes [Keith Vieira]	Collaborative leadership towards pono outcomes [Eric Yeaman]	Connection to community [Olín Lagon]	Connection to community [Keith Vieira]	Connection to community [Eric Yeaman]	Skills and experiences relevant to the kuleana of a KS trustee in context [Olín Lagon]	Skills and experiences relevant to the kuleana of a KS trustee in context [Keith Vieira]	Skills and experiences relevant to the kuleana of a KS trustee in context [Eric Yeaman]	Describe instances where candidates effectively asserted or applied an ‘Ōiwi perspective in a complex, high-stakes decision-making context.	Considering the essential qualities, identify each candidate's single most critical strength. Provide concrete evidence (actions, statements, or history) that demonstrates this strength is at the Strong (4) or Exemplary (5) level.	Identify the greatest weakness or area of concern that could compromise each candidate's ability to uphold the cultural and fiduciary duties of a KS Trustee. If selected, what is the primary risk this individual poses to the lāhui or the enduring legacy of Ke Ali‘i Bernice Pauahi Bishop?	Provide any final mana‘o to the selection committee regarding suitability of the candidates. You may use this space to articulate any concerns or recommendations not fully captured in the previous sections, especially concerning alignment with Kanaeokana's priorities: Native Hawaiian education, aloha ‘āina, ‘ōlelo Hawai‘i, ‘ike Hawai‘i, and ea Hawai‘i.
12/4/2025 8:32:2 Maunakea-Forth	J. K. K.	kukui@msao.org anifarms.org	3- Proficient	1-Limited	1-Limited	3- Proficient	1-Limited	2- Emerging	4- Strong	1-Limited	2- Emerging	4- Strong	1-Limited	1-Limited	5- Exemplary	1-Limited	2- Emerging	3- Proficient	2- Emerging	2- Emerging	Lagon has consistently supported initiatives grounded in Native Hawaiian ea, particularly those that leverage education—such as the perspectives advanced by Purple Ma‘a and commentary surrounding Maunakea—as pathways to deepen public discourse and to strengthen accountability and transparency in shaping an economic landscape where the health and well-being of all things Native Hawaiian are centered. With increasingly complex and high-stakes decisions emerging on the horizon, Olín is, in my view, the only one positioned to respond in ways that offer critical insight into the decision-making stance of the current Board of Trustees. At this time, I do not have specific instances to cite regarding Vieira or Yeaman.	Lagon is exemplary in his ability to stay connected to the needs, voices, and lived experiences of our communities, consistently demonstrating meaningful relationship-building, engagement, and accountability to Hawaiians and to the broader community. Purple Ma‘a is also a trusted partner of our organization, reflecting the resonance between our missions and visions and the intentions of its founders to serve the lāhui. In addition, the work that Olín has aligned himself to is evidence that he remains strongly aligned with the values and goals of the lāhui, Kanaeokana and the collective efforts of the movement to aloha ‘āina, ‘āina aloha. At this time, I do not have specific instances to cite the most critical strength regarding Vieira or Yeaman.	Lagon demonstrates broad proficiency across the key dimensions of leadership described above. My specific concern, however, is whether there will be an explicit and unwavering defense of Pauahi's trust and legacy. What is required goes beyond fiscal stewardship or intellectual diligence—it demands a steadfast protection of our profound attachment to the values of aloha and aloha ‘āina. The times will demand exemplary leadership, period. There will need to be more development of these skills if selected. At this time, I do not have confidence in the leadership of Vieira or Yeaman to uphold both the cultural and fiduciary responsibilities of a Trustee. Key risks include their limited engagement in Native Hawaiian cultural and communal activities, as well as career experiences largely siloed in private and public sectors that view Hawai‘i primarily as a source of wealth rather than as waiwae—a (re)souce and wellspring of intrinsic values grounded in ‘ike kupuna (ancestral knowledge) and a commitment to the holistic health and well-being of Native Hawaiian communities.	The entire process is incredibly rushed and lacks transparency. I believe strongly that there should be a restart of the process.
12/1/2025 9:21:2 Kelsey Amos		kelsey@purplemaia.org	4- Strong	1-Limited	1-Limited	4- Strong	1-Limited	1-Limited	4- Strong	1-Limited	1-Limited	3- Proficient	3- Proficient	3- Proficient	4- Strong	1-Limited	1-Limited	4- Strong	2- Emerging	2- Emerging				
12/5/2025 4:43:4 Janice English		janice_english@wmpccs.org	3- Proficient	2- Emerging	2- Emerging	3- Proficient	2- Emerging	2- Emerging	3- Proficient	2- Emerging	2- Emerging	3- Proficient	3- Proficient	3- Proficient	3- Proficient	3- Proficient	3- Proficient	3- Proficient	3- Proficient	3- Proficient		Lotta capitalism in their words		

12/5/2025 6:55:1	Stacy Sproat	stacy@waipaho undation.org		4+ Strong	2+ Emerging	1+ Limited	5+ Exemplary	1+ Limited	1+ Limited	5+ Exemplary	1+ Limited	1+ Limited	4+ Strong	2+ Emerging	1+ Limited	4+ Strong	1+ Limited	1+ Limited	5+ Exemplary	1+ Limited	1+ Limited	not able to provide an informed response	In comparison with the two others, Olin Lagon's most critical strength is well rounded experience, skills, knowledge, actions/accomplishments, along with his roots in underserved community and 'oiwi practices and values. The other two candidates are very unbalanced in their strengths. Eric Yeaman and Keith Vieira did not get 4s or 5s from me.	Olin Lagon-no areas of weakness or concern. Keith Vieira-lack of connection to the Iihui and our 'oiwi values and practices. An area of concern is that he potentially does and would further promote culture as entertainment and KS expansion into extractive hospitality. Some for Eric Yeaman but on the financial/corporate front. Basically zero connection to 'oiwi values and practices with the risk of him pushing business models that only pose financial benefit at the expense of culture, practices, and community.	In my opinion the selection of Keith Vieira or Eric Yeaman could be not just detrimental but potentially dangerous to the future of KS and a thriving Iihui.
12/9/2025 11:04	Kalia Lakea Duncan	kalia lakea nazar eth@gmail. com		5+ Exemplary	3+ Proficient	3+ Proficient	4+ Strong	2+ Emerging	3+ Proficient	5+ Exemplary	3+ Proficient	3+ Proficient	4+ Strong	4+ Strong	3+ Proficient	5+ Exemplary	3+ Proficient	2+ Emerging	4+ Strong	2+ Emerging	2+ Emerging				
12/10/2025 9:21:	Tripler K Ng	kanoa@hmono .org		2+ Emerging	1+ Limited	2+ Emerging	2+ Emerging	1+ Limited	2+ Emerging	2+ Emerging	1+ Limited	1+ Limited	1+ Limited	1+ Limited	2+ Emerging	1+ Limited	2+ Emerging	2+ Emerging	1+ Limited	2+ Emerging	2+ Emerging	When we speak about an 'oiwi perspective, we are referring to a way of seeing and navigating the world shaped by one's family, upbringing, environment, cultural grounding, and lived experiences in Hawai'i. It is not a single trait or credential, but rather a lens informed by the values, relationships, and sense of kulaana that come from being rooted in this place and its people. This perspective manifests differently for each individual, shaped by their own genealogy, community ties, and personal journey. Regarding the candidates, I want to be thoughtful and transparent. I cannot confidently assess how well each of them has applied on 'oiwi perspective in specific high- stakes or complex decision- making contexts, as I do not have detailed insight into the internal process that guided their past decisions. What I can say is that both Olin and Eric were born and raised in Hawai'i, and it is reasonable to expect that their life experiences here - shaped by local values, community connections, and a deep sense of place - would contribute meaningfully to how they approach their kulaana. While each individual's 'oiwi lens is unique, I would like to believe that they both bring perspectives influenced by their roots in Hawai'i and would carry those into their service as KS Trustees.	Olin Lagon ('O'iwi Values and Community-Centered Innovation) - repeatedly described as grounded in Hawaiian values and committed to aligning technology, energy, and innovation with equity and aloha 'āina. Eric Yeaman (Extensive Executive Leadership Across Sectors, Strong Governance/Risk- Management Acumen) - led major enterprises across banking, telecom, utilities, and real estate. Has a long history of board service. Keith Vieira (Tourism/Visitor Industry) - senior leadership roles.	Eric Yeaman - Lack of explicit grounding in Hawaiian culture. Keith Vieira - Tourism-centric worldview may conflict with community and 'āina priorities.	In offering final mana'o, we return to the foundation of what it means to serve as a trustee of Ke Ali'i Pūaiah's legacy. This kulaana asks for more than professional skill - it calls for leaders who can navigate complexity with humility, practice piliina with our communities, and uphold an 'O'iwi-centered vision that strengthens ea and well-being for future generations. Ultimately, the strongest trustee will be the one who can bridge cultural grounding, strategic governance, and community trust - someone who can hold both the weight of KS' enterprise and the aspirations of our people. Whichever the outcome, my hope is that the selection honors Pūaiah's intent and strengthens our collective path toward Hawaiian excellence, resilience, and ea.
12/11/2025 8:30:	Gary Krug	kalehuakrug2 @gmail.com		5+ Exemplary	4+ Strong	2+ Emerging	5+ Exemplary	4+ Strong	1+ Limited	4+ Strong	2+ Emerging	1+ Limited	5+ Exemplary	5+ Exemplary	1+ Limited	5+ Exemplary	5+ Exemplary	1+ Limited	4+ Strong	3+ Proficient	2+ Emerging				
12/15/2025 11:3:	Davis Price	daprice80@gm ail.com		4+ Strong	1+ Limited	1+ Limited	4+ Strong	1+ Limited	1+ Limited	4+ Strong	1+ Limited	1+ Limited	4+ Strong	1+ Limited	1+ Limited	4+ Strong	1+ Limited	1+ Limited	4+ Strong	1+ Limited	1+ Limited	Triple-bottom-line or "equitable innovation" framing—using technology and business structures to achieve social and environmental outcomes (e.g., clean energy for renters, equity in energy markets). (shifedenergy.com			

12/15/2025 14:5	Timothy Los Banos	tlbawaii@gmail.com		5- Exemplary	1- Limited	3- Proficient	5- Exemplary	1- Limited	3- Proficient	5- Exemplary	1- Limited	2- Emerging	5- Exemplary	2- Emerging	4- Strong	5- Exemplary	1- Limited	2- Emerging	5- Exemplary	2- Emerging	3- Proficient	Mr. Lagon, through Purple Maui, has impacted many of our Iuhou. After working alongside Mr. Vieira in recent years, I do not see him serving anyone except his self-interests.	Candidate Lagon has the commitment to his mission at Purple Maui that speaks volumes of evidence. Lagon = 5. Candidate Yeaman's affiliation as leader of AAB, I feel, works against him; that company's recent sell-out was surely not done without his input. Yeaman = 3. Vieira = 1.	Ask Saint Louis School how much Keith Vieira contributed in improving that school, even through his experience with the travel industry. Nothing to talk about in a positive light here.
12/15/2025 18:0	Lindsay Wann	lelpsaahiti@gmail.com		1- Limited	4- Strong	1- Limited	1- Limited	3- Proficient	1- Limited	1- Limited	2- Emerging	1- Limited	1- Limited	4- Strong	1- Limited	2- Emerging	4- Strong	1- Limited	2- Emerging	4- Strong	1- Limited			
12/16/2025 7:23	K0 Hinahinakūlaka Kahakalau, Ph. D.	ku@kuakanaka.com		5- Exemplary	1- Limited	1- Limited	5- Exemplary	1- Limited	1- Limited	1- Limited	5- Exemplary	1- Limited	1- Limited	5- Exemplary	1- Limited	1- Limited	5- Exemplary	1- Limited	1- Limited	5- Exemplary	1- Limited	Olin consistently applies his 'ōiwi perspective to all his decisions, whether it is launching and scaling new social ventures like Shifted Energy, or contributing to modeling Hawaiian food sovereignty.	Olin has extensive board and nonprofit experience and has an exemplary track record helping drive economic and educational decisions impacting Hawai'i at scale.	In my opinion Olin poses no risk to uphold the cultural and fiduciary duties of a KS Trustee.
12/18/2025 7:30	Karen Silva	ksilva@ntbg.org		3- Proficient	4- Strong	4- Strong	3- Proficient	4- Strong	4- Strong	3- Proficient	4- Strong	4- Strong	4- Strong	5- Exemplary	4- Strong	4- Strong	4- Strong	4- Strong	3- Proficient	5- Exemplary	4- Strong			I have known Keith Vieira for over 50 years, from high school and college into his professional career. I know from past experience that he is a superb businessman who can think outside the box, yet he is willing to listen to diverse input and will work hard to achieve a compromise that includes the diverse input he receives. He and I have been on opposite sides of the fence in the past, yet we have worked together for the greater good to achieve the comprehensive result. He is also a "local boy" who loves everything Hawaiian from the bottom of his heart!

12/19/2025 17:01	Bryan Kuwada	kuwada@hawaii.edu	5- Exemplary	1- Limited	1- Limited	5- Exemplary	1- Limited	1- Limited	5- Exemplary	2- Emerging	1- Limited	5- Exemplary	3- Proficient	3- Proficient	5- Exemplary	2- Emerging	2- Emerging	5- Exemplary	3- Proficient	3- Proficient	<p>This might seem a little unrelated to what most people think of as a high-stakes decision-making contest, but one important time that I thought Olin asserted an 'ōiwi perspective was during the hurricane watch a few years ago. He went to his social media and made of series of posts that practical advice for how people in our communities could get potable water from water heaters or connect their refrigerators to battery power as well as several other tips for disaster situations. That showed, first of all, a community-minded approach that valued the well-being of the collective as well as a free sharing of his hard-won and specialized 'ike with no desire for any kind of recognition or compensation. He just wanted people to come through the situation okay.</p> <p>Olin has vision and his understanding of progress is rooted in community well-being and cultural values. I think that concrete examples include founding Purple Ma'a, which teaches coding to keiki and looks for ways to innovate technologically while always being firm in our culture. And again, this is going to seem unrelated to business acumen or anything like that, but Olin is always tinkering with ways to make our culture more accessible to people, and one example is his recipe that he often shares for poi made in the food processor. It's absolutely not traditional, but it makes a traditional food more accessible to our people and it's a way to get them to look deeper. This is the kind of approach he takes with all of his ventures that I have witnessed. He wants everyone to come along with him.</p> <p>As for the other two candidates, I can honestly say that I did not witness qualities worth mentioning.</p>	<p>The weakness that I am the most concerned with is not necessarily in the candidates themselves but in the selection process that gives primacy to business and executive skills over any more complex and grounded understanding of leadership. This ends up with us having a slate of candidates whose motivations and understandings are incommensurate with the values KS itself espouses. So the greatest risk for me is that they will have no choice but to look through their business lens at everything, and we all know what happens then. 'Aina is seen as real estate, ea is seen as optional, and aloha means not standing up. I think that there is a risk for all of the candidates in this sense but Olin is the least threatening, whereas I can easily picture the other two justifying prioritizing money over mālama.</p>	<p>To really take seriously any of KS's or Kanaeokana's priorities or even what the majority of the lāhui seems to have been calling for and fighting for these last few years, Olin is the only possible choice. Everyone else seems like Random Businessman #227, straight from central casting.</p>
12/19/2025 19:33	Benjamin Paul Catcho Jr	bcatcho@abcbl-rds.org	4- Strong	2- Emerging	2- Emerging	4- Strong	3- Proficient	3- Proficient	4- Strong	3- Proficient	3- Proficient	5- Exemplary	3- Proficient	3- Proficient	5- Exemplary	3- Proficient	3- Proficient	5- Exemplary	3- Proficient	3- Proficient	<p>Olin Lagon is a strong candidate for a Kamehameha Schools Trustee because his life's work directly aligns with Pauahi's mission to uplift Native Hawaiian learners through education, leadership, and innovation. As a co-founder of the Purple Ma'a Foundation, Olin has demonstrated proven governance, fiscal responsibility, and long-term vision while building pathways that prepare Hawaiian youth for future economies without disconnecting them from culture, place, or 'āina. His ability to bridge 'āie kūpuna with emerging fields like technology and entrepreneurship reflects the kind of forward-thinking, values-rooted leadership needed to steward Kamehameha Schools for the next generation of lāhui leaders.</p>		<p>American Bird Conservancy is grateful to be a partner with Kanaeokana, and we truly appreciate the opportunity to work alongside an organization that consistently puts the needs of the 'āina first. As we witness rapid changes unfolding across our communities, it is critical that we uplift leaders who center 'ike Hawai'i, advocate for our people, and ensure our communities have access to the best resources possible now and for generations to come.</p>