

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA

February 25, 2026

To: The Honorable Brandon J.C. Elefante, Chair
The Honorable Rachele Lamosao, Vice Chair, and
Members of the Labor and Technology Committee

Date: Wednesday, February 25, 2026
Time: 3:00 p.m.
Place: Conference Room 224, State Capitol

From: Jade T. Butay, Director
Department of Labor and Industrial Relations (DLIR)

Re: G.M. 512, Submitting for consideration and confirmation to the Hawai'i Workforce Development Council, Gubernatorial Nominee, JASON BENN, for a term to expire 06-30-2030.

The Department of Labor and Industrial Relations **supports** the confirmation of Jason Benn to the Workforce Development Council.

Mr. Benn serves as Senior Vice President and Chief Transformation & Administrative Officer at Hawaiian Electric, where he leads organizational effectiveness and oversees Human Resources, Government and Community Relations, Corporate Communications, Information Technology, and Corporate Strategy. He has been with Hawaiian Electric since 1997, advancing through technology leadership roles including acting CIO and Senior Vice President & CIO, and he serves on the Hawai'i Community Foundation Board of Governors.

Mr. Benn's leadership in transformation, technology, and stakeholder engagement will strengthen the Council's work to align workforce strategies with employer needs and improve collaboration across public, private, and community partners.

Thank you for the opportunity to provide testimony in support of Governor's Message 512.



1000 Bishop Street, Suite 701
Honolulu, HI 96813
info@pacxa.com | www.pacxa.com
P: 808-585-0444 | F: 808-537-9300

February 23rd, 2026

Senator Brandon J.C. Elefante, Chair
Senator Rachele Lamosao, Vice Chair
Senate Committee on Labor and Technology
State Capitol
Honolulu, Hawai'i 96813

RE: GM512, Submitting for consideration and confirmation to the Hawai'i Workforce Development Council, Gubernatorial Nominee, JASON BENN, for a term to expire 06-30-2030.

DATE: Wednesday, February 25th 2026, 3:00 PM, Conference Room 225 & Videoconference
Chair Elefante, Vice Chair Lamosao, and members of the Committee:

My name is Kelly J. Ueoka, and I am the President and CEO of Pacxa, a locally owned and operated technology consulting firm. I am writing in strong support of Jason Benn and his nomination and confirmation to the State of Hawai'i Workforce Development Council. I have known Mr. Benn for over 20 years personally and in his professional capacity, serving multiple leadership roles at Hawaiian Electric Company, most recently as the Chief Transformation Officer for the company.

Through both my personal and professional interactions, including a period of working closely with Mr. Benn, I have consistently experienced his solutions-oriented approach to resolving extremely complex issues, while witnessing his deep level of technical knowledge and expertise across many disciplines. He is genuinely committed to strengthening Hawai'i and our workforce through his various leadership roles at Hawaiian Electric. Having previously served as Chair of the Performance Measures and Accountability Committee, I can attest that Mr. Benn's leadership and the breadth of experience gained over his 35-year career, will position him to be very effective in creating sustainable opportunities for Hawai'i residents and in supporting the long-term economic vitality of our state.

Please support GM512 and Mr. Benn's nomination to the Workforce Development Council. Thank you for the opportunity to testify on this matter.

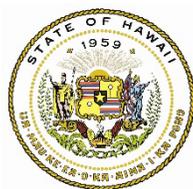
Sincerely,

A handwritten signature in black ink, appearing to read 'KJ. Ueoka'.

Kelly J. Ueoka
President, Pacxa

DR. JOSH GREEN
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE BUTAY
DLIR DIRECTOR

WILLIAM KUNSTMAN
DEPUTY DIRECTOR

KEITH DEMELLO
CHAIRPERSON

BENNETTE E. MISALUCHA
EXECUTIVE DIRECTOR

STATE OF HAWAII
WORKFORCE DEVELOPMENT COUNCIL
Department of Labor and Industrial Relations
830 Punchbowl Street, Suite 317, Honolulu, Hawaii 96813
Phone: (808) 586-8815 Web: <http://labor.hawaii.gov/wdc/>

To: The Honorable Senator Brandon Elefante, Chair,
The Honorable Senator Rachele Lamosao, Vice-Chair, and
Members of the Senate Committee on Labor and Technology

Date: Wednesday, February 25, 2026

Time: 3:00 p.m.

Place: Conference Room 225, State Capitol

From: Bennette E. Misalucha

Executive Director, Workforce Development Council

Re: GM 512: Gubernatorial Nominee, Jason Benn

WORKFORCE DEVELOPMENT COUNCIL IN STRONG SUPPORT

Thank you for the opportunity to provide testimony in strong support of the Senate confirmation of **Jason Benn** to serve on the Workforce Development Council.

Jason Benn represents the private sector and brings exceptional executive leadership experience from Hawai'i's energy industry, one of the State's most strategically significant sectors. He currently serves as **Senior Vice President and Chief Transformation & Administrative Officer at Hawaiian Electric**, where he oversees a broad portfolio that includes Human Resources, Government & Community Relations, Corporate Communications, and Corporate Strategy.

This unique combination of responsibilities places him at the intersection of workforce strategy, organizational development, stakeholder engagement, and long-term planning: areas that closely align with the mission of the Development Council.

Jason's professional background reflects more than 28 years of leadership in enterprise transformation, technology strategy, and organizational performance. Prior to his current role, he served as Chief Information Officer and Senior Vice President, where he led large, complex operational and technology

organizations supporting critical infrastructure across multiple islands. His experience includes oversight of enterprise systems, cybersecurity, telecommunications, and major system modernization initiatives.

Notably, he led the successful implementation of Hawaiian Electric's SAP ERP and Enterprise Asset Management platform, a project recognized for excellence in execution and organizational impact.

Beyond his technical and operational credentials, Jason's career consistently demonstrates strategic discipline, analytical rigor, and a systems-level understanding of how organizations adapt and evolve. His leadership of enterprise-wide transformation initiatives, policy development, governance structures, and large-scale investment programs reflects capabilities that are directly relevant to workforce planning and performance oversight. His work supporting major federally funded infrastructure and resiliency initiatives further underscores his ability to navigate complex policy, funding, and stakeholder environments.

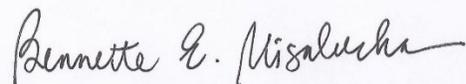
Equally important are Jason's leadership qualities and personal commitment to service. He is widely respected as a thoughtful, principled, and transparent leader who approaches challenges with clarity and accountability. His reputation as a straightforward and trusted voice, combined with a strong ethical foundation, makes him particularly well suited for public board service.

His decision to focus his civic engagement only on the Workforce Development Council and the Hawai'i Community Foundation reflects a deliberate and meaningful commitment to contributing where he can have the greatest impact.

Jason Benn's experience, judgment, and dedication to Hawai'i's long-term success make him an invaluable asset to the Workforce Development Council. His expertise in strategy, organizational transformation, governance, and stakeholder engagement will meaningfully strengthen the Council's ability to address workforce challenges in a rapidly evolving economic landscape.

For these reasons, I respectfully urge the Committee to support the confirmation of Jason Benn.

Respectfully Submitted,

A handwritten signature in black ink that reads "Bennette E. Misalucha". The signature is written in a cursive style and is positioned above a light blue rectangular background.

Bennette E. Misalucha
Executive Director
Workforce Development Council



**TESTIMONY BEFORE THE SENATE
COMMITTEE ON LABOR AND TECHNOLOGY**

In Support of Governor's Message 512

Submitting for consideration and confirmation to the
Hawai'i Workforce Development Council,
Jason Benn, for a term to expire June 30, 2030

Wednesday, February 25, 2026
3:00 p.m.
State Capitol, Conference Room 225

Aloha Chair Elefante, Vice Chair Lamosao, and Members of the Committee:

My name is Micah Kāne, and I serve as President and CEO of Parker Ranch, Inc. in Waimea, Hawai'i. I am pleased to submit this testimony in strong support of GM 512, confirming Jason Benn to the Hawai'i Workforce Development Council.

I have known Jason for more than ten years in both my personal and professional capacities. During my tenure as Chief Executive Officer of the Hawai'i Community Foundation (HCF), Jason served as Vice Chair of the Nominating and Governance Committee and was a trusted advisor during some of the most challenging and most meaningful periods in our organization's history.

At a time when HCF was leading the Maui Wildfire Recovery effort, we raised more than \$200 million from over 300,000 donors across more than 70 countries. With that scale of visibility and financial activity came significant cybersecurity risk. Jason brought exceptional professional acumen in the cybersecurity space, helping to safeguard the Foundation from fraudulent transactions, ransomware threats, and other bad-actor intrusions. As the cyber threat environment evolved daily, Jason provided steady, strategic guidance to ensure that our systems, donors, and beneficiaries were protected. There are very few leaders in Hawai'i who bring Jason's depth of expertise in information technology, enterprise systems, and cybersecurity.

Jason's professional qualifications are substantial. He currently serves as Senior Vice President and Chief Transformation & Administrative Officer at Hawaiian Electric Company, where he oversees enterprise transformation, human resources, government and community relations, corporate communications, and corporate strategy, and previously served as Chief Information Officer leading more than 250 employees across cybersecurity risk management, enterprise systems, and critical infrastructure operations. His leadership spans strategic planning, workforce development, large-scale technology implementation, and cross-sector collaboration - all competencies that align directly with the mission of the Workforce Development Council.

February 25, 2026

Page 2

Equally important is Jason's character. He is one of the most humble, honest, intelligent, and hardworking individuals I know. I believe his work ethic was shaped in part by his family's small business, Royal Kitchen in Honolulu's Chinatown. Growing up in and around the challenges of building and sustaining a local family enterprise in Hawai'i instilled in him both resilience and a deep respect for opportunity.

Jason is deeply committed to Hawai'i's next generation. He is passionate about ensuring that our state's best jobs go to local residents and that we build strong pathways between education, training, and employment. In his leadership at Hawaiian Electric, he has worked closely with the University of Hawai'i and other partners to strengthen local talent pipelines and to recruit kama'āina back home to serve our communities.

While Jason's resume makes him exceptionally well qualified for this appointment, it is ultimately his integrity, humility, and unwavering commitment to Hawai'i's people that make him an outstanding choice. I am honored to submit this letter of support and respectfully urge the Committee to confirm Jason Benn to the Hawai'i Workforce Development Council.

Mahalo for the opportunity to provide testimony.

Respectfully submitted,

A handwritten signature in black ink that reads "Micah Kane". The signature is written in a cursive style with a horizontal line extending to the right.

Micah Kane
President and CEO
Parker Ranch, Inc.



SHELEE M. KIMURA
President and Chief Executive Officer

**TESTIMONY BEFORE THE SENATE
COMMITTEE ON LABOR AND TECHNOLOGY**

**In Support of Governor's Message 512
Submitting for consideration and confirmation to the
Hawai'i Workforce Development Council,
Jason Benn for a term to expire 06-30-2030**

Wednesday, February 25, 2026
3:00 p.m.
State Capitol, Conference Room 225

Aloha Chair Elefante, Vice Chair Lamosao, and Members of the Committee,

My name is Shelee Kimura, President & CEO of Hawaiian Electric, and I am pleased to submit this testimony in **strong support** of **GM512**, the confirmation of **Jason Benn** to serve on the Hawai'i Workforce Development Council as a private-sector representative.

I have worked alongside Jason for over 15 years through my various roles at HEI and Hawaiian Electric Company. Throughout our collaboration on complex, high-profile strategic initiatives, Jason has consistently demonstrated integrity, strong problem-solving abilities, adaptability, and strategic thinking. He holds himself to the highest standards, embraces hard work, and leads with courage and honesty, always dedicated to creating a better future for Hawai'i and its communities.

In the past five years, Jason's responsibilities have grown considerably, leading to his current role as Senior Vice President & Chief Transformation and Administrative Officer at Hawaiian Electric Company. He now oversees Corporate Strategy, Human Resources, Government & Community Relations, Corporate Communications, and Information and Operations Technology. As a respected executive leader and strategic partner, his leadership has been pivotal in guiding company-wide transformation initiatives that align operations, culture, and outcomes with strategic priorities and stakeholder interests.

Notably, Jason led the recent development and rollout of Hawaiian Electric's three-year corporate strategy, which emphasizes building a "Sustainable Workforce of and for Hawai'i." He spearheads efforts to invest in a high-performance workforce centered around core company responsibilities, fostering quality jobs and career pathways for local residents. His operational expertise, innovative mindset, and practical perspective make him a valuable asset to the Workforce Development Council.

Having observed Jason's steady leadership, genuine respect and empathy for others, and deep commitment to future generations in Hawai'i, I have seen his impactful contributions firsthand—especially during Hawaiian Electric's crisis response after the August 8th Maui wildfires, where he served as my deputy for our Executive Crisis Management Team. In this role, his leadership simultaneously served our executive team, our company, and our communities. Jason's thoughtful, collaborative, and community-oriented approach will benefit both the Workforce Development Council and the State.

With his blend of executive experience, strategic vision, and authentic dedication to Hawai'i, Jason is exceptionally qualified to serve on the Workforce Development Council, and I am confident he will help advance the State's workforce goals and expand opportunities for residents across all islands.

Mahalo for the opportunity to submit testimony in support of Jason's nomination.



Scott W.H. Seu
President & Chief Executive Officer

**TESTIMONY BEFORE THE SENATE
COMMITTEE ON LABOR AND TECHNOLOGY**

**In Support of Governor's Message 512
Submitting for consideration and confirmation to the
Hawaii Workforce Development Council,
Jason Benn for a term to expire 6-30-2030**

Thursday, February 25, 2026
3:00 p.m.
State Capitol, Conference Room 225

Aloha Chair Elefante, Vice Chair Lamosao, and Members of the Committee.

My name is Scott Seu, and I submit this testimony in **support** of **GM512**, the confirmation of **Jason Benn** to serve on the Hawai'i State Workforce Development Council as a private-sector representative.

I have known Mr. Benn for well over two decades, working together at Hawaiian Electric Company. Throughout that time Jason has proven time and time again that he is a leader of high integrity and solid technical and intellectual capacity. Above all, he is passionate in serving the needs of Hawaii's broader community and making things better for future generations.

Jason brings nearly three decades of experience working in Hawai'i across workforce planning, human resources, technology, and strategic transformation. In his current role as Senior Vice President and Chief Transformation & Administrative Officer at Hawaiian Electric, he has overseen workforce strategy and cross-sector partnerships that directly align with the Council's responsibility to set statewide workforce priorities and ensure alignment between employers, education, and training systems.

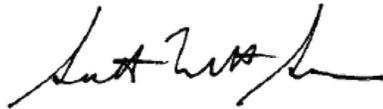
Just as importantly, Jason views workforce development as public service. He has emphasized the importance of creating living-wage jobs, durable career pathways, and opportunities that allow local residents and families to remain and thrive in Hawai'i—values that are central to the mission of the Workforce Development

Council. Jason also serves on the Board of Governors of the Hawai'i Community Foundation, reflecting his ongoing commitment to community stewardship and collaboration across sectors.

For these reasons, I respectfully urge the Committee to **confirm Jason Benn** to the Hawai'i State Workforce Development Council.

Mahalo for the opportunity to provide this testimony.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott W. Smith". The signature is fluid and cursive, with a long horizontal stroke at the end.

**TESTIMONY BEFORE THE SENATE
COMMITTEE ON LABOR AND TECHNOLOGY**

**In Support of Governor's Message 512
Submitting for consideration and confirmation to the
Hawaii Workforce Development Council,
Jason Benn for a term to expire 6-30-2030**

Aloha Chair Elefante, Vice Chair Lamosao, and Members of the Committee,

My name is Terrence George, and I submit this testimony in **support** of **GM512**, the confirmation of **Jason Benn** to serve on the Hawai'i State Workforce Development Council as a private-sector representative.

I have known Mr. Benn for one year in my capacity as CEO and President of the Hawai'i Community Foundation, but I have known of Jason's character and strong reputation for leadership for much longer. I have consistently seen Jason approach leadership and public service with integrity, collaboration, and a long-term commitment to Hawai'i's people.

Mr. Benn brings 29 years of experience working at Hawaiian Electric across workforce planning, human resources, technology, and strategic transformation. In his current role as Senior Vice President and Chief Transformation & Administrative Officer at HECO, he has overseen workforce strategy and cross-sector partnerships that directly align with the Council's responsibility to set statewide workforce priorities and ensure alignment between employers, education, and training systems. Jason is highly familiar with a variety of industry areas, including IT, skilled trades, engineering, cybersecurity, and computer science. He understands what it takes to build durable career pathways.

Mr. Benn believes in the importance of creating living-wage jobs, durable career pathways, and opportunities that allow local residents and families to remain and thrive in Hawai'i—values that are central to the mission of the Workforce Development Council. Mr. Benn also serves on the Board of Governors of the Hawai'i Community Foundation, reflecting his ongoing commitment to community stewardship and collaboration across sectors.

For these reasons, I respectfully urge the Committee to **confirm Jason Benn** to the Hawai'i State Workforce Development Council. Mahalo for the opportunity to provide testimony.

Respectfully,
Terrence R. George
Honolulu, Hawaii

GM-512

Submitted on: 2/23/2026 1:41:07 PM

Testimony for LBT on 2/25/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Elliot Mills	Individual	Support	Written Testimony Only

Comments:

My name is Elliot Mills, and I am pleased to offer my strong support for GM512, confirming Jason Benn to the Hawai‘i State Workforce Development Council as a private-sector representative.

I have known Jason for five years through our work together on the Board of Governors of the [Hawai‘i Community Foundation](#). I have seen firsthand his integrity, steady leadership, and genuine commitment to serving Hawai‘i’s people. He listens carefully, builds alignment across diverse perspectives, and stays focused on long-term impact rather than short-term wins.

With nearly 30 years of experience in Hawai‘i spanning workforce planning, human resources, technology, and enterprise transformation, Jason brings both practical expertise and strategic vision. In his role as Senior Vice President and Chief Transformation & Administrative Officer at [Hawaiian Electric](#), he has led workforce strategy and organizational change efforts that directly connect employers, training systems, and long-term economic opportunity.

Most importantly, Jason believes workforce development is about people. He is committed to creating living-wage jobs and clear career pathways so local families can build their futures here at home. That perspective—grounded in service and stewardship—makes him exceptionally well-suited for this role.

I respectfully encourage the Committee to confirm Jason Benn to the Hawai‘i State Workforce Development Council.

Mahalo for the opportunity to share my support.

February 23, 2026

Hawaii State Senate

Committee on Labor and Technology

Senator Brandon J.C. Elefante, Chair; Senator Rachele Lamosao, Vice Chair Aloha Chair Elefante, Vice Chair Lamosao and Committee Members;

Reference: **GM 512, Submitting Jason Benn for Consideration and Confirmation**

Hearing: Wednesday, February 25, 2026, Room 225 at 3:00 pm

My name is Kika G. Bukoski and I am happy to submit this testimony in SUPPORT of GM512 which submits for consideration and confirmation to the Hawai`i Workforce Development Council, JASON BENN, for a term to expire 06-30-2030.

The Workforce Development Council is comprised of a cross-section of leaders from business, labor, education, and the public sector, and provides guidance to the state and to the Governor on workforce-related matters.

Jason brings years of experience and practical knowledge in strategic planning, labor management and relations, and technology. As a senior executive of one of the largest employers in the state¹ in one of the fastest growing industries in the world², Jason's nearly three decades of experience will undoubtedly enhance the Council's capacity to develop statewide workforce priorities and strategies that support the creation of living wage jobs, long-term career pathways, and workforce opportunities that allow local residents and future generations to stay home in Hawai`i... not just to survive, but to thrive.

As someone who has had the opportunity to know Jason both professionally and personally, and has worked closely with him on several workforce and labor-related matters, I am very confident when I say that Jason will be an excellent addition to the Council.

Mahalo for the opportunity to testify in support of Jason Benn (GM512).

¹ See State of Hawai`i Data Book 2024, <https://files.hawaii.gov/dbedt/economic/databook/db2024/section12.pdf>

² See Electricity 2025, <https://www.iea.org/reports/electricity-2025/executive-summary>