

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

BRIAN K. FURUTO
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

Statement of
BRENNA H. HASHIMOTO
Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
Wednesday, March 11, 2026
3:00PM
State Capitol, Conference Room 225

In consideration of
GM635 Submitting for consideration and confirmation to the Board of Trustees of the Deferred Compensation Plan, Gubernatorial Nominee, LANCE LARSEN JR, for a term to expire 06-30-2029.

Chair Elefante, Vice Chair Lamosao, and the members of the committee:

The Department of Human Resources Development (HRD) **strongly supports** the nomination and confirmation of Mr. Larsen to the Board of Trustees of the State of Hawai'i Deferred Compensation Plan.

Mr. Larsen has been serving as an employee member on the Board since August 2021. As the Civil Rights Compliance Specialist for the Civil Rights Compliance Branch of the Department of Education and a former investigator for the United States Department of Justice, he has extensive knowledge and experience with the principals of federal and state compliance governing administration of various programs. He has a deep understanding of the deferred compensation program and recognizes the importance of providing Hawai'i public employees with a sense of financial security in retirement.

I have found Mr. Larsen to be knowledgeable, dedicated and committed to serving in the best interest of the Plan's participants and believe he will continue to be a tremendous asset to the Board and will be invaluable in advancing the Board's mission to support employees in achieving their retirement goals.

For these reasons, I offer my strong endorsement of Mr. Larsen's confirmation. We respectfully urge your favorable consideration of his nomination and appreciate the opportunity to provide testimony in support of GM635.

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BOARD OF TRUSTEES
REIKO MATSUYAMA
LANCE LARSEN JR.
BRENNAN HASHIMOTO
RODERICK BECKER
TY NOHARA
ERIC NOUCHI
KALBERT YOUNG

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
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235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

Statement of
REIKO MATSUYAMA
Chairperson, State of Hawaii Deferred Compensation Plan, Board of Trustees

Before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
Wednesday, March 11, 2026
3:00PM
State Capitol, Conference Room 225

In consideration of
GOVERNOR'S MESSAGE NO. 635
CONSIDERATION AND CONFIRMATION OF
GUBERNATORIAL NOMINEE, LANCE LARSEN JR. TO THE
BOARD OF TRUSTEES OF THE STATE DEFERRED COMPENSATION PLAN

Chair Elefante, Vice Chair Lamosao, and members of the committee.

As the Chairperson of the Board of Trustees of the State Deferred Compensation Plan and on behalf of the Board, we are in **support** of GM635.

Mr. Larsen has served as an employee member on the Board since 2021. During his first term with the Board, he demonstrated a thorough understanding of government operations and spearheaded efforts to increase awareness and participation of the Plan within the Department of Education. His experience and determination will enable the Board to advance the Plan and help employees achieve their retirement savings goals.

I believe Mr. Larsen is an excellent candidate to serve on the Board and I am confident that he will support the Board's continued efforts to enhance and promote the Plan for all eligible State and county employees.

I respectfully ask for your favorable consideration of Mr. Larsen's confirmation as a member of the Board of Trustees of the State's Deferred Compensation Plan. Thank you for the opportunity to provide testimony in support of GM635 and Lance Larsen Jr.

GM-635

Submitted on: 3/10/2026 10:51:57 AM

Testimony for LBT on 3/11/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Disa Hauge	Testifying for DOE, Nanakuli-Waianae Complex	Support	Written Testimony Only

Comments:

Here's a revised recommendation staying close to your points:

Aloha,

I am Disa Hauge, Nanakuli-Waianae Complex Superintendent and I have worked with Lance Larsen in his capacity as our CRCB Equity Specialist for over five years.

I am pleased to recommend the confirmation of Lance Larsen, Jr. to continue serving on the Board of Trustees of the Deferred Compensation Plan for the State of Hawai'i through June 30, 2029.

Mr. Larsen has demonstrated integrity and sound judgment throughout his public service career. In his compliance role with the Hawai'i Department of Education, he has conducted careful investigations and rendered impartial analysis on complex civil rights matters affecting students and staff across the state; work that demands the same objectivity and precision essential to responsible fiduciary oversight.

As Vice-Chair of the Board of Trustees, Mr. Larsen has helped oversee retirement assets for thousands of public employees and contributed to the plan's recent national recognition for excellence in administration and stewardship. His governance experience reflects a consistent commitment to accountability, diligence, and protecting the public trust.

Above all, Mr. Larsen brings a deep sense of kuleana to this role. As a lifelong Hawai'i resident and state employee, he understands firsthand the importance of ensuring that programs supporting the long-term financial security of public employees remain well governed and effective.

I am confident that Mr. Larsen will continue to serve with distinction and strongly support his confirmation.

GM-635

Submitted on: 3/9/2026 8:38:02 AM

Testimony for LBT on 3/11/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Scott Hovey, Jr.	Individual	Support	Written Testimony Only

Comments:

I submit this testimony in support of Mr. Larsen’s appointment to the Board of Trustees of the Deferred Compensation Plan.

My perspective on Mr. Larsen’s qualifications is informed by a lifelong association. I have known him since our days as youth in Kailua - playing basketball at Enchanted Lakes Elementary, we attended law school together at the William S. Richardson School of Law at the University of Hawai’i, and we have collaborated in a professional capacity, including representing opposite sides in a workers compensation matter. This extensive history provides me with a comprehensive view of his character and capabilities.

A seat on the Deferred Compensation Board requires a fiduciary mindset and a commitment to the financial well-being of state employees. Mr. Larsen possesses the traits needed for this responsibility:

- **Honesty:** He communicates with transparency and straightforwardness. You can trust his word.
- **Integrity:** Throughout our decades of knowing each other and working together, he has chosen the ethical path.
- **Professional Competence:** Our shared time in law school and subsequent professional work demonstrated his analytical skills and dedication to meticulous work.

Entrusting someone with the oversight of deferred compensation plans is a significant decision. State employees rely on this board to secure their futures. Mr. Larsen’s lifelong track record proves he is a man of honesty and integrity who will treat this role with the gravity it demands.

I urge the committee to confirm his appointment to the Board.

Respectfully submitted,

Scott E. Hovey, Jr.

GM-635

Submitted on: 3/9/2026 9:37:27 AM

Testimony for LBT on 3/11/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Chow	Individual	Support	Written Testimony Only

Comments:

Aloha Chair and Members of the Board,

My name is Michael Chow, and I have had the privilege of working with Mr. Larsen for the past eight years in the Department of Education. During that time, I have come to know Lance as a thoughtful, principled professional who consistently approaches his work with diligence, integrity, and a deep commitment to serving others.

Lance has an exceptional ability to analyze complex issues, ask the right questions, and bring forward perspectives that help strengthen decision-making. He is not someone who speaks simply to fill the room but contributes because he has carefully considered the issue and believes there is an ethical path forward. His insight, preparation, and steady judgment make him a valuable voice in any discussion involving policy, governance, or financial stewardship.

Equally important, Lance approaches his responsibilities with humility and respect for the collaborative process. He listens carefully, weighs competing viewpoints, and remains focused on outcomes that benefit the broader community. In my experience working alongside him, his recommendations are consistently grounded in careful analysis and a sincere desire to ensure that decisions are made responsibly and with long-term impact in mind.

Quite frankly, any board or organization benefits from having Mr. Larsen at the table, more so, when they take the time to fully consider the perspective he brings.

For these reasons, I strongly support Lance Larsen's continued service on the Board of Trustees for the State of Hawai'i Deferred Compensation Plan. I am confident he will continue to serve with the same integrity, insight, and dedication that I have witnessed firsthand over the past eight years.

Respectfully,

Michael Chow

March 9, 2026

Relating to Board of Trustees of the Deferred Compensation Plan

Chairperson Brandon Elefante, Vice Chair Rachele Lamosao and Members of the Committee:

Dear Chair Elefante:

I am pleased to offer my strong support for the confirmation of Lance P. Larsen Jr. to continue serving on the Board of Trustees of the State of Hawai'i Deferred Compensation Plan. I have had the privilege of working closely with Lance for the past eight years through our professional roles within the State Hawai'i Department of Education ("Department"), and during that time I have developed great respect for his professionalism, integrity, and dedication to public service.

Lance serves as a Compliance Specialist, a role that requires a high degree of technical expertise, sound judgment, and strict adherence to ethical standards. His work routinely involves complex civil rights investigations, careful analysis of facts, and the application of federal and state compliance requirements. Through my professional interactions with him, I have consistently observed Lance approach these responsibilities with objectivity, diligence, and an unwavering commitment to fairness. His ability to evaluate complicated matters with clarity and reason reflects the qualities essential for effective fiduciary oversight.

Lance is also highly collaborative. He listens thoughtfully to different perspectives and works constructively with colleagues to reach balanced and responsible decisions. These qualities, along with his strong ethical foundation and dedication to public service, make him well suited to serve in this important role.

Equally important is Lance's strong ethical foundation. He conducts himself with the highest level of integrity and professionalism. His decisions are guided by fairness, accountability, and a genuine commitment to serving others. In situations that require careful judgment, Lance remains rational, reasonable, and focused on achieving outcomes that are principled and responsible.

I also deeply admire Lance's personal values. He demonstrates a strong sense of loyalty and dedication not only to his professional responsibilities but also to his 'ohana. This grounding in 'ohana and community reflects the character of an individual who understands the importance of stewardship, responsibility, and long-term commitment, qualities that are especially meaningful when entrusted with oversight of programs that safeguard the financial future of public employees. I also admire Lance's personal commitment to his family and community, which reflects the character and sense of responsibility he brings to his professional work.

For these reasons, I strongly support Lance P. Larsen Jr.'s confirmation and respectfully encourage the Committee to approve his continued service on the Board of Trustees of the State of Hawai'i Deferred Compensation Plan.

Sincerely,



Jarnett Lono

GM-635

Submitted on: 3/9/2026 1:47:46 PM

Testimony for LBT on 3/11/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Neil Battad	Individual	Support	Written Testimony Only

Comments:

Dear Chair Elefante and Members of the Committee,

I write in strong support of the nomination of Lance Larsen to continue serving on the Board of Trustees for the State of Hawai‘i Deferred Compensation Plan.

I have had the opportunity to work directly with Lance during his time as a Compliance Specialist with the Hawai‘i Department of Education. In that role, he demonstrated exceptional attention to detail, strong analytical skills, and professionalism while conducting complex civil rights investigations. These investigations often require careful review of extensive documentation, objective evaluation of facts, and sound judgment when making findings that can have significant consequences. Lance consistently approached this work with diligence, fairness, and above all, integrity.

His ability to thoroughly analyze information, ask thoughtful questions, and produce well-reasoned conclusions makes him highly qualified to carry out the responsibilities required of a Trustee. These same skills translate directly to the oversight responsibilities of the Board, where careful evaluation, fiduciary responsibility, and thoughtful decision-making are essential.

Lance has already demonstrated his commitment to public service through his work on the Board since 2021, where he currently serves as Vice-Chair. His professional experience in compliance, investigations, and public administration, combined with his dedication to serving the people of Hawai‘i, make him well suited to continue supporting the responsible governance and long-term sustainability of the Deferred Compensation Plan for Hawai‘i’s public employees.

For these reasons, I respectfully support Lance Larsen’s nomination and ask the committee to favorably consider his continued service on the Board.

Thank you for the opportunity to provide testimony.

Sincerely,
Neil Battad

Testimony in STRONG SUPPORT of GM635: Nomination of Lance P. Larsen Jr.

The Honorable Brandon Elefante, Chairperson
Senate Committee on Labor and Technology

Measure: Strong Support for Governor's Message 635 (GM635), Nomination of Lance P. Larsen Jr. to the Board of Trustees of the Deferred Compensation Plan

Dear Chair Elefante and Members of the Committee:

I am writing to you today not just as a colleague, but as someone who has witnessed the genuine heart and tireless advocacy Lance P. Larsen Jr. brings to his role on the Board of Trustees. I strongly urge your committee to support his re-appointment for a term expiring June 30, 2029.

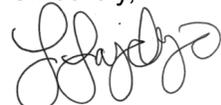
What sets Mr. Larsen apart is that he does not just see "participants," he truly sees his fellow neighbors, friends, and coworkers. He carries a deep sense of responsibility to ensure that the people who serve Hawai'i are taken care of in their retirement. Mr. Larsen is not a newcomer to this responsibility; he has served on the Board since 2021 and currently serves as the Board Vice-Chair. His tenure has been marked by significant national recognition, including two national awards at the 2025 National Association of Government Defined Contribution Administrators (NAGDCA) conference. These accolades are a testament to his commitment to administrative excellence and responsible stewardship.

Mr. Larsen's qualifications are unmatched, combining a Juris Doctor from the University of Hawai'i at Manoa with a Masters in Public Administration. This educational background, paired with his extensive experience in workers' compensation and civil rights compliance, allows him to navigate complex financial and legal landscapes with ease.

Not only is Mr. Larsen is an exceptional trustee, he is an incredible human being who simply cares about others. Mr. Larsen is exactly the kind of trustee we need and someone with the technical "know-how" of a legal expert and the "can-do" spirit of a dedicated public servant. I have full confidence that he will continue to be a strong, protective voice for our retirement savings.

For the reasons listed above, and so much more, I strongly recommend the confirmation of Lance P. Larsen Jr. to the Board of Trustees of the Deferred Compensation Plan.

Sincerely,



Sabrina Fallejo Uganiza, Ph.D.

GM-635

Submitted on: 3/9/2026 2:00:29 PM

Testimony for LBT on 3/11/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Wendy Ogawa	Individual	Support	Written Testimony Only

Comments:

To Whom It May Concern:

This is written in support of Mr. Lance Larsen, Jr. to serve as a member of the Board of Trustees of the Deferred Compensation Plan for the State of Hawai‘i. In my role supporting the Complex Area Superintendent’s office, I have observed Mr. Larsen demonstrate a high level of professionalism, responsiveness, and follow-through in matters requiring coordination and careful attention to detail.

Mr. Larsen is highly organized and brings a methodical and well-prepared approach that reflects his commitment to doing things carefully and correctly. Mr. Larsen’s role on the Board of Trustees will help strengthen and support the long-term security of the Deferred Compensation Plan.

I am confident that Mr. Larsen’s professionalism, strong sense of integrity, and clear communication will provide the skills and knowledge to continue to serve on the Board of Trustees of the Deferred Compensation Plan for the State of Hawai‘i.

March 9, 2026

To the Selection Committee,

I am writing to strongly support Lance Larsen's renomination to the Board of Trustees for the Deferred Compensation Plan.

As Lance's colleague at the DOE Civil Rights Compliance Branch, I can attest to his exceptional integrity and wealth of expertise. Lance is an invaluable asset to our department—not only for his vast knowledge of compliance but for his sound judgment and availability to mentor others. I trust his professional insights and regularly rely on his reviews to ensure the quality of my own work.

As a government employee and participant in the state's deferred compensation program, I have a personal stake in how the Plan is managed. I want a trustee who prioritizes responsible management and excellence, and I know that having someone with Lance's character and practical wisdom on the Board is the best way to ensure that happens.

Best regards,

A handwritten signature in black ink, appearing to read "Moana Hokoana". The signature is written in a cursive, flowing style.

Moana Hokoana
State Employee and Plan Participant

GM-635

Submitted on: 3/10/2026 6:47:14 AM

Testimony for LBT on 3/11/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nicole Isa-Iijima	Individual	Support	Written Testimony Only

Comments:

I am submitting testimony in full support of GM635, which nominates Lance Larsen, Jr., to the Board of Trustees of the Deferred Compensation Plan. I have worked with Lance for the past eight years, and have found Lance to be thoughtful, methodical, and analytical in his approach to our work. Lance will be a great addition to the Board.

Thank you for this opportunity to submit testimony.

Committee on Labor and Technology (LBT)
Hrg Date: Wednesday, March 11, 2026
Time: 3pm
Place: CR 225

SUBJECT: GM 635 – Lance Larsen, Jr.

Aloha Chair Elefante and Members of the Senate LBT Committee:

I submit my testimony in strong **SUPPORT** of Lance Larsen, Jr. to serve on the Board of Trustees of the Deferred Compensation Plan for the State of Hawaii (“Board”).

This year will make it 20 years since I have known Lance, and I am fortunate to have known him in a personal and professional capacity. Lance was my mentor when I entered the William S. Richardson School of Law in 2006, and today he is a colleague of mine in the State of Hawaii Department of Education (“HIDOE”).

As my law school mentor, Lance took his responsibility to nurture this first-year law student very seriously. He helped strengthen my academic rigor and provided the guidance I needed to ensure that I would have the necessary skills to succeed. Within days after meeting Lance, I learned that he was very meticulous in his research. This is a valuable asset for a Trustee to employ prior to making informed decisions that impact the retirement savings of public servants such as myself.

What I appreciated most about Lance was his penchant for collaboration. There were many times when we didn’t agree on certain issues, but Lance was always respectful of mine and others’ opposing viewpoints and emphasized shared outcomes. This focus on shared responsibilities rather than differences is a skill that Lance brings to the Board.

His collaborative approach continues two decades later, where I have the privilege of working with Lance at HIDOE. When I left my position as the head of HR for the First Judicial Circuit to work at the HIDOE as a Complex Area HR Officer, Lance reached out to help me in my transition. Although his office is separate from mine and is focused on protected class issues, the investigatory work we conduct is similar. Just as I am very grateful for Lance’s personal and professional guidance throughout the years, this Board will truly benefit from Lance’s continued guidance as well.

Lance is a man of integrity and I trust him implicitly. Public employees like myself are very fortunate to have Lance offer his collaborative skills, legal training and expertise in law, policies, and procedures, to serve on the Board on their behalf. To reiterate, I submit my strong SUPPORT for Lance Larsen, Jr. to serve the Board.

‘O au nō me ka ha‘aha‘a,
E. Sunny Greer, J.D., M.A.
drsunnyg808@gmail.com

GM-635

Submitted on: 3/10/2026 9:44:57 AM

Testimony for LBT on 3/11/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kalei Rapoza	Individual	Support	Written Testimony Only

Comments:

I am writing to express my strong support for the confirmation of Lance Larsen Jr. to continue to serve on the Board of Trustees of the State of Hawai‘i Deferred Compensation Plan.

As a former employee member and Chair of the Deferred Compensation Plan Board of Trustees myself, I understand the critical importance of the Trustee role. The Board is charged with the fiduciary responsibility of overseeing the retirement savings of thousands of state and county employees. This requires a trustee who is diligent, objective, and deeply committed to the long-term financial well-being of our public workforce.

I have had the privilege of knowing and working with Lance for many years, including serving together on the Board of Trustees. Throughout his career, Mr. Larsen has demonstrated a high level of integrity and a sophisticated understanding of the complexities of public sector employment and benefits. He has a strong understanding of the deferred compensation program and has exhibited a vision for providing financial stability for Hawai‘i public employees in retirement.

Mr. Larsen possesses the temperament and professional background needed for this Board. He is a person of exceptional character who approaches decision-making with a focus on fairness and transparency. His broad work and life experiences provides him with a unique perspective on the needs of state employees, ensuring that the plan remains a robust and attractive vehicle for retirement planning.

I am confident that Mr. Larsen’s dedication to public service and his professional expertise will continue to make him an invaluable asset to the Board of Trustees. He is well-prepared to continue the responsibilities of this position and will serve the participants of the plan with distinction.

For these reasons, I most strongly support the confirmation of Lance Larsen Jr. to the Deferred Compensation Board of Trustees.