



HRG TECHNOLOGIES LLC

March 9, 2017

LATE

Dear Senator Baker:

It is with pleasure and respect that I provide this letter of recommendation for Nikki Kepo'o as a Board member of the Disability and Communication Access Board for the State of Hawaii.

Nikki has been employed with our company for the past 14 months. During this time, she has willingly assumed the dual roles of Human Resources Coordinator and Office Manager, and often takes a proactive approach to overseeing to the well-being of our group as well as serving as a prudent watchdog of our financial resources.

As her direct manager, I have worked closely with Nikki and witnessed on countless occasions her interactions with internal personnel, outside vendors, and potential staff members. Nikki's excellent communication skills, positive outlook and pleasing personality enhance her natural leadership qualities. Nikki's willingness to accept challenges and listen to input enable her to contribute thoughtful, well-reasoned approaches to helping others solve difficult problems. For all matters, she proves herself a compassionate individual who shows genuine respect for others.

On a personal level, she has shared with me her experience and commitment to community betterment, both as a parent of a Deaf child and as a strong advocate for all Hawaii Keiki. I know that Nikki will be a valuable asset to your committee and serve the disability community well.

Please feel free to call if you have any questions.

Sincerely,

Renton Nip, *Owner*

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March 9, 2017

To whom it may concern:

This letter is to recommend Nikki Kepo`o for a position on Disability Communication Access Board. I am more than delighted to learn that she is interested to serve her time for DCAB Board in the field of deafness. I have known her for over 4 years through her Deaf son. She was, and still is, involved with the LEAD-K (Language Equality and Acquisition for Deaf Kids) campaign team. She was a passionate about the bill and wanted to ensure that her Deaf son and the future Deaf children will have a better and improved quality of their lives. The bill was successfully passed and Governor Ige signed it into the law.

Nikki learned American Sign Language immediately when she found out her son is Deaf. Ever since I have known her for 4 years, her communication skills improved and in no time, she will be fluent. I believe that is a skill necessary for her and family (his sister and father) to include her son in family events such as dinner table, birthday parties, and the such. She is a warm, thoughtful, and kind person. Currently she is serving as a parent representative for Hawaii School for the Deaf and the Blind School Community Council. A great role model for Deaf children, hearing and Deaf parents, and community members. Those are her excellent strengths that will help DCAB and Deaf community to move forward for betterment of Deaf citizens.

Therefore, and without any reservations, I recommend Nikki to be accepted as a board member of DCAB. Thank you for the opportunity to testify on her behalf and please feel free to contact me for more information.

Sincerely,

/s/

William-Kalani C. Kekua