

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Anne E. Perreira-Eustaquio, Nominee for Deputy Director of the State of Hawaii  
Department of Labor and Industrial Relations

RE: Support of GM508 – Submitting for consideration and confirmation as the Deputy  
Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee,  
Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020 @ 2:45 pm  
Conference Room 224, State Capitol

Chair Taniguchi, Vice Chair Ihara and Members of the Senate Committee on Labor, Culture and the Arts. My name is Anne Perreira-Eustaquio, Gubernatorial Nominee for Deputy Director of the State of Hawaii Department of Labor and Industrial Relations and I respectfully request your support.

I am humbled and honored to be given the opportunity to submit testimony in anticipation of my upcoming confirmation hearing.

I was born in Hilo where I was raised by two very hard working and loving parents and grew up with four amazing and supportive siblings. Our parents taught us that hard work and perseverance were keys to success. But most of all, they instilled in me a sense of compassion and gratitude for others. My spiritual and faith-based upbringing taught me to be kind and humble and to treat everyone with dignity and respect. These qualities have shaped me into the person I am today.

When I was 18, I left Hilo to attend UH Manoa and after a year found my niche and my home at Chaminade University of Honolulu where I obtained my Bachelors in Business Administration in Accounting and later returned to obtain my Masters in Business Administration.

Upon my graduation I was at a crossroads as to my path. After working for a CPA firm for a couple of years and volunteering in the IRS Volunteer Income Tax Assistance (VITA) Program I knew that I wanted to use my talents to help others.

After discussing my options with my husband, I decided to serve this great state as a civil service employee and started employment with the Department of Labor and Industrial Relations, Unemployment Insurance Division as an Auditor a little over 30 years ago. Work as an auditor provided me with the opportunity to get out into the community working with

businesses throughout the island of Oahu. I moved up in the Unemployment Insurance Division through the years gaining more and more experience every step of the way and gained a comprehensive understanding of the workings of UII.

During my time at the Unemployment Insurance Division, I had many mentors. It's through these outstanding leaders and their mentorships that I was able to grow and flourish. I would be remiss not to mention, my biggest cheerleader, my husband Ish. He has been right by my side every step of the way, providing me with guidance, support and love. He believed in me even when I didn't believe in myself.

When I obtained the position as the Unemployment Insurance Administrator in January of 2019, I was beside myself with honor and gratitude. Thinking back 30 years ago, I would not have thought that life would have taken me down this path.

I am now humbly asking for your support on my appointment as the Deputy Director of the Department of Labor and Industrial Relations. To be honest, when I first was approached about this position I doubted my ability to help "make a difference." After some soul searching and a lot of prayer, I realized that I was being given an opportunity to give back and to leverage all the experience I gained from my 30 years of service to the people of Hawaii.

It is through this realization that the reason I want to be part of the leadership at the Department of Labor and Industrial Relations is not about what I will receive but rather what I can give. This job isn't about me, it's really about the working people of Hawaii.

As a 30 year veteran of the Department, I am excited to take on this challenge and am proud to represent the "state worker." I take to heart that I not only represent myself, but all state workers in this great state and I hope to make them proud. I pride myself in being a team player and a negotiator and always strive to do what is right.

I have been blessed to live in this beautiful State we all call home. When my husband and I first started out we struggled to survive like most young adults do here in Hawaii. I want to be able to contribute to the solutions for a better life for our youth with a hope for economic stability. I want to be able to help make this dream possible for Hawaii's future generations, like my son Jacob, who have high hopes for their future.

My heartfelt gratitude goes out to the amazing team in the DLIR Director's Office for welcoming me with open arms. I commend them on their dedication and commitment to the staff at DLIR and the community we serve. With the Director, Scott Murakami at the helm, we will undoubtedly strive to maintain constant vigilance in protecting Hawaii's workers and serving as Hawaii's economic safety net. I could not imagine a better partnership. From day one the Director and I were on the same page. His vision, strategies and reason, align with my core values. Although our styles differ, they complement each other; many would say we are the Yin and the Yang.

I want to thank Governor Ige for providing me with this opportunity. Having served as the Deputy Director for the last four and a half months has been everything I expected and more. I wake up every day ready and accountable to serve alongside the 400+ dedicated staff at the Department of Labor and Industrial Relations. I am committed to lead with passion and work even harder to realize the vision and mission of the Department of Labor.

I thank you all for the opportunity to testify.



EXECUTIVE CHAMBERS  
HONOLULU

DAVID Y. IGE  
GOVERNOR

Testimony of  
**David Y. Ige**  
Governor, State of Hawai'i  
Before the

**SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS**

February 13, 2020  
2:45 p.m., Conference Room 224

In consideration of  
**Governor's Message 508**

Submitted for consideration and confirmation as the Deputy Director of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio

Chair Taniguchi, Vice Chair Ihara, and committee members:

I respectfully request your support in confirming the appointment of Anne E. Perreira-Eustaquio to serve as the Deputy Director of Labor and Industrial Relations.

Ms. Perreira-Eustaquio has been serving as the acting Deputy Director since October of 2019. She has been with the department for over twenty years working her way up from an auditor, program specialist, and program development officer to the unemployment insurance (UI) program administrator. In her role as the UI administrator, she is responsible for managing the safety net of the federal-state program.

Ms. Perreira-Eustaquio holds a Bachelor of Business Administration, Accounting, and a Master of Business Administration from Chaminade University.

This administration is committed to transforming the culture of government by embracing and accelerating change. I'm confident that Anne E. Perreira-Eustaquio will support our employees in the Department of Labor and Industrial Relations in this effort. Together, we can build a better home for our keiki, kupuna, and all the residents of Hawai'i.

Mahalo for your consideration.

DAVID Y. IGE  
GOVERNOR

JOSH GREEN  
LIEUTENANT GOVERNOR



SCOTT T. MURAKAMI  
DIRECTOR

ANNE EUSTAQUIO  
DEPUTY DIRECTOR

**STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

830 PUNCHBOWL STREET, ROOM 321  
HONOLULU, HAWAII 96813

February 10, 2020

To: The Honorable Brian T. Taniguchi, Chair,  
The Honorable Les Ihara, Jr., Vice Chair, and  
Members of the Senate Committee on Labor, Culture and the Arts

Date: Thursday, February 13, 2020  
Time: 2:45 p.m.  
Place: Conference Room 224, State Capitol

From: Scott T. Murakami, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: G.M. No. 508 Deputy Director of the Department Labor and Industrial Relations  
ANNE PERREIRA-EUSATQUIO.**

Chair Taniguchi, Vice Chair Ihara, and Members of the Committee,

My name is Scott T. Murakami, and I am the Director of the Department of Labor and Industrial Relations. I am testifying in strong support of Governor's Message 508, Gubernatorial Nominee, Anne Perreira-Eustaquio, to serve as the Deputy Director of the Department of Labor and Industrial Relations.

Anne has demonstrated that she has the leadership and experience to assist me in leading the DLIR. Before serving as the Deputy Director, Anne was the Administrator of the Unemployment Insurance Division (UI). As the UI Administrator, Anne spearheaded modernization efforts and worked to increase employee morale by conducting outreach and encouraging employees to share ideas on how to improve work processes.

As the Deputy Director, Anne has continued to help the DLIR modernize by leading the IT Steering Committee and increase employee engagement by developing the Alternative Working Schedule and coordinating the celebrations of the DLIR's 80<sup>th</sup> Anniversary. Anne's enthusiasm and energy for these efforts has been infectious and created a positive environment for the DLIR employees, especially as many see her as a role model for working hard and dedicating oneself to public service.

I urge you to confirm Anne to serve as the Deputy Director of the DLIR so that she may continue to provide leadership and service to the public.

Thank you very much for the opportunity to testify in strong support of Anne.

Chair Taniguchi, Vice Chair Ihara and members of the Senate Committee on Labor, Culture and the Arts. My name is Scott Murakami and I have the honor of serving as your Director for the Department of Labor and Industrial Relations.

You have a copy of our department's written testimony in **strong support of Governor's Message 508, which was submitted for this committee's consideration to advise and consent on Gubernatorial Nominee, Ms. Anne Perreira-Eustaquio to serve as our Deputy Director.**

The written testimony that you've received and the oral testimony that will be shared with you in today's hearing will expound on Anne's qualities and achievements both as a person of character and a highly effective Administrator.

Given that, I'd like to share with you a somewhat different perspective on Deputy Director Perreira-Eustaquio. You see, as the Director of DLIR, I believe that one of my biggest responsibilities is to find leaders in the people who serve within DLIR that will help make our Department and in turn, Hawaii a better place for all our residents. This is a challenge because finding highly effective leaders requires identifying qualities, character, and capabilities that our employees may not YET, see in themselves.

Case in point... Anne! When I first approached Anne to be considered for the Deputy Director position, her first comment to me was "ME??...

I'm not qualified to be the Deputy!" "I don't think so!" We spent about an hour and a half into the early evening that day, talking about the future of our department and how she could play an integral role in shaping a new future for our 450+ employees and the stakeholders that we serve.

Fast forward to this past Tuesday. I asked Anne, "you were the 2019 Manager of the Year right? What other awards did you receive?" She pulls out about this 8-inch binder of stuff!! She tells me "it's in here somewhere I know I was a 2x recipient of DLIR's Employee of the Year Award and received a multiple Team of the Year Awards." I walk back to my desk thinking geez Scott... you're such an underachiever!!

I share this story with you because it illustrates that Anne possess the two critical characteristics that are essential to every great leader.

First, Anne is humble. Being humble reminds us that we don't know everything. This is important because being humble is prerequisite to learning new things.

Second, Anne has the courage to take on new roles and responsibilities. That's what all her accolades represent. They acknowledge that Anne has the courage to step forward and to take a chance at making a positive difference in our Department.

What that tells me (other than I'm an underachiever), is that Anne has the solid foundation that our Department needs to achieve the

aspirational goals that we have set that extend well beyond my tenure as your Director.

Since assuming her role as our Deputy Director on October 1, 2019, Anne has wholeheartedly embraced our departmental plan that focuses on three foundational pillars: (1) Optimization of Services to our Community, (2) Modernization of systems and processes to ensure that our Department is prepared to address both the current and future needs of our claimants and Hawaii's businesses, and (3) increasing collaboration which will lead to far greater opportunities to innovate.

Since October, Anne has accomplished much...

In our efforts to Modernize, Anne has organized and assumed the role of co-chair of our Department's newly formed IT leadership steering committee. This committee is responsible for providing our department with requisite IT Governance along with the Director's Office support and oversight of over \$21 million in modernization projects.

In our efforts to increase collaboration, Anne has taken on the leadership role in the formation of our department's Organizational Culture Committee. This new committee focuses on permeating and sustaining a positive, collaborative organizational culture throughout DLIR that will contribute significantly to our goal of restoring pride in public service.



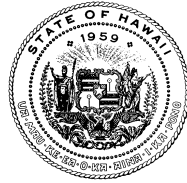
This committee which consists of employees from various levels and divisions and agencies of DLIR is responsible for taking on the Blue Zone initiative, deploying our alternative work schedule, heading up the 80<sup>th</sup> anniversary celebrations and helping myself and our administrators foster the next generation of leaders that will come from within the rank and file of DLIR.

Most importantly, Anne understands and wholeheartedly believes that optimization of services to our community means **MORE** than improving the efficiency in services and the timely payment to our claimants. She has taken ownership in our shared vision that optimizing services means that DLIR's claimants will feel better about their lives and see a better tomorrow for themselves and their families after receiving services from any of DLIR's employees. She understands that optimizing our services means that services delivered with our aloha, gives claimant and their benefactors, hope.

Anne is a good person. She is patient, kind, empathetic, and an active listener. She is also tough, decisive in her decisions, and follows through on what is best for our department, always putting our claimants' needs and the needs of other before her own.

She has a loving family that supports her. Boundless amounts of energy and an infectious, positive personality that energizes anyone who passes within 10 feet of her. In short, Anne Perreira-Eustaquio is a positive force of energy, a true confidant, and most importantly a highly effective leader that personifies the values expressed in 5-7.5 HRS, the Law of the Aloha Spirit.

As our Department embarks on this banner year of 80 years of protecting Hawaii's workers and serving as our state's economic safety net, I humbly ask that the Senate Committee on Labor, Culture and the Arts advise and consent on Governor's Message 508 and respectfully ask the full Senate to confirm Gubernatorial Candidate Ms. Anne Perreira-Eustaquio to be commissioned as our Deputy Director so that we can jointly lead the Department of Labor and Industrial Relations ~~to~~ into a brighter future and create within it, a lasting legacy of pride in public service.



**STATE OF HAWAII**  
**DEPARTMENT OF HEALTH**  
P. O. Box 3378  
Honolulu, HI 96801-3378  
doh.testimony@doh.hawaii.gov

**Testimony in SUPPORT of GM508**  
**Submitting for consideration and confirmation as the Deputy Director of the**  
**Department of Labor and Industrial Relations, Gubernatorial Nominee, ANNE E.**  
**PERREIRA-EUSTAQUIO, for a term to expire at noon on 12-05-2022.**

SENATOR BRIAN T. TANIGUCHI, CHAIR  
SENATE COMMITTEE ON LABOR, CULTURE, AND THE ARTS

Hearing Date: February 13, 2020      Room Number: 224

1    **Fiscal Implications:** N/A.

2    **Department Testimony:** The Department of Health strongly supports the nomination of Ms.  
3    Perreira-Eustaquio for Deputy Director of the Department of Labor and Industrial Relations. Her  
4    professional history of rising through the ranks of the civil service, from auditor to program  
5    administrator, is a testament to her expertise, collegiality, and leadership aptitude.

6    The Department of Health looks forward to working with Ms. Perreira-Eustaquio and Director  
7    Murakami, among other issues, on assuring a competitive and competent health care workforce.

8    **Offered Amendments:** N/A.

9

DAVID Y. IGE  
GOVERNOR



CRAIG K. HIRAI  
DIRECTOR

ROBERT YU  
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

**STATE OF HAWAII**  
**DEPARTMENT OF BUDGET AND FINANCE**  
P.O. BOX 150  
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE  
BUDGET, PROGRAM PLANNING AND  
MANAGEMENT DIVISION  
FINANCIAL ADMINISTRATION DIVISION  
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

WRITTEN TESTIMONY BY  
CRAIG K. HIRAI  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
AND  
ROBERT YU  
DEPUTY DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE

TO THE  
SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS

GOVERNOR'S MESSAGE NO. 508

**February 13, 2020**  
**2:45 p.m.**  
**Room 224**

SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DEPUTY DIRECTOR OF THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, ANNE E. PERREIRA-EUSTAQUIO, FOR A TERM TO EXPIRE AT NOON ON 12-05-2022.

Chair Taniguchi, Vice Chair Ihara and Members of the Committee:

We strongly support the appointment of Anne Perreira-Eustaquio to the position of deputy director of the Department of Labor and Industrial Relations (DLIR).

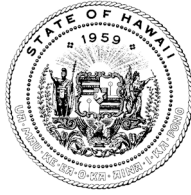
Governor Ige's administration is committed to addressing the many issues facing our state in a direct and forthright manner. We strive to do the right thing, the right way to achieve our shared goal of a healthy, sustainable economy to support our keiki, our kupuna, and the disadvantaged.

Ms. Perreira-Eustaquio is an integral part of a team that is committed to achieving the goals of this administration in an honest, transparent, accountable, and responsive manner.

Ms. Perreira-Eustaquio has been serving as deputy director of the Department of Labor and Industrial Relations since October 2019. Prior to that, she worked in various positions in the unemployment division. Her work experience and knowledge of DLIR will benefit the department and the State; therefore, we support confirmation.

Thank you for the opportunity to provide testimony.

DAVID Y. IGE  
GOVERNOR



DOUGLAS MURDOCK  
CHIEF INFORMATION  
OFFICER

## OFFICE OF ENTERPRISE TECHNOLOGY SERVICES

P.O. BOX 119, HONOLULU, HI 96810-0119  
Ph: (808) 586-6000 | Fax: (808) 586-1922  
ETS.HAWAII.GOV

Testimony of  
DOUGLAS MURDOCK  
Chief Information Officer  
Enterprise Technology Services

Before the

SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS  
THURSDAY, FEBRUARY 13, 2020

GOVERNOR'S MESSAGE No. 508  
Gubernatorial Nominee Anne E. Perreira-Eustaquio

Dear Chair Taniguchi, Vice Chair Ihara and members of the committee:

I am testifying in support of Ms. Anne E. Perreira-Eustaquio, nominee for deputy director of the Department of Labor and Industrial Relations. Ms. Perreira-Eustaquio currently serves as the department's interim deputy director. Prior to that, she served as the unemployment insurance program administrator, managing the safety net of the federal-state program. She has spent her career in the unemployment division, working in various capacities.

I recommend Ms. Perreira-Eustaquio to the position. Her in-depth knowledge and 30-plus years of experience in the department will be an asset to the State of Hawaii.

Thank you for this opportunity to provide testimony in support of the nominee.

DAVID Y. IGE  
GOVERNOR

SHAN S. TSUTSUI  
LIEUTENANT  
GOVERNOR



DANNY J. VASCONCELLOS  
CHAIR

MELANIE S. MATSUI  
MEMBER

MARIE C. LADERTA  
MEMBER

LABOR & INDUSTRIAL RELATIONS APPEALS BOARD  
KEELIKOLANI BUILDING  
830 PUNCHBOWL STREET, ROOM 404  
HONOLULU, HAWAII 96813  
(808) 586-8600

February 10, 2020

The Honorable Brian Taniguchi, Chair  
Senate Committee on Labor, Culture and the Arts  
Hawaii State Capitol

Re: **GM 508 – Support for consideration and confirmation of  
Ann Perreira-Eustaquio as Deputy Director of the  
Department of Labor and Industrial Relations**

Chair Taniguchi and Members of the Committee:

As the executive officer of the Labor and Industrial Relations Appeals Board, an administratively-attached agency to the Department of Labor and Industrial Relations (DLIR), I have had the privilege and opportunity to work alongside Ms. Perreira-Eustaquio on policies and initiatives affecting the department.

Ms. Perreira-Eustaquio has provided strong support, guidance, and leadership to the department and its attached agencies on important issues and concerns facing the department.

She is a collaborative leader and manager who is committed to serving the public.

I respectfully urge your committee to confirm Ms. Perreira-Eustaquio as Deputy Director of DLIR.

Sincerely,

A handwritten signature in black ink, appearing to read "Lily O.C. Ling".

Lily O.C. Ling  
Executive Officer, LIRAB

DAVID Y. IGE  
GOVERNOR

JOSH GREEN  
LIEUTENANT GOVERNOR



SCOTT T. MURAKAMI  
DIRECTOR

ANNE E. PERREIRA- EUSTAQUIO  
DEPUTY DIRECTOR

JOVANIE DOMINGO DELA CRUZ  
EXECUTIVE DIRECTOR

STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
**OFFICE OF COMMUNITY SERVICES**

830 PUNCHBOWL STREET, ROOM 420  
HONOLULU, HAWAII 96813  
[www.hawaii.gov/labor](http://www.hawaii.gov/labor)  
Phone: (808) 586-8675 / Fax: (808) 586-8685  
Email: [dlir.ocs@hawaii.gov](mailto:dlir.ocs@hawaii.gov)

February 11, 2020

To: The Honorable Brian T. Taniguchi, Chair,  
The Honorable Les Ihara, Jr., Vice Chair, and Members of the  
Senate Committee on Labor, Culture and the Arts

Re: **GM 508** Nomination of **Anne E. Perreira-Eustaquio** as Deputy Director,  
Department of Labor and Industrial Relations

Hearing: Thursday, February 13, 2020, 2:45 p.m., Room 224

Position: **Strong Support**

As the Executive Director of the Office of Community Services (OCS), an agency administratively attached to the Department of Labor and Industrial Relations, I am very pleased to lend my strong support to the nomination of Ms. Anne E. Perreira-Eustaquio as Deputy Director of the Department. I have been at OCS for almost seven years, and I have always found her to be a collaborative, respectful, and supportive team member of the Department's activities.

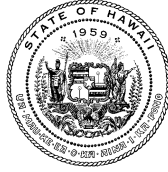
Ms. Perreira-Eustaquio's résumé reflects her long service to the State and to the Department. In working with her since her nomination as Deputy Director, I have seen her to be very knowledgeable about the Department's policies and role in State government, always willing to learn, and invariably helpful to our Office.

We would be very happy indeed to see her continue in this role for the remainder of the Governor's term of office. Thank you very much for this opportunity to testify.

Respectfully,

JOVANIE DOMINGO DELA CRUZ  
Executive Director

DAVID Y. IGE  
GOVERNOR



CURT T. OTAGURO  
COMPTROLLER  
AUDREY HIDANO  
DEPUTY COMPTROLLER

**STATE OF HAWAII**  
**DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES**

P.O. BOX 119, HONOLULU, HAWAII 96810-0119

TESTIMONY  
OF  
AUDREY HIDANO, DEPUTY COMPTROLLER  
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES  
TO THE  
SENATE COMMITTEE ON LABOR, CULTURE AND ARTS  
ON  
THURSDAY, FEBRUARY 13, 2020, 2:45 PM  
CONFERENCE ROOM 224, STATE CAPITOL

G.M. 508

SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DEPUTY DIRECTOR OF THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, **ANNE E. PERREIRA-EUSTAQUIO**, FOR A TERM TO EXPIRE 12-05-2022.

Chair Taniguchi, Vice Chair Ihara, and members of the Committee, thank you for the opportunity to submit testimony on G.M. 509. I strongly support the nomination of **MS. ANNE E. PERREIRA-EUSTAQUIO** to the position of the Deputy Director of the Department of Labor and Industrial Relations (DLIR).

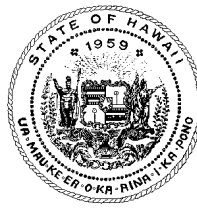
I have known Ms. Perreira-Eustaquio for over 20 years, especially during my tenure at DLIR. Ms. Perreira-Eustaquio was employed in the Unemployment Division of DLIR for many years. During her employment at DLIR, I know firsthand that she did her job over and beyond the call of duty. Unemployment claims can be very complicated and there are some "Federal" interjections with the processes and procedures but Ms. Perreira-Eustaquio knew her job very well. She is a problem solver and would get to the bottom of any issue and have a resolve.

She's led many task forces within the department to create new programs and she is a great leader.

Thank you for the opportunity to submit testimony on this matter.



DAVID Y. IGE  
GOVERNOR



STATE OF HAWAII  
**DEPARTMENT OF PUBLIC SAFETY**  
919 Ala Moana Boulevard, 4th Floor  
Honolulu, Hawaii 96814

**NOLAN P. ESPINDA**  
DIRECTOR

**Maria C. Cook**  
Deputy Director  
Administration

**Shari L. Kimoto**  
Deputy Director  
Corrections

**Renee R. Sonobe Hong**  
Deputy Director  
Law Enforcement

No. \_\_\_\_\_

**WRITTEN TESTIMONY ONLY**

TESTIMONY ON GOVERNOR'S MESSAGE 508,  
FOR CONSIDERATION AND CONFIRMATION AS DEPUTY DIRECTOR,  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS,  
GUBERNATORIAL NOMINEE ANNE E. PERREIRA-EUSTAQUIO.

by

Nolan P. Espinda, Director  
Department of Public Safety

Senate Committee on Labor, Culture and the Arts  
Senator Brian T. Taniguchi, Chair  
Senator Les Ihara, Jr., Vice Chair

Thursday, February 13, 2020, 2:45 p.m.  
State Capitol, Conference Room 224

Chair Taniguchi, Vice Chair Ihara, and Members of the Committee:

The Department of Public Safety (PSD) supports the nomination of Anne Perreira-Eustaquio to be Deputy Director of the Department of Labor and Industrial Relations (DLIR). Ms. Perreira-Eustaquio's long tenure and experience, starting as an Auditor in DLIR's Unemployment Insurance program, give her a thorough knowledge and understanding of this key area of the Department. Moreover, her training in business administration and track record in team leadership will give her the background necessary to meaningfully assist in the management of DLIR.

PSD urges the Committee's favorable consideration of the nomination.

Thank you for the opportunity to present this testimony.

DAVID Y. IGE  
GOVERNOR

JOSH GREEN  
LIEUTENANT  
GOVERNOR



DANNY J. VASCONCELLOS  
CHAIR

MELANIE S. MATSUI  
MEMBER

MARIE C.L. LADERTA  
MEMBER

LABOR & INDUSTRIAL RELATIONS APPEALS BOARD  
KEELIKOLANI BUILDING  
830 PUNCHBOWL STREET, ROOM 404  
HONOLULU, HAWAII 96813  
(808) 586-8600

February 10, 2020

The Honorable Brian T. Taniguchi, Chair  
Senate Committee on Labor, Culture and the Arts  
Hawaii State Capitol

Re: **TESTIMONY IN SUPPORT OF the Confirmation of  
Anne E. Perreira-Eustaquio as the Deputy Director of  
the Department of Labor and Industrial Relations  
GM508**

Dear Chair Taniguchi and Members of the Committee:

I strongly urge your confirmation of Anne E. Perreira-Eustaquio as the Deputy Director of the Department of Labor and Industrial Relations.

Anne is no stranger to the Department of Labor. She served as the Department of Labor and Industrial Relations' unemployment insurance program administrator, managing the safety net of the federal-state program. Previous to that, she worked in various positions within the unemployment insurance program.

I am a member of the Labor and Industrial Relations Appeals Board. Soon after her appointment to the Deputy position, Anne lost no time in familiarizing herself with the different divisions and programs within the Department. She has reached out to our Board to provide her support and guidance. It is evident that Anne is also a hands-on person who will not hesitate to jump in for the team.

Sincerely,  
*Marie C.L. Laderta*  
Member

DAVID Y. IGE  
GOVERNOR OF HAWAII



**STATE OF HAWAII  
DEPARTMENT OF LAND AND NATURAL RESOURCES**

POST OFFICE BOX 621  
HONOLULU, HAWAII 96809

**Testimony of  
SUZANNE D. CASE  
Chairperson**

**Before the Senate Committee on  
LABOR, CULTURE AND THE ARTS**

**Thursday, February 13, 2020**

**2:45 PM**

**State Capitol, Conference Room 224**

**GOVERNOR'S MESSAGE 508  
SUBMITTING FOR CONSIDERATION AND CONFIRMATION  
AS THE DEPUTY DIRECTOR OF THE DEPARTMENT OF LABOR AND  
INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE  
ANNE E PERREIRA-EUSTAQUIO.  
FOR A TERM TO EXPIRE AT NOON ON DECEMBER 5, 2022.**

**The Department of Land and Natural Resources expresses its strong support for the confirmation of Anne E. Perreira-Eustaquio to serve as the Deputy Director of the Department of Labor and Industrial Relations for a term to expire at noon on December 5, 2022.**

Ms. Perreira-Eustaquio has spent most of her career in successively more responsible positions at the Department of Labor and Industrial Relations. As such, she is an excellent candidate to serve as the Deputy Director of the Department as she is well aware of the Department's operations and can provide invaluable insight as part of the leadership team.

Her long tenure and career path shows both her commitment to the Department, and her increasing ability to strategically address big picture issues within the Department.

Thank you for the opportunity to comment on this appointment.

**SUZANNE D. CASE**  
CHAIRPERSON  
BOARD OF LAND AND NATURAL RESOURCES  
COMMISSION ON WATER RESOURCE MANAGEMENT

**ROBERT K. MASUDA**  
FIRST DEPUTY

**M. KALEO MANUEL**  
DEPUTY DIRECTOR - WATER

AQUATIC RESOURCES  
BOATING AND OCEAN RECREATION  
BUREAU OF CONVEYANCES  
COMMISSION ON WATER RESOURCE MANAGEMENT  
CONSERVATION AND COASTAL LANDS  
CONSERVATION AND RESOURCES ENFORCEMENT  
ENGINEERING  
FORESTRY AND WILDLIFE  
HISTORIC PRESERVATION  
KAHOOLAWE ISLAND RESERVE COMMISSION  
LAND  
STATE PARKS

DAVID Y. IGE  
GOVERNOR



RYKER WADA  
DIRECTOR

ANDREW T. GARRETT  
DEPUTY DIRECTOR

**STATE OF HAWAII**  
**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
235 S. BERETANIA STREET  
HONOLULU, HAWAII 96813-2437

February 11, 2020

TESTIMONY TO THE  
SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS  
For Hearing on Thursday, February 13, 2020  
2:45 p.m., Conference Room 224

By

RYKER WADA  
DIRECTOR

**Governor's Message 508:**

**Submitting for Consideration and Confirmation as the Deputy Director of the  
Department of Land and Industrial Relations, Gubernatorial Nominee,**

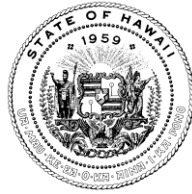
**ANNE E. PERREIRA-EUSTAQUIO,**

**for a term to expire at noon on 12-05-2022.**

Dear Chair Taniguchi, Vice Chair Ihara and Members of the Committee on Labor,  
Culture and the Arts:

I submit this testimony in **STRONG SUPPORT** of the confirmation of Anne  
Perreira-Eustaquio as Deputy Director of the Department of Labor and Industrial  
Relations. In the six months that I have had the pleasure of working with Ms. Perreira-  
Eustaquio in her current role, I have found her to be a dedicated, knowledgeable,  
measured and a well-prepared person. I fully support the confirmation of Ms. Perreira-  
Eustaquio as the Deputy Director of the Department of Labor and Industrial Relations  
and ask for your favorable consideration.

Thank you for allowing me to testify in **SUPPORT** of Governor's Message 508.



**DAVID Y. IGE**  
GOVERNOR  
**JOSH GREEN**  
LIEUTENANT GOVERNOR

**STATE OF HAWAII**  
**OFFICE OF THE DIRECTOR**  
**DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS**  
335 MERCHANT STREET, ROOM 310  
P.O. BOX 541  
HONOLULU, HAWAII 96809  
Phone Number: 586-2850  
Fax Number: 586-2856  
cca.hawaii.gov

**CATHERINE P. AWAKUNI COLÓN**  
DIRECTOR

**JO ANN M. UCHIDA TAKEUCHI**  
DEPUTY DIRECTOR

## **Testimony of Jo Ann Uchida Takeuchi**

**Before the**  
**Senate Committee on Labor, Culture and the Arts**  
**Thursday, February 13, 2020**  
**2:45 p.m.**  
**State Capitol, Room 224**

**On the following measure:**  
**G.M. 508, Submitting for consideration and confirmation as the**  
**Deputy Director of the Department of Labor and Industrial Relations,**  
**Gubernatorial Nominee, ANNE E. PERREIRA-EUSTAQUIO,**  
**for a term to expire at noon on 12-05-2022**

### WRITTEN COMMENTS ONLY

Chair Taniguchi and Members of the Committee:

My name is Jo Ann Uchida Takeuchi, and I am the Deputy Director of the Department of Commerce and Consumer Affairs (DCCA or Department), testifying on behalf of DCCA in strong support of the confirmation of Anne Perreira-Eustaquio as Deputy Director of the Department of Labor and Industrial Relations (DLIR).

Ms. Perreira-Eustaquio has a wealth of experience and institutional knowledge at the DLIR, having worked her way up the ranks. In addition, her BBA in Accounting and MBA provide her with the knowledge and background to address many of the complex issues within the DLIR's jurisdiction.

I believe that Ms. Perreira-Eustaquio is and will continue to be a valued and highly effective member of Governor Ige's cabinet, and respectfully request that you recommend approval of her nomination as Deputy Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to support G.M. 508.

**GM-508**

Submitted on: 2/11/2020 4:08:11 PM

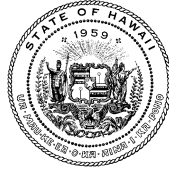
Testimony for LCA on 2/13/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Allicyn Tasaka	Testifying for Workforce Development Council	Support	No

Comments:

Strong support for Anne Perreira-Eustaquio works well with the staff at the DLIR and has taken her leadership role as Deputy Director seamlessly. She provides continuity in leadership with nearly 30 years of service with Unemployment Insurance and strong understanding of the responsibilities and importance of the labor department. Thank you, Allicyn Tasaka

DAVID Y. IGE  
GOVERNOR



CURT T. OTAGURO  
COMPTROLLER  
AUDREY HIDANO  
DEPUTY COMPTROLLER

**STATE OF HAWAII**  
**DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES**

P.O. BOX 119, HONOLULU, HAWAII 96810-0119

WRITTEN TESTIMONY  
OF  
CURT T. OTAGURO, COMPTROLLER  
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES  
TO THE  
SENATE COMMITTEE ON ENERGY, ECONOMIC DEVELOPMENT AND TOURISM

FEBRUARY 13, 2020, 2:45 P.M.  
CONFERENCE ROOM 224, STATE CAPITOL

G.M. 508  
SUBMITTING FOR YOUR CONSIDERATION AND CONFIRMATION AS DEPUTY  
DIRECTOR OF THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS,  
GUBERNATORIAL NOMINEE, ANNE E. PERREIRA-EUSTAQUIO, FOR A TERM TO  
EXPIRE AT NOON ON 12-05-2022.

Chair Taniguchi, Vice Chair Ihara, and Members of the Committee, thank you for the opportunity to submit testimony on G.M. 508. I support the nomination of Ms. Anne E. Perreira-Eustaquio to the position of Deputy Director of the Department of Labor and Industrial Relations (DLIR).

Ms. Perreira-Eustaquio has led the DLIR Unemployment Insurance Division (UI) since January 2019. She has also served as the UI program development officer since 2012. In addition, Ms. Perreira-Eustaquio worked as a program specialist V & VI at UI from 2000 to 2012.

She has a proven track record of team leadership within DLIR. Ms. Perreira-Eustaquio would be leveraging 30 years of experience within DLIR to improve the organization as well as restore the public's trust in government.

Thank you for the opportunity to testify on this matter.

DAVID Y. IGE  
GOVERNOR

JOSH GREEN  
LIEUTENANT GOVERNOR



SCOTT T. MURAKAMI  
DIRECTOR

ANNE E. PERREIRA-EUSTAQUIO  
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS  
ACTING ADMINISTRATOR

**STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
WORKFORCE DEVELOPMENT DIVISION**

830 PUNCHBOWL STREET, ROOM 329  
HONOLULU, HAWAII 96813  
[www.hawaii.gov/labor](http://www.hawaii.gov/labor)  
Phone: (808) 586-8877 / Fax: (808) 586-8822  
Email: [dlir\\_workforce\\_develop@hawaii.gov](mailto:dlir_workforce_develop@hawaii.gov)

February 13, 2020

TO: The Honorable Brian T. Taniguchi, Chair,  
The Honorable Les Ihara Jr., Vice Chair, and  
Members of the Senate Committee on Labor, Culture and the Arts

DATE: Thursday, February 13, 2020  
TIME: 2:45 p.m.  
PLACE: Conference Room 224, State Capitol

FROM: Maricar Pilotin-Freitas, Acting Administrator  
Department of Labor and Industrial Relations, Workforce Development Division

**GM 508 Anne E. Perreira-Eustaquio to Serve as Deputy Director of the Department of Labor and Industrial Relations**

Chair Taniguchi, Vice Chair Ihara Jr., and Members of the Committee:

My name is Maricar Pilotin-Freitas and I am the Acting Administrator for the Workforce Development Division of the Department of Labor and Industrial Relations (DLIR). I support the confirmation of Anne E. Perreira-Eustaquio as the Deputy Director of the DLIR. Ms. Perreira-Eustaquio has served as the Administrator for the Unemployment Insurance Division of the DLIR and has been with the DLIR for over 30 years.

I urge you to confirm Ms. Perreira-Eustaquio to serve as the Deputy Director for the DLIR where, if confirmed, she will through her knowledge and experience help lead the department during the next three years.

Thank you for the opportunity to testify in support of Ms. Perreira-Eustaquio.



**GM-508**

Submitted on: 2/12/2020 10:06:17 AM

Testimony for LCA on 2/13/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Danny J Vasconcellos	Testifying for DLIR LIRAB	Support	No

Comments:

I join in with the DLIR Team (6 Divisions and attached Agencies) to express my support for Anne E. Perreira-Eustaquio for the position of Deputy Director of the Department of Labor and Industrial Relations. Anne's experience as the DLIR UI Administrator is a "plus" for the DLIR in ensuring dedicated services to those unemployed workers seeking fair UI benefits and return to gainful employment. I believe that in her new role as the Deputy Director, Anne has the *knowledge* of how to infuse the culture of pride in public service and the *skill* in organizing and "rallying the troops" to embrace DLIR's *Mission* and *Vision* to have a state government that is honest, transparent, and responsive to its citizens.

Danny J. Vasconcellos

Chair, LIRAB

DAVID Y. IGE  
GOVERNOR

JOSH GREEN  
LIEUTENANT GOVERNOR



SCOTT T. MURAKAMI  
DIRECTOR

ANNE E. PERREIRA-EUSTAQUIO  
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS  
ACTING ADMINISTRATOR

**STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
WORKFORCE DEVELOPMENT DIVISION**

830 PUNCHBOWL STREET, ROOM 329  
HONOLULU, HAWAII 96813  
[www.hawaii.gov/labor](http://www.hawaii.gov/labor)  
Phone: (808) 586-8877 / Fax: (808) 586-8822  
Email: [dlir.workforce.develop@hawaii.gov](mailto:dlir.workforce.develop@hawaii.gov)

February 13, 2020

TO: The Honorable Brian T. Taniguchi, Chair,  
The Honorable Les Ihara Jr., Vice Chair, and  
Members of the Senate Committee on Labor, Culture and the Arts

DATE: Thursday, February 13, 2020

TIME: 2:45 p.m.

PLACE: Conference Room 224, State Capitol

FROM: Maricar Pilotin-Freitas, Acting Administrator  
Department of Labor and Industrial Relations, Workforce Development Division

**GM 508 Anne E. Perreira-Eustaquio to Serve as Deputy Director of the Department of Labor and Industrial Relations**

Chair Taniguchi, Vice Chair Ihara Jr., and Members of the Committee:

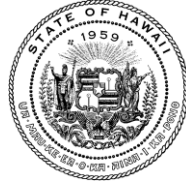
My name is Maricar Pilotin-Freitas and I am the Acting Administrator for the Workforce Development Division of the Department of Labor and Industrial Relations (DLIR). I support the confirmation of Anne E. Perreira-Eustaquio as the Deputy Director of the DLIR. Ms. Perreira-Eustaquio has served as the Administrator for the Unemployment Insurance Division of the DLIR and has been with the DLIR for over 30 years.

I urge you to confirm Ms. Perreira-Eustaquio to serve as the Deputy Director for the DLIR where, if confirmed, she will through her knowledge and experience help lead the department during the next three years.

Thank you for the opportunity to testify in support of Ms. Perreira-Eustaquio.

**DAVID Y. IGE**  
GOVERNOR

**JOSH GREEN M.D.**  
LT. GOVERNOR



**RONA M. SUZUKI**  
DIRECTOR OF TAXATION

**DAMIEN A. ELEFANTE**  
DEPUTY DIRECTOR

STATE OF HAWAII  
**DEPARTMENT OF TAXATION**  
P.O. BOX 259  
HONOLULU, HAWAII 96809  
Phone: (808) 587-1540 / Fax: (808) 587-1560  
Email: Tax.Directors.Office@hawaii.gov

To: The Honorable Brian T. Taniguchi, Chair;  
The Honorable Les Ihara, Jr., Vice Chair;  
and Members of the Senate Committee on Labor, Culture and the Arts

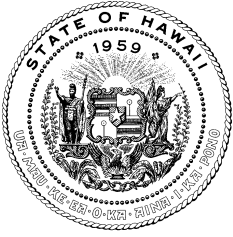
From: Rona M. Suzuki, Director  
Department of Taxation

Re: **STRONG SUPPORT of GM 508**  
Date: Thursday, February 13, 2020  
Time: 2:45 P.M.  
Place: Conference Room 224, State Capitol

The Department of Taxation (Department) strongly supports GM 508 and the confirmation of Anne E. Perreira-Eustaquio as Deputy Director of the Department of Labor and Industrial Relations.

Ms. Perreira-Eustaquio, a Hilo native, began her 30-year long career in public service in the Unemployment Insurance Division of the Department of Labor and Industrial Relations, where I first met her. Her work reflects her commitment to the people of Hawaii and the department she serves. She already has in depth knowledge and familiarity with the issues facing the Department of Labor and Industrial Relations and, therefore, is uniquely able to create and to provide effective leadership for the team.

Thank you for the opportunity to testify in support of GM 508 and the confirmation of Anne E. Perreira-Eustaquio as Deputy Director of the Department of Labor and Industrial Relations.



# HAWAII STATE ENERGY OFFICE STATE OF HAWAII

235 South Beretania Street, 5<sup>TH</sup> Floor, Honolulu, HI 96813 | energy.hawaii.gov

DAVID Y. IGE  
GOVERNOR

SCOTT J. GLENN  
CHIEF ENERGY OFFICER

(808) 587-3807

Statement of  
SCOTT J. GLENN  
Chief Energy Officer, Hawaii State Energy Office

before the  
SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS

Thursday, February 13, 2020  
2:45 PM  
State Capitol, Conference Room 224  
(Written Testimony Only)

In SUPPORT of  
GM 508  
Submitting for consideration as the Deputy Director of the Department of Labor and  
Industrial Relations  
Gubernatorial Nominee,  
ANNE E. PERREIRA-EUSTAQUIO, for a term to expire on December 5, 2022.

Chair Taniguchi, Vice Chair Ihara, and Members of the Committee, this testimony is submitted in support of Ms. Anne Perreira-Eustaquio for Deputy Director of the Department of Labor and Industrial Relations.

Ms. Perreira-Eustaquio has extensive experience with the Department of Labor and Industrial Relations in administering state and federal unemployment insurance. Her experience with the department and its stakeholders complements the capabilities Director Murakami brings to the Department. I look forward to the opportunity to work with her further on Hawaii's clean energy future and growing of our economy with clean energy jobs.

Thank you for the opportunity to testify.



## DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT & TOURISM

DAVID Y. IGE  
GOVERNOR

MIKE MCCARTNEY  
DIRECTOR

No. 1 Capitol District Building, 250 South Hotel Street, 5th Floor, Honolulu, Hawaii 96813  
Mailing Address: P.O. Box 2359, Honolulu, Hawaii 96804  
Web site: [dbedt.hawaii.gov](http://dbedt.hawaii.gov)

Telephone: (808) 586-2355  
Fax: (808) 586-2377

Statement of  
**MIKE MCCARTNEY**  
Director  
Department of Business, Economic Development, and Tourism  
before the  
**SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS**

Thursday, February 13, 2020  
2:45 PM  
State Capitol, Conference Room 224

In consideration of  
**GM 508**  
**Submitting for consideration and confirmation as the Deputy Director of the  
Department of Labor and Industrial Relations,  
Gubernatorial Nominee, ANNE E. PERREIRA-EUSTAQUIO,  
for a term to expire at noon on 12-05-22.**

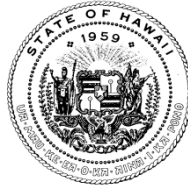
Chair Taniguchi, Vice Chair Ihara and members of the Committee.

I am writing in **support** of the appointment of Anne Perreira-Eustaquio to serve as the Deputy Director of the Department of Labor and Industrial Relations (DLIR).

Anne is currently serving as the administrator of the Unemployment Insurance division in DLIR and has been in various positions within the department for three decades. In 2019, she was honored as DLIR's nominee for manager of the year. Her experience and knowledge will support the mission of the department as it continues to serve the people of the State of Hawai'i.

I urge her confirmation as the Deputy Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to testify.



**TESTIMONY BY:**

JADE T. BUTAY  
DIRECTOR

Deputy Directors  
LYNN A.S. ARAKI-REGAN  
DEREK J. CHOW  
ROSS M. HIGASHI  
EDWIN H. SNIFFEN

**STATE OF HAWAII**  
**DEPARTMENT OF TRANSPORTATION**  
869 PUNCHBOWL STREET  
HONOLULU, HAWAII 96813-5097

February 13, 2020  
2:45 p.m.  
State Capitol, Room 224

**G.M. 508**

**Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, ANNE E. PERREIRA-EUSTAQUIO, for a term to expire at noon on 12-05-2022**

Senate Committee on Labor, Culture and the Arts

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The Department of Transportation (DOT) **strongly supports** the confirmation of Anne Perreria-Eustaquio as the Deputy Director of the Department of Labor and Industrial Relations (DLIR).

Ms. Perreria-Eustaquio earned her MBA and BBA from Chaminade University of Honolulu. She has worked at the Unemployment Insurance (UI) division at the DLIR since 2000 where she rose from an Auditor II to become the UI Administrator which demonstrates her commitment to promote and protect the well-being of Hawaii's workers, employers, and citizens, and to uphold their rights and responsibilities.

The DOT believes she is well qualified and is the right person to be the Deputy Director of DLIR. We are pleased to have a highly respected individual who has answered the call to service and is committed to the task at hand. Combined with her familiarity of the department and its challenges, she has integrity, strong work ethic, and communication skills necessary to step right in and effectively lead DLIR.

Thank you for the opportunity to provide testimony.



## HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirtieth Legislature, State of Hawaii  
Hawaii State Senate  
Committee on Labor, Culture and the Arts

Testimony by  
Hawaii Government Employees Association

February 13, 2020

GM 508 – Submitting for Consideration and  
Confirmation as the Deputy Director of the  
Department of Labor and Industrial Relations,  
Gubernatorial Nominee, Anne E. Perreira-Eustaquio

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the nomination of Ms. Anne E. Perreira-Eustaquio as Deputy Director for the Department of Labor and Industrial Relations. A strong deputy director must be a driven team player, responsive to both the public and to her employees, and well-respected in her field and among contemporaries – qualities that Ms. Perreira-Eustaquio possesses in abundance. Ms. Perreira-Eustaquio brings with her over 30 years of experience and dedication to the Department.

Ms. Perreira-Eustaquio began her career with the State as an Auditor I in the Department of Labor and Industrial Relations in 1989 and steadfastly worked her way up through the ranks to become the Unemployment Insurance Program Administrator, where she and her staff managed the safety net federal-state program. Through her tenure at DLIR, Ms. Perreira-Eustaquio has developed a comprehensive understanding of the inner workings of the Department and the complexities of the various benefit structures. We trust that Ms. Perreira-Eustaquio will continue to fulfill the mission of the Department in her new leadership role.

On a personal note, I have known Anne and her family my entire life and I consider her a friend. She's hard working and smart – therefore it comes as no surprise that she is a valued part of the executive leadership team. As a long-time employee of the department, I have no doubt that Anne will excel as a Deputy Director and will be an exceptional leader, and trust that the employees of the DLIR will respect and support their colleague as she takes on this important role.

For these reasons we offer our unequivocal support on the confirmation of Ms. Anne E. Perreira-Eustaquio as Deputy Director for the Department of Labor.

Respectfully submitted,

Randy Perreira  
Executive Director

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Ismael Eustaquio, Husband and Life Partner of Nominee

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 2:45pm  
Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

Letters of testimony authored by a spouse can be perceived as biased. However, this rare viewpoint can also serve as a holistic viewpoint of the character, integrity and value system of a candidate. It is from this perspective that I offer my testimony.

Let's start at the core. Anne's innate drive to serve the public good runs deep in her blood line as both her parents worked in public service. Throughout her childhood Anne was exposed to the values shared by our public sector faithful. She actually started her public service roadmap as a college summer hire for the State Department of Transportation on the Island of Hawaii, valuing the experience of supporting her community. This appreciation for public service was further framed when she graduated from Chaminade University with a degree in Accounting. Degree in hand, Anne chose the path of auditor for the State's Unemployment Insurance Division despite numerous and more lucrative offers from private sector accounting firms. Anne's sense of belonging and heart would keep her grounded in her career path in public service.

While there are many ways to describe Anne's core value structure, I have chosen the concept of consistently thoughtful to best frame her suitability for the position at hand.

Anne is the definition of consistent. Her work ethic at work and at home is consistent. She is the backbone of our family ensuring we are cared for through her tireless efforts in providing nourishment; physically, intellectually, spiritually and emotionally. Her values never waiver, she lives her life with integrity, always doing right by her family, work and community. Her passion for service leadership is evident in all her ambitions. Anne's ambitions are not directed inwardly but instead are extended outwardly to her family and community. It's never about her, it is always about us.

Thoughtful. The description extends beyond being just knowledgeable or considering all angles of a situation. Anne is thoughtful based on her desire to consider the many aspects of an action or decision and its impact on all stakeholders. The stakeholders could be her family, her co-workers, her community or the State of Hawaii. Anne consistently and thoughtfully analyzes the impact of all of her decisions.



Anne E. Perreira-Eustaquio is a leader that will consistently serve our constituents with thoughtful insight.

Thank you for your consideration.

Ish

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Ernest W. Vidinha  
3175 Waialae Ave  
Honolulu, HI 96816

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 2:45 pm  
Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

My name is Ernest W. Vidinha Jr. and I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations (DLIR). Anne is my first cousin and I have always admired her work ethic, commitment to her family and community, and professionalism.

I looked-up to Anne when she was a student at Chaminade University studying business and accounting. Anne's parents were civil servants, like her, and had four other children attending college. So, to ease the financial burden on her family, Anne worked nearly full-time while maintaining academic excellence at Chaminade. Due to her dedication and commitment, Anne earned her undergraduate and graduate degrees on time and at the top of her class. This shows how dedicated and goal-oriented Anne was and she maintains this same work ethic today.

Anne generously gives her time to support her church and regularly volunteers to ensure that the same opportunities she enjoys are available to others. She also supports the Chaminade University Alumni Association, and organizes events to promote fellowship and build awareness of university programs. This volunteer work demonstrates the love and generosity that she has for her community.

I humbly submit this testimony on behalf of Anne because I know that she would serve in her capacity as Deputy Director for the DLIR admirably, based on her personality and selfless commitment to others.

Sincerely,



Ernest W. Vidinha, Jr.



677 Ala Moana Blvd. • Suite 725 • Honolulu, HI 96813  
Phone: 808.734.0010 • Fax: 808.734.0013

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr. , Vice Chair  
Senate Committee on Labor, Culture, and the Arts

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the  
Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-  
Eustaquio for a term to expire at noon on December 5, 2022.

Date: Thursday, February 13, 2020  
2:45 p.m., State Capitol Room 224

Dear Senator Taniguchi and Members of the Committee,

Thank you for this opportunity to submit testimony in strong support of the appointment and confirmation of Anne E. Perreira-Eustaquio as the Deputy Director of Labor and Industrial Relations.

I've known Anne for about 4 years and she is one of the most hard-working and caring individuals that I know. Combined with her extensive experience working for the State of Hawaii, she is a person of high integrity and has strong leadership and communication skills to effectively lead the department.

Thank you for the opportunity to testify in strong support of Anne E. Perreira-Eustaquio.

Sincerely,

Kelli Kobayashi, DPT

February 10, 2020

To: The Honorable Brian Taniguchi, Chair,  
The Honorable Les Ihara, Vice Chair  
Members of the Senate Committee on Labor, Culture and the Arts.

From: Kristin Hanaoka, long time friend of Anne Eustaquio and 2nd grade teacher at Ka'ōhao School

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022.

Hearing: February 13, 2020; 2:45 pm. Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

I have known Anne personally for the past 34 years and I can attest to her outstanding character. Anne was raised on Hawai'i Island by parents who instilled in her a firm foundation of a moral upbringing forged by their strong Catholic faith. This upbringing has created a person of outstanding character who I can attest is fair, kind, gracious, moral, humble, and giving. I truly feel she will do her position justice and do whatever is in her power to make wise decisions that are the best for all, and not for her own personal gains, because that is just who she is. Anne has always served in a position of public service, as her parents before her. She will always do what is morally right, because that is how she has been raised.

I have been a school teacher in the state of Hawai'i for over 25 years and have spent my career trying to instill in my students strength of character, all of the traits that I know Anne has. Anyone who gets to know Anne quickly learns that she is genuine and one of the nicest people they know. I cannot stress enough that I feel Anne Perreira-Eustaquio will be an excellent Deputy Director and she will be an asset to her position and the state of Hawaii. Thank you for your consideration in this matter.

Sincerely and humbly yours,

Kristin Hanaoka

To: The Honorable Brian T. Taniguchi, Chair  
The Honorable Les Ihara Jr. Vice Chair and  
Members of the Senate Committee on Labor, Culture and the Arts

Date: Monday February 10, 2020

Mr. Chairman, Mr. Vice Chairman and Members of the Committee, my name is Miles Yasui, former Unemployment Insurance Program Development Officer. Although I am unable to attend the confirmation hearing in-person, I am submitting written testimony in strong support of Ms. Anne Eustaquio's confirmation as Deputy Director of the Department of Labor and Industrial Relations.

Ms Anne Eustaquio served as my senior and supervising program development specialist for over 10 years. Her performance exceeded all of my expectations as she consistently displayed a positive attitude and was relentless in her efforts to achieve the goals and objectives of the UI Program. The UI Division was able to achieve many of its strategic goals because of her excellent leadership and team management skills.

Ms. Anne Eustaquio will be a tremendous asset to the Governor's Executive team and I urge you to confirm her as the Deputy for the Department of Labor and Industrial Relations.

Thank you for the opportunity to submit written testimony in support of Ms. Anne Eustaquio.

**Gavino C Romuar Jr  
941 Alahaki Street  
Kailua, Hawaii 96734**

Telephone 808.330.2979

[romuarg001@hawaii.rr.com](mailto:romuarg001@hawaii.rr.com)

February 10, 2020

The Honorable Brian T. Taniguchi, Chair  
And embers of the Committee on Labor, Culture and the Arts  
The Senate  
State Capitol  
Honolulu HI 96813

Dear Senator Taniguchi and members of the Committee on Judiciary and Labor

Subject: GM508 – Appointment of Anne E. Perreira-Eustaquio as Deputy Director,  
Department of Labor and Industrial Relations

I am writing in support of Governor Ige's nomination of Anne E. Perreira-Eustaquio as Deputy Director of the Department of Labor and Industrial Relations. I regret that I will not be able to attend your committee meeting at which this appointment will be discussed and will not be able to testify in person.

I have known Anne E. Perreira- Eustaquio for over 20 years now, first meeting her while our children attended pre-school together. From the very first day, Anne was very outgoing, helpful and kind, a wonderful and genuine person. Friends since then, I know that Anne has always been passionate and dedicated to her career with the State while also balancing her family and personal life. Her strong character, personal integrity and honesty has always made Anne someone that was easy to trust and get along with.

Anne has over 30 years of experience as an Executive Leader in the Department of Labor and Industrial Relations with an impressive resume of dedication to serve the people of Hawaii. I know that her character and personal integrity along with her business qualifications makes Anne the best person for this position.

Thank you for the opportunity to provide testimony.

**GM-508**

Submitted on: 2/10/2020 6:48:53 PM

Testimony for LCA on 2/13/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Herbert Nishii	Individual	Support	No

Comments:

To whom it may concern:

We, Teri and Herbert Nishii, Support Gubernatorial Nominee Anne E. Perreira-Eustaquio, as Deputy Director of the Department of Labor and Industrial Relations.

As close friends of Ms. Perreira-Eustaquio, and her family, we can confirm Ms. Perreira-Eustaquio, will give her utmost attention and effort in fulfilling her job duties, and doing said duties with a commitment to excellence.

Ms. Perreira-Eustaquio is an excellent mother, wife, and friend to us. She will make an excellent addition to the Department of Labor and Relations.

Thank you Teri and Herbert Nishii

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Susan B. House

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 2:45 pm  
Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

Anne and I have been friends for over 20 years. We first met at our sons' preschool and then reconnected at church.

Throughout all of these years, Anne has proven to be a true friend that will extend herself to all in need. She was a wonderful and supportive parent while her son was in school. She views her family and faith as the roots that ground her.

Anne is an intelligent and trust-worthy individual that has done well in all areas of her life. I have seen her grow and excel in her job during our friendship and know how lucky her department is to have such a strong and confident employee.

I am honored to be a friend of Anne's. I love her to pieces and know that she will do an excellent job in this position.

Sincerely,

Susan House



Pearl City, Hawaii

January 21, 2020,

The Honorable Brian T. Taniguchi, Chair  
The Honorable Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and Arts

Re: GM 508 – Submitting for consideration and confirmation of Anne E. Perreira-Eustaquio, as Deputy Director, Department of Labor and Industrial Relations;  
Expiration Date: Noon on December 5, 2022

I, Joni Kaoiwi, appreciate this opportunity to provide this written letter of support for Anne E. Perreira-Eustaquio as Deputy Director, Department of Labor and Industrial Relations.

I have known Anne since we were middle school classmates. Anne comes from a large family whose siblings all possess the drive to serve their community. This trait was instilled upon them from their parents, who also served and lead people in their occupations. Anne is sweet, driven, has a calm demeanor, and a strong moral compass. She is efficient and motivated, combined with strong family ties, and a balanced healthy lifestyle.

Her education and extensive experience in the field of labor and industrial relations makes her the best candidate for the position. Anne's career within the State of Hawaii Department of Labor and Industrial Relations spans over 30 years starting in 1989. She held key positions as an Auditor, Program Specialist, UI Program Development Officer, and UI Administrator. This experience makes her the perfect choice to ensure continuity of operations and improvements will occur within the Department.

I believe Anne will exceed expectations in carrying out the duties and responsibilities of her position. Her service will not only benefit the Department, but also the people of the State of Hawaii.

Thank you for this opportunity to provide written testimony in strong support of Mrs. Anne E. Perreira-Eustaquio as Deputy Director, Department of Labor and Industrial Relations.

  
Joni Kaoiwi

WRITTEN TESTIMONY BY  
RENE E. LAYNE  
AND  
MAO LAYNE  
TO THE  
SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS  
GOVERNOR'S MESSAGE NO. 508  
**Thursday, February 13, 2020**  
**2:45 PM**  
**Conference Room 224**

Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, ANNE E. PERREIRA-EUSTAQUIO, for a term to expire at noon on 12-05-2022.

Senator Brian T. Taniguchi, Chair, Senator Les Ihara, Jr. Vice Chair and Members of the Committee:

We strongly support Anne E. Perreira-Eustaquio's appointment to the position of Deputy Director of the Department of Labor and Industrial Relations.

The Department of Labor and Industrial Relations was created to administer programs designed to increase the economic security, physical & economic well-being, and productivity of workers. We have known Ms. Perreira-Eustaquio for more than ten years and her honesty, integrity, and compassion makes her more than qualified to become the Deputy Director for this very important position. This position affects the many residents of Hawaii and speaking on behalf of the citizens, the more candidates like Anne E. Perreira-Eustaquio in positions of leadership, the better poised we will be to drive our state to continued successes.

Ms. Perreira-Eustaquio's dedication to the State of Hawaii and its citizens is evident through the enthusiasm and perseverance she has had within the various roles in the state government. Her commitment and passion is something to aspire to.

We are confident that Ms. Perreira-Eustaquio will continue to understand the complex workings of the state and federal labor laws and make decisions that will benefit not only the State of Hawaii but also all of its residents.

We support, without reservation, the confirmation of nominee, Anne E Perreira-Eustaquio as Deputy Director to the Department of Labor and Industrial Relations.

Thank you for the opportunity to provide testimony.

Sincerely,

Rene E. Layne  
Mao Layne

**GM-508**

Submitted on: 2/10/2020 10:03:38 PM

Testimony for LCA on 2/13/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Millicent Perreira-Gilmore	Individual	Support	Yes

Comments:

Thank you for the opportunity to offer testimony in support of the confirmation of Anne Perreira-Eustaquio as Director of the Department of Labor and Industrial Relations.

I have known Anne all my life as she is my older sister and someone that I look up to and respect. Anne is always there for me and others that are in need of her assistance. Anne is very intelligent, is humble, is self motivated, she is ethical, persistent and a hard worker. Anne has and will continue to bring a wealth of knowledge and skills that will make a positive impact to the State of Hawai'i. In particular, Anne is a positive role model and a leader! She will ensure the productivity and health and wellness of Hawaii's labor force.

Thank you for the opportunity to provide testimony in support of the confirmation of Anne Perreira-Eustaquio.

Sincerely,  
Millicent Perreira-Gilmore

**GM-508**

Submitted on: 2/10/2020 11:38:23 PM

Testimony for LCA on 2/13/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Elaine Matsumoto	Individual	Support	No

Comments:

Dear Chair Taniguchi, Vice Chair Ihara and committee members,

Anne Perreira-Eustaquio, is my sister-in-law & I feel she is the right fit for the Deputy Director of the Department of Labor and Industrial Relations position.

She is a dedicated hard-worker. It is known within the family how committed she is by the hours she has put into her career to ensure the job gets done.

When Anne believes in something, such as her faith, she will unashamedly stand up for & defend what she believes in. This together with her amicable personality & leadership skills have given her the capability to manage her team which she has done over the years.

Family is important to Anne who is a dedicated wife, daughter, sister & mother. As much as she loves her family, she is also a loyal friend. She has my support!

**GM-508**

Submitted on: 2/10/2020 11:38:27 PM

Testimony for LCA on 2/13/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Greg Matsumoto	Individual	Support	No

Comments:

Chair Taniguchi, Vice Chair Ihara and committee members:

I strongly support the nomination of Anne E. Perreira-Eustaquio as the Deputy Director of the Department of Labor and Industrial Relations.

I have known Anne for over 20 years. She is a committed, hard-working person who is deeply passionate about her work. I find that she works well with others, and is considerate of other opinions and viewpoints.

She will be an excellent Deputy Director of the Department of Labor and Industrial Relations.

Thank you for this opportunity to provide testimony to support G.M. No. 508.

February 10, 2020

The Honorable Ronald D. Kouchi, Senate President,  
Members of the Senate Thirtieth State Legislature  
State Capitol Room 409  
Honolulu, HI 96813

Dear Senate President Kouchi and Members of the Senate:

**RE: In accordance with Article V, Section 6 of the Hawai'i State Constitution, I support the nomination of Anne E. Perreira-Eustaquio for Deputy Director, Department of Labor and Industrial Relations**

Mrs. Anne E. Perreira-Eustaquio exceeds the requirements necessary to fulfill the responsibility of the Deputy Director with the academic specification and her thirty-plus years of endless dedication to the Department of Labor and Industrial Relations.

I genuinely believe that talent and skills will help you attain success, but it is your character that sustains you. Mrs. Anne E. Perreira-Eustaquio is a person of honor and respect. She possesses the ethics and endurance to lead the department with integrity with a proven track record.

I have had the privilege of knowing Anne since her attendance at Chaminade University and currently as her sister-in-law. She is upright, consistent, and upholds the highest standards in her personal and professional life.

Respectfully,

Mrs. Kathleen Akiona-Perreira

91-521 Onelua Street

Ewa Beach, HI 96706

808-223-3484

**GM-508**

Submitted on: 2/11/2020 6:29:33 AM

Testimony for LCA on 2/13/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Melanie Matsui	Individual	Support	No

Comments:

I wholeheartedly support confirmation of Anne E. Perreira-Eustaquio as Deputy Director of the Department of Labor and Industrial Relations. Within this role, she brings her enthusiasm, sincerity, and dedication. I have also appreciated her support and attention to projects within the department, and feel fortunate to have her working for the State of Hawaii.

**TESTIMONY**

**Senate Committee on Labor, Culture and the Arts  
Thursday, February 13, 2020  
2:45 p.m.  
State Capitol, Conference Room 224**

**GM 508, Consideration and Confirmation of  
ANNE E. PERREIRA-EUSTAQUIO  
As Deputy Director of the Department of  
Labor and Industrial Relations**

Chair Taniguchi, Vice Chair Ihara, and Committee Members:

I have worked as a Deputy Attorney General for the past 24 years, and have been a Supervising Deputy Attorney General for the last year. I am writing to express my strong support to confirm Anne E. Perreira-Eustaquio as the Deputy Director of the Department of Labor and Industrial Relations.

I have had the privilege of working with Anne over the past 25 years when she was with the Administrative Office of the Department of Labor's Unemployment Insurance Division (UI), one of my clients, and recently when she was appointed as the Deputy Director. She is extremely knowledgeable about UI and could always be counted on to answer any question about the program. Anne is intelligent and works extremely hard. During her time as Deputy Director, Anne has been able to use that ability and work ethic to ably represent the Department of Labor as its Deputy Director. Anne is the ultimate public servant. She takes great pride in her work and exhibits a willingness and desire to do the best job possible. In addition to her ability and skills, Anne also cares about those around her. These are qualities needed for the position of Deputy Director and the Department of Labor and Industrial Relations would be extremely fortunate to have Anne as Deputy Director.

I respectfully urge you to confirm Anne E. Perreira-Eustaquio as the Deputy Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to testify on GM 508 and for considering my testimony.



To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Richard Davis; Family of the Nominee

RE: GM 508- Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 1445  
Conference Room 224, State Capitol

Aloha, Chair Taniguchi, Vice Chair Ihara, and members of the Senate committee on Labor, Culture and the Arts:

I am writing in strong support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

Mrs. Perreira-Eustaquio embodies the true characteristics of a leader and public steward—her profound dedication and compassion towards the people around her is not limited to friends and family, but shared with the entire community and strangers alike. Always engaged and immediately welcoming, it's clear Anne derives joy from improving the quality of life for each and every person she encounters.

Anne has an innate talent for bringing people together from all walks of life, with different temperaments, talents and convictions. Instantly, one can feel like they've known Anne for years and can trust she'll remain steadfast, honest and true to her words and actions.

I'm truly honored to know Anne and fortunate to be a part of her extended family. Few, if any, people are as optimistic, supportive and invested in the well-being of others as she is. Mrs. Perreira-Eustaquio is a natural fit for the role as Deputy Director of the Department of Labor and Industrial Relations and will strengthen our shared community(ies) and advance the best interests our great state.

With utmost support, appreciation and enthusiasm,

Richard Davis

Written Testimony by  
Curt and Jan Hasegawa

To the Senate Committee on Labor, Culture and the Arts

GOVERNOR'S MESSAGE 508  
Confirmation of Anne Perreira-Eustaquio  
as Deputy Director, Department of Labor and Industrial Relations

Thursday, February 13, 2020  
2:45 p.m.  
State Capitol, Conference Room 224

Dear Chair Taniguchi, Vice Chair Ihara, and Committee Members:

It is with great pleasure that we write in strong support of Anne E. Perreira-Eustaquio's confirmation as Deputy Director of the Department of Labor and Industrial Relations.

We've known Anne for almost 20 years, and have witnessed her greatness as a friend, a mother, a wife, a daughter, and most definitely - a leader.

Anne is the kind of person you want leading your team. She will lead your team to victory every time, because that's the kind of person she is. She motivates people without them even realizing they're being motivated. She gets excited about a project, and has you excited about it (even though it might not appear to be a task that one would get excited about.) She has the gift of helping others reach their full potential in any given situation.

Anne is considerate, honest, inspiring, supportive, intelligent, generous to a fault, and so much more. She is one of the most positive people we've ever known, she will always find the silver lining in any seemingly bad situation. Her personality shines the brightest in any room she's in. You may only be her friend, but, she will *always* make you feel like you're her *best* friend, and for sure – part of her lovely ohana.

She and her wonderful husband Ish have opened their home to many international exchange students. The hospitality they showed these students went above and beyond what's expected of a host family. To this day, they maintain close relationships with these students and their families.

We are so proud of her, and we are so honored to call her our friend.

Thank you for the opportunity to testify in strong support of Anne E. Perreira-Eustaquio, as the Deputy Director of the Department of Labor and Industrial Relations.

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: ~~Ismael Eustaquio, Husband and Life Partner of Nominee~~ Marie Perreira

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February ~~1318~~, 2020 @ 2:45 pm  
Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

I can vouch for Anne's honesty, drive, exceptional work ethic and motivation. She will be an asset to the Department of Labor and Industrial Relations as the Deputy Director.

~~Letters of testimony authored by a spouse can be perceived as biased. However, this rare viewpoint can also serve as a holistic viewpoint of the character, integrity and value system of a candidate. It is from this perspective that I offer my testimony.~~

~~Let's start at the core. Anne's innate drive to serve the public good runs deep in her blood line as both her parents worked in public service. Throughout her childhood Anne was exposed to the values shared by our public sector faithful. She actually started her public service roadmap as a (high school? College?) summer hire for the State Department of Transportation on the Island of Hawaii, valuing the experience of supporting her community. This appreciation for public service was further framed when she graduated from Chaminade University with a degree in Accounting. Degree in hand, Anne chose the path of auditor for the State's Unemployment Insurance Division despite numerous and more lucrative offers from private sector accounting firms. Anne's sense of belonging and heart would keep her grounded in her career path in public service.~~

~~While there are many ways to describe Anne's core value structure, I have chosen the concept of consistently thoughtful to best frame her suitability for the position at hand.~~

~~Anne is the definition of consistent. Her work ethic at work and at home is consistent. She is the backbone of our family ensuring we are cared for through her tireless efforts in providing nourishment; physically, intellectually, spiritually and emotionally. Her values never waiver, she lives her life with integrity, always doing right by her family, work and community. Her passion for service leadership is evident in all her ambitions. Anne's ambitions are not directed inwardly but instead are extended outwardly to her family and community. It's never about her, it is always about us.~~

~~Thoughtful. The description extends beyond being just knowledgeable or considering all angles of a situation. Anne is thoughtful based on her desire to consider the many aspects of an action or decision~~

and its impact on all stakeholders. The stakeholders could be her family, her co-workers, her community or the State of Hawaii. Anne consistently and thoughtfully analyzes the impact of all of her decisions.

Anne E. Perreira-Eustaquio is a leader that will consistently serve our constituents with thoughtful insight.

Thank you for your consideration.

ISH

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Jaclyn Davis, MBA, MSN-RN; Family of the Nominee

RE: GM 508- Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 1445  
Conference Room 224, State Capitol

Aloha, Chair Taniguchi, Vice Chair Ihara, and members of the Senate committee on Labor, Culture and the Arts:

I am writing to express my strong support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

I have had the privilege of knowing Anne Eustaquio my entire life. Her love, loyalty, and strength fill the Eustaquio home with warmth and aloha for family and friends alike. As a young girl, I looked up to Anne, admiring her tenacity and commitment to her family, career, and our beautiful State of Hawaii. She instilled in me a sense of honor in everything I do, encouraging me to always fulfill my greatest potential and take pride in my work.

As an astute and dedicated employee to Hawaii, Anne Eustaquio, represents our community, leading a strong example for coworkers and succeeding generations. Her generous spirit draws family, friends, and community members, making all feel welcomed and valued. With compassion and determination, it is easy to see that Anne is truly elated by serving, educating, and championing others.

Anne's work ethic and values are unparalleled; she is truly admired and respected by all who come to know her. With extensive knowledge of the field, natural leadership skills, and commitment as a public steward, Anne Perreira-Eustaquio is the ideal candidate for Deputy Director of the Department of Labor and Industrial Relations and will continue to strengthen and serve our communities.

Mahalo for your time and the opportunity to testify in support of Anne Perreira-Eustaquio.

Respectfully Submitted,

Jaclyn Davis

To: The Honorable Brian Taniguchi, Chair, The Honorable Les Ihara, Vice Chair, and members of the Senate Committee on Labor, Culture and the Arts

From: Ellen Kai

Measure: GM 508

Hearing Date: Thursday, February 13, 2020, 2:45pm

Position: In Support of Anne Perreira-Eustaquio, Deputy Director, Department of Labor and Industrial Relations

I strongly support the confirmation of Anne Perreira-Eustaquio as the Deputy Director of the Department of Labor and Industrial Relations. As a former Unemployment Insurance (UI) program specialist, I have known Anne for over 20 years and worked with and under her for over 13 years. I have found Anne to be a knowledgeable, well prepared, and highly organized person. Anne has an exemplary work ethic and professional manner but is easy to approach and always willing to share her expertise or lend assistance.

When Anne is presented with new tasks, she not only has the creativity and skills to accomplish the job but she can also effectively communicate the results. I have seen her demonstrate leadership and diplomacy in working with employees, claimants, on teams and projects (both technical such as IT upgrades and non-technical such as staff training), with the business community, other state agencies, regional and national office staff.

Anne is honest and trustworthy, always seeing the glass half full and always doing what is right. She has strong family values (relocating her parents from Hilo to take care of them in her home) and despite her busy schedule, still finds the time to make healthy home cooked meals for her family and consistently keep up her fitness routines. She inspires and motivates others to be better.

I believe Anne is fully capable of stepping up to new challenges - as she has in the past quickly learning budgeting, funding, and legislation as the UI program development officer and later managing the UI operation as administrator as funding declined.

I urge you to confirm Anne Perreira-Eustaquio as the Deputy Director of the Department of Labor and Industrial Relations.

TO: The Honorable Senator Brian T. Taniguichi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From : Jaime Eustaquio

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernational Nominee, Anne E. Perreira-Eustaquio for a term to expire on December 5, 2022.

Aloha Senator Brian Taniguichi and Senator Les Ihara, and members of the committee on Labor, Culture and the Arts.

I am writing this letter recommending that the nomination of Anne E. Perreira-Eustaquio be approved by the committee. I have known Anne since 1986 and can attest to her work ethics, integrity, honesty and dedication to her job. She has always talked highly of the responsibilities she holds at work and values the contribution her department provides for the people of Hawaii. She talks positively of the services that her department provides. In her profession, she has proven she is has been willing to put in the long hours to get the job done, and have a positive attitude in doing so. She is dedicated in her job.

In her personal life, Anne also brings dedication. She has been married to her husband, Ismael Eustaquio, for over 30 years and has always been faithful. She is a dedicated mother who was intimately involved with many of his extracurricular activities; and managed to save and invest wisely so her son could finish college and graduate school. She is a dedicated daughter as I have seen her accept her ailing father to live in her house for years to provide home care until his passing. And she still has her 85 year old mother living with her to provide daily assistance. She is dedicated to her family.

I highly recommend Anne Perriera-Eustaquio be approved by the committee. You will not find anyone more dedication to her work, to the State of Hawaii, to her family and to the values she believes in.

Sincerely,

Jaime Eustaquio

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Jacob Eustaquio, son of nominee

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the  
Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-  
Eustaquio for a term expire at noon on December 5, 2022

Hearing: February 13, 2020; 2:45 pm  
Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

I have been fortunate to meet many exceptional people in my life; whether they be teachers, mentors, friends, family, or other clinicians. However, Anne Eustaquio is the most hard working, compassionate, and genuine person I have ever known. Though I know many that excel in these single aspects, none as well balanced as Anne. Her tireless work ethic never wavers, either with or career or as a pillar in the family household. And despite how busy her life is, this never interferes with her kindness and consideration for others. I cannot think of a better person for this position, and the State would greatly benefit from her contributions.



TO: The Honorable Senator Brian T. Taniguichi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Heather Eustaquio

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire on December 5, 2022.

Aloha Senator Brian Taniguichi and Senator Les Ihara, and members of the committee on Labor, Culture and the Arts.

I would like to recommend the nomination of Anne E. Perreira-Eustaquio be approved by the committee.

I met Anne in 2003 and have been blessed to have her as my sister-in-law since 2005. I have known Anne to be one of the kindest and most considerate people I know with an incredible servant's heart. She is a woman of faith and integrity. Anne also has a deep conviction of family values and has been an exceptional wife and mother.

I have also known Anne to be a hard and loyal worker with a strong work ethic. She has always talked highly of her job with appreciation for the purpose it brings to her life and the opportunity to serve the people of Hawaii.

It is without hesitation that I highly recommend Anne Perriera-Eustaquio be approved by the committee. I know Anne will bring what it takes to do the best job for the State of Hawaii.

Sincerely,

Heather Eustaquio

**GM-508**

Submitted on: 2/11/2020 10:44:31 PM

Testimony for LCA on 2/13/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Duane Perreira	Individual	Support	No

Comments:

To: The Honorable Senator Brian T. Taniguchi, Chair

The Honorable Senator Les Ihara, Jr., Vice Chair

Senate Committee on Labor, Culture and the Arts

From: Duane Perreira, Brother of nominee

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 2:45 pm

Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

I would like to begin my description of my sister Anne Perreira-Eustaquio, as an individual that I respect and admire. Despite the fact that she is my younger sister she has always been the one to step up first and volunteer her time, energy and love to our family and our parents.

Another adjective I would use to describe my sister Anne is selflessness. It is inherent in her character and personality to serve others before thinking of herself. Even though our family is large and spread out across the island of Oahu she consistently makes the effort to host all gatherings at her home.

When she is serving as a hostess at these gatherings her selflessness takes center stage. Not one person whether it's a grandchild, niece, cousin, sister-in-law, pet dog, goes unnoticed by Anne. She takes the time to reach out to each and every family member and make sure they are comfortable and served everything they could possibly need or want.

I have personally witnessed Anne displaying a positive can-do approach to every activity she is involved in. Anne never leaves any task incomplete. She always completes everything decently and in order well before the deadline of the task.

She is open-minded which can be seen when she has a conversation with you. She knows how to get things done quickly but yet she still knows how to give ample time to everyone. When speaking with her you never feel rushed; instead you know that she is placing herself in your shoes as you describe your situation. She is an amazing listener but only contributes advice to the conversation if it is coming from a place of love or in your best interest.

I know Anne as having uncompromising character and integrity. I can confidently say that Anne possesses a clear and consistent resolve in her value system. There is no difference in her character and morals at home and at the workplace, her uncompromising standards both as a mother, wife, sister, daughter and in her career is what sets her apart.

I have no doubt that she will bring the same grace, diligence and tenacity to the position as Deputy Director of the Department of Labor and Industrial Relations.

It is evident to all that have a relationship with Anne, that she lives a well balanced lifestyle. It is balanced intellectually, emotionally, physically/recreationally and spiritually.

As Anne's brother, I am convinced that she values her immediate and extended family and her close friends. She is the leader in planning and organizing family events, and she intentionally strives to keep our family close.

Thank you for your consideration,

Duane Perreira

**GM-508**

Submitted on: 2/11/2020 10:49:37 PM

Testimony for LCA on 2/13/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
linda uesato	Individual	Support	No

Comments:

February 11, 2020

TO: The Honorable Senator Brian Taniguchi, Chair

Senate Committee on Labor and the Arts

RE: GM508, ANNE EUSTAQUIO, Gubernatorial Nominee as the Deputy Director of DLIR

I strongly support the nomination of Anne Eustaquio as Deputy Director of The Department of Labor and Industrial Relations (DLIR).

i worked closely with Anne for 7 years, from 2012 through 2018 in the DLIR Unemployment Insurance (UI) Division when she served as the UI Program Development Officer. Anne was promoted to UI Administrator in January 2019 after I retired from that position in December 2018.

Anne's extensive service in the UI Division, working with the business community, labor organizations, jobless clients, workforce professionals and IT specialists has prepared her for the multi-faceted duties and challenges of DLIR Deputy Director. The strong collaborative leadership she has provided over the years in every position she has held demonstrates Anne's unique ability not only to guide, support and motivate staff but, more importantly, to build lasting relationships to promote a DLIR team with a unified vision.

whatever demands and responsibilities Anne will be faced with in the years ahead, the work ethic, humility and compassion she has demonstrated in overseeing difficult or controversial assignments or projects will ensure success in her new capacity. Anne will undoubtedly master the various roles and functions of the divisions and attached agencies within DLIR, but it is who she is - her character and integrity - that sets her apart and will ultimately make her an exceptional asset to the DLZiR and the State of Hawaii.

Thank you for allowing me the opportunity to submit my testimony in support of GM 508.



SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS  
GM 508 Submitting for consideration and confirmation as the Deputy Director of the  
Department of Labor and Industrial Relations,  
Gubernatorial Nominee, ANNE E. PERREIRA-EUSTAQUIO

February 12, 2020

TESTIMONY of Cindy Yokotake

IN **STRONG SUPPORT** OF THE CONFIRMATION OF ANNE E. PERREIRA-EUSTAQUIO to the position of  
Deputy Director of the Department of Labor and Industrial Relations,

Dear Chair Taniguchi, Vice Chair Ihara, Jr and members of the committee:

I am submitting testimony in support of Ms. Anne Perreira-Eustaquio, nominee for Deputy  
Director of the Department of Labor and Industrial Relations (DLIR). I have had the pleasure of working  
with Ms. Perreira-Eustaquio for over 20 years on both professional and personal levels.

Professionally, Ms. Perreira-Eustaquio's various positions she has held in her 30+ years with the  
DLIR, exemplify her extensive knowledge of the unique practices of state government, skills that can  
only be acquired after years in government service. Ms. Perreira-Eustaquio's strong work ethic, her  
ability to easily get along with others, her willingness to listen to all sides in resolving issues, and her  
professionalism in dealing with difficult situations have already proven to be valuable assets to the  
Department of Labor and Industrial Relations.

On a personal level, Ms. Perreira-Eustaquio is sincere, very approachable, she is never afraid to  
"roll up her sleeves and get her hands dirty" and she is just an all-around genuine person with integrity. I  
strongly believe that Ms. Anne Perreira-Eustaquio will prove herself to an effective Deputy Director of  
the Department of Labor and Industrial Relations.

Thank you for the opportunity to present this testimony.

Sincerely,  
Cindy Yokotake

Request to submit testimony for

ANNE E. PERREIRA-EUSTAQUIO

Deputy Director

Department of Labor and Industrial Relations

I am honored to submit testimony in favor of confirming Anne E. Perreira-Eustaquio as the Deputy Director for the Department of Labor and Industrial Relations.

I first met Anne in 1989 when she applied for an Auditor position with the Employer Services Section, Unemployment Insurance, Department of Labor and Industrial Relations. I was one of three people on the Interviewing Panel. I saw great potential in Anne in that very first interview.

Anne was hired as an Auditor and quickly excelled in the Audit section. She learned and understood the principles and functions of an Auditor. She became a Senior Auditor and began training newly hired Auditors to be proficient in their jobs.

In 2000, Anne transferred to the Administration of Unemployment Insurance. Anne was able to take the tasks given her and excel at them. Anne and I provided training together to the Auditors. She became very accomplished in every project she was given.

It is no surprise to me that Anne has risen through the ranks to UI Administrator and now, is seeking confirmation to be Deputy Director.

Anne is a person of integrity and uprightness in everything she does, whether it be her work or her personal life. If Anne is given a task she is unfamiliar with, she will research it in every way possible in order to understand it and find solutions. She has become very proficient in speaking before groups and writing professionally.

I would like to thank the Senators for this opportunity to support my friend, Anne. You will not be disappointed in confirming Anne as the Deputy Director of the Department of Labor and Industrial Relations. She has my 100% support.

Respectfully submitted,

Roann R Samuel

P.O. Box 84

Honolulu, HI 96810

(808)226-5080

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Kanoelehua Perreira, Niece of nominee

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 2:45 pm  
Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

Anne Perreira-Eustaquio is my father's sister, my aunty. As a young girl growing up I always knew her as the wonderful hostess, the caring aunty and the family member that was always there for you. As I become a woman I see that she is so much more than just that. She is everything that I desire to be as a woman both professionally and personally.

First she is a devoted mother, one can tell just how much she loves her son, my cousin Jacob, just by speaking a few minutes with her. Throughout high school she maintained a balance of being a nurturing mother, a pillar of strength and still gave him the independence he needed to grow and mature into a young man. You can see the fruit of her devotion in the man that Jacob is today. He took bold steps to attend a rigorous university in the East Coast far from anything that was familiar to him. He then immediately moved toward his goal of being a Doctor of Physical Therapy and got accepted into prestigious USC for their graduate program in the same field. Throughout his entire life I have seen Aunty Anne invest her time, love and consistent care into his life and that is why she is my example as a mother.

Second, she is a devoted wife. She is balanced in everything she does and that includes in her marriage. I always knew as a young person growing up that there was such a strong bond of friendship and love between my Aunty Anne and Uncle Ish.

Although she works tirelessly she always makes sure to give her marriage the quality time and care that it needs. When I go out to eat dinner with Aunty Anne and my uncle they always tell me happy stories of their favorite restaurants or tell me their favorite thing on the menu. This is just one example of how Aunty Anne makes every person in her life feel loved and valued. This is why she is my example as a wife and in her marriage.

Third, she is a hard-working and intelligent woman who boldly pursued her desire to work as an Auditor with the Department of Labor, Unemployment Insurance Division. She is the person that you can count on to get the job done quickly, accurately and with ease. At home she is very organized and everything has its place. She would bring that same ability and organization in



the position of Deputy Director of the Department of Labor and Industrial Relations. Aunty Anne has always worked, she worked throughout college at Chaminade University and continues to work hard every day. Aunty Anne's ambition and drive make her the successful woman that she is, she truly exemplifies what it means to have a happy home and bring positivity to her workplace.

She continues to inspire me daily to pursue a career and have a family. I just pray that one day I can achieve that with her same sense of grace and strength.

Mahalo for your consideration,  
Kanoelehua Perreira

**GM-508**

Submitted on: 2/12/2020 10:07:32 AM

Testimony for LCA on 2/13/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Julianne Eustaquio	Individual	Support	Yes

Comments:

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Julianne Eustaquio; Family of the Nominee

RE: GM 508- Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 1445

Conference Room 224, State Capitol

Aloha, Chair Taniguchi, Vice Chair Ihara, and members of the Senate committee on Labor, Culture and the Arts:

I am writing to express my strong support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

I've known Anne Perriera-Eustaquio my whole life as one of the kindest, warm-hearted women in my life. In the past few years I've had the privilege to know Anne as a second mother to me. When her son was away for college, I became her "part-time" daughter and still am. Our relationship grew from conversations about healthy eating, relationship advice, and advice on life in general. I turn to her for many reasons, small or large, and she is always there to guide me. I share some of my deepest concerns with her and she is able to counsel me on any problem in my life. She's able to be compassionate, respectful, and realistic with all of her thoughts and actions. One of the things I love most about Anne is that she takes the time to care for people and their needs regardless of the circumstances. She has always been there for moments in my life and I can only hope to live up to her excellence. There's no doubt in my mind that she wouldn't do the same in her occupation as the Deputy Director of the Department of Labor & Industrial Relations. I know Anne to be an honest, loyal, and dedicated woman in all areas of her life. I'm honored to know her and be able to write this testimony on her behalf.

Respectfully submitted,

Julianne Eustaquio

February 12, 2020

The Honorable Ronald D. Kouchi, Senate President,  
and Members of the Senate  
Thirtieth State Legislature  
State Capitol, Room 409  
Honolulu, HI 96813

**Re: SUPPORT-GM508 Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, ANNE EUSTAQUIO, FOR A TERM to expire at noon on December 5, 2022**

Dear President Ronald Kouchi and Members of the Senate,

Thank you for the opportunity to be able to submit a testimony to support the confirmation of Anne Eustaquio. I have known Anne Eustaquio for over 20 years. She has always been a woman that loves to serve. I was able to see all in all those years and admire all the work she does to serve others and still balance a healthy personal family life. She was always one of those people that others would look up to and just a real person with very good foundation. Anne would be the kind of person that has so much to do, but you still ask her to do something else to add to her schedule and still manage to get it done, no matter what.

I have absolute confidence and that she would be the perfect candidate to work with the Executive team and bring trust back and restore the public's trust in our government. She is diligent, and DEDICATED to bettering the lives of our state. I can't think of anyone else as hardworking as Anne. I am privileged to know such a person that I can also call a TRUE friend.

Thank you very much for this opportunity again to testify.

Aileen Rodriguez-Chizer, Realtor  
Broker-in-Charge

808-348-1782 Direct  
[aileen@chizers.com](mailto:aileen@chizers.com) email



List

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## HAWAII REGIONAL COUNCIL OF CARPENTERS

Senate Committee on Labor, Culture and the Arts  
The Honorable Brian T. Taniguchi, Chair  
The Honorable Les Ihara, Jr., Vice Chair

Thursday, February 13, 2020  
2:45 PM, Conference Room 224

### Statement of the Hawaii Regional Council of Carpenters - Support for GM 508

Aloha Chair Taniguchi, Vice Chair Ihara, and Members of the Committee:

The Hawaii Regional Council of Carpenters supports GM508, which submits for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations (DLIR), gubernatorial nominee, Anne E. Perreira-Eustaquio, for a term to expire at noon on December 5, 2022.

We have appreciated having a positive and productive relationship with the DLIR over the past several years, and we are encouraged by the Governor's nomination of Anne E. Perreira-Eustaquio as Deputy Director.

Ms. Perreira-Eustacio combines deep experience within the Department with fresh ideas and the energy to implement them. Like other State agencies, the DLIR is in the process of modernizing IT systems. Ms. Perreira-Eustacio was directly involved with projects to digitize the Unemployment Insurance (UI) claims process and to develop the Employer portal, with the goal of getting benefits to workers and ease of use for businesses. She will bring proven abilities to support various other DLIR Division and agency modernization initiatives, as well as continuing ongoing UI projects.

Ms. Perreira-Eustacio also brings institutional memory of out of the ordinary events that involve the Department, such as Disaster Unemployment Assistance, the hotel industry strike, and the Maile Sky Court case wherein workers were defrauded of their employment status and rights. Her multi-faceted background will serve well the multi-faceted work of the position.

Therefore, we humbly request your favorable consideration for the nomination for Deputy Director of the DLIR, Anne E. Perreira-Eustaquio. Mahalo for the opportunity to provide these comments.

#### STATE HEADQUARTERS & BUSINESS OFFICES

OAHU: 1311 Houghtailing Street, Honolulu Hawaii 96817-2712 • Ph. (808) 847-5761 Fax (808) 440-9188  
HILO OFFICE: 525 Kilauea Avenue, Room 205, Hilo, Hawaii 96720-3050 • Ph. (808) 935-8575 Fax (808) 935-8576  
KONA OFFICE: 75-126 Lunapule Road, Kailua-Kona, Hawaii 96740-2106 • Ph. (808) 329-7355 Fax (808) 326-9376  
MAUI OFFICE: 330 Hookahi Street, Wailuku, Maui 96793-1449 • Ph. (808) 242-6891 Fax (808) 242-5961  
KAUAI OFFICE: Kuhio Medical Ctr Bldg., 3-3295 Kuhio Hwy, Suite 201, Lihue, Kauai 96766-1040 • Ph. (808) 245-8511 Fax (808) 245-8911

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Emelyn Furtado, Sister of Nominee

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 2:45 pm  
Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

I am her older sister by 6 years. I am proud to support Anne and speak on behalf of her personal character that has served her well in her career with the State of Hawaii and will be an asset to her new position as Deputy Director of the DLIR.

We grew up together in Hilo, Hawaii and have both been residing on Oahu since our graduations from Chaminade University. As a family we have kept close ties as there are four siblings living on Oahu. On many occasions, Anne is the glue that brings the family together. Opening her home and organizing family gatherings.

Anne is a person of utmost integrity. She is supportive of her family both immediate and extended. She is grounded in her faith. Her integrity is evident in the many positions/promotions that she has secured over her 30 years working for the State of Hawaii. Anne has always been an employee that could be trusted to do the right thing, as she is always aware and working towards the good of her employer and community. Anne is proud to call Hawaii her home and serve her community.

Anne is a hard worker who is focused and committed to her responsibilities both professionally and personally. She always strives to strike the right balance between work and family.

I am proud to call Anne my sister. It is my honor and privilege to support her nomination. I am confident that Anne will carry out her duties with reason, logic, compassion and understanding.

12 February 2020

TO: THE HONORABLE SENATOR BRIAN TANIGUCHI, CHAIR, HONORABLE SENATOR LES IHARA, JR., VICE CHAIR, AND MEMBERS OF THE COMMITTEE ON LABOR, CULTURE AND THE ARTS

SUBJECT: GM 508, SUBMITTING FOR CONSIDERATION AND CONFIRMATION AS THE DEPUTY DIRECTOR OF THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS, GUBERNATORIAL NOMINEE, ANNE E. PERREIRA-EUSTAQUIO

I am Robert C. Jenkins, Audit Manager for the U.S. Army Audit Agency. I am writing to strongly support the confirmation of Ms. Anne E. Perreira-Eustaquio as Deputy Director, Department of Labor and Industrial Relations. I have known Anne for about 18 years. I have the highest respect for her honesty, integrity, and leadership qualities. She is extremely sharp, focused, and committed, especially concerning her work. Throughout the years that I have known her, she has always been very thoughtful and caring to those around her to include family, friends, and strangers. She is an excellent communicator and has the natural abilities to gain peoples trust. She is also fair and honest with strong ethical behavior. Anne is well qualified and would be an excellent Deputy Director of the Department of Labor and Industrial Relations.

Thank you for the opportunity to testify in strong support of Ms. Anne E. Perreira-Eustaquio.

Robert C. Jenkins



**GM-508**

Submitted on: 2/12/2020 11:52:19 AM

Testimony for LCA on 2/13/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Yvette Perreira Lewis	Individual	Support	No

Comments:

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Yvette T. Perreira Lewis, Oldest Sister of Nominee

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 2:45 pm

Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

As Anne's older sister and a reliable, trusted educator serving young children, it is indeed my distinct pleasure to offer my letter of testimony on her behalf. I was thrilled, though not surprised, to learn of her nomination to this distinguished position. Anne's accomplished resume speaks for itself in noting her 30+ years of service in the public sector with continued upward mobility, perseverance, and dedication to the job! She has advanced in her career through years of experience working for the State of Hawaii. Her level of motivation and achievement is clearly evident in all aspects of her proven accomplishments over the years. Her background and perspicacity portrays the integrity and loyal dependability that she brings to this chosen endeavor. Anne's passion in

carrying out the objectives of her job shows her appreciation for public service as well as skill and leadership of the role in which she wholeheartedly participates.

I am delighted to share that I am proud of Anne and her accomplishments - she is conscientious, dependable, and knowledgeable. She handles and fulfills all of her obligations with care and attention to detail and is committed to her work...she works hard...and she strives for excellence! Anne has always been a "go-getter" and a very thoughtful decision maker who is capable of meeting great challenges and achieving high expectations. She is organized, dependable, and highly responsible. Anne is rooted, focused, and balanced in her intentions to offer her expertise to her work, which extends to her desire to be supportive of her family and community.

Beyond her many professional qualities, Anne's positive enthusiasm for her work and for engaging in her activities truly inspires others - she is a team player. She possesses acute analytical leadership qualities and has an ability to affect others with her enthusiastic drive to achieve in a clear and consistent manner. Anne has strong values, integrity, and an honest character...core components that our parents instilled in all five of their children. We share a common sense of belonging and continuity in our lives that transfers over to our commitments in our chosen careers and daily lives. We are grateful for the powerful, far reaching loyal standards of work ethic and respectful engagement in our tasks ingrained in us through our upbringing. It is evident that Anne has benefited from her engagement in, and internalization of these values - she is a dedicated public servant and honorable individual.

I can assure you that Anne will do all, and more, to continue to succeed in her work objectives and make a lasting contribution to her position and those whom it impacts. She has much to offer with her dedication and high standards of achievement and proven accomplishments over the years. I myself, consider it a true privilege to participate in asking for your acknowledgement and consideration of Anne's nomination in confirming her to this office. Thank You.

Sincerely,

Yvette T. Perreira Lewis

Testimony of  
Pacific Resource Partnership

Senate Committee on Labor, Culture and the Arts  
The Honorable Brian Taniguchi, Chair  
The Honorable Les Ihara, Vice Chair

GM 508

Thursday, February 13, 2020  
2:45 P.M.  
Conference Room 224

Aloha Chair Taniguchi, Vice Chair Ihara, and Members of the Committee:

Pacific Resource Partnership (PRP) **supports** GM 508, which submits for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations (DLIR), Gubernatorial Nominee, Anne E. Perreira-Eustaquio, for a term to expire at noon on December 5, 2022.

Ms. Perreira-Eustaquio's commitment to public service, extensive knowledge of the day-to-day operations of DLIR, leadership as an Unemployment Insurance (UI) Administrator for the DLIR, and her ability to bring new and innovative ideas to the table qualifies her to serve as the Deputy Director of DLIR.

From 1989 to present, Ms. Perreira-Eustaquio has served the public as an employee of DLIR, and brings with her a deep understanding of the department and its processes. Ms. Perreira-Eustaquio was directly involved with projects to digitize the UI claims process and to develop the Employer portal, with the goal of getting benefits to workers and ease of use for businesses. She will bring proven abilities to support various other DLIR Division and agency modernization initiatives, as well as continuing ongoing UI projects.

Ms. Perreira-Eustaquio was employed with DLIR during times when the department was actively involved with out of the ordinary events, such as Disaster Unemployment Assistance, the hotel industry strike, and the Maile Sky Court Hotel case in Waikiki, wherein workers were defrauded of their employment status and rights. She has a multitude of experiences within the department that will make her a great Deputy Director.

Therefore, PRP is pleased to offer our support for the confirmation of Ms. Perreira-Eustaquio to serve as Deputy Director of DLIR, and we respectfully request your favorable consideration of her appointment.



To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Ka u'i Perreira, Niece of nominee

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on December 5, 2022

Hearing: February 13, 2020; 2:45 pm

Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts,

I am writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

It is a privilege to be writing on behalf of my hardworking and kind Aunty Anne. Growing up, I was always excited to visit my Aunty Anne's house. Every time I would visit her, she would always ask if I needed or wanted anything. She does and always has, made it clear through her words and actions, that nothing was ever an inconvenience for her.

As an adult, I strive to embody the character and traits that she has always shown me that make her who she is. She has always been a role model to me and continues to be an important pillar in our family. For as long as I can remember, she has always been hard working, considerate and selfless. She is a true leader and is dedicated to everything she puts her heart in which includes her profession, family, friends and her faith. More than anything else Aunty Anne is a woman of integrity and does the right thing not only for herself, but also thinks of how those around her can benefit in a positive way.

I can confidently say that my Aunty Anne is a perfect candidate for this position due to her great work ethic, attention to detail and her dedication to her loved ones.

Mahalo for your consideration,  
Ka u'i Perreira

**GM-508**

Submitted on: 2/13/2020 8:06:13 AM

Testimony for LCA on 2/13/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
F Lum	Individual	Support	No

Comments:

Chair and Members of the Committee:

I have worked with Anne for over a decade and found her to be smart, enthusiastic, energetic, eager to learn, easy to communicate with, and all ears (she listens well). She is collaborative and willing and able to look for solutions. She can be decisive and strong, not easily swayed to do someone else's bidding. I fully support her appointment as the Deputy Director of the Department of Labor and Industrial Relations.

Thank you.

Frances Lum

To: The Honorable Senator Brian T. Taniguchi, Chair  
The Honorable Senator Les Ihara, Jr., Vice Chair  
Senate Committee on Labor, Culture and the Arts

From: Drs. Robert & Carol Eustaquio  
San Juan, Metro Manila, Philippines

RE: GM 508 – Submitting for consideration and confirmation as the Deputy Director of the Department of Labor and Industrial Relations, Gubernatorial Nominee, Anne E. Perreira-Eustaquio for a term to expire at noon on Dec 5, 2022

Hearing: February 13, 2020; 2:45 pm Conference Room 224, State Capitol

Aloha Chair Taniguchi, Vice Chair Ihara and members of the Senate committee on Labor, Culture and the Arts.

We are writing in support of Anne Perreira-Eustaquio's nomination by Governor Ige as Deputy Director of the Department of Labor & Industrial Relations.

We first got to know Anne back in 1989 when in attendance to her wedding to my brother-in-law, Ismael Eustaquio, Jr.

As foreigners, Filipinos- the first thing I noticed was the ease she made me feel just be being with her. Maybe we could relate to her Roman Catholic upbringing with a Portuguese-heritage growing up in Hilo with a love for God. We could relate to her upbringing where there is the traditional respect of elders and love towards family.

I saw her willingness to serve and her unselfish dedication to care not only for her immediate family but even her new, just visiting in-laws. From her, not Lilo & Stich, we learned and saw of 'Ohana'.

She is industrious, very neat, orderly and organized. We would see how she would always prepare for the next days office work and her diligence for punctuality.

Though she rose through the ranks and held positions of responsibility, I never heard her brag about or talk about it. She never complained too and remained humble all this time.

Her free time is mostly devoted to her family.

She loves to read, keep fit and walk her dog who is devoted to her. She is a gourmet chef and master baker so the kitchen is the center of this great homemaker with family and friends always over to enjoy her food and company.

She is true to her faith and is a great leader, co-provider and will be a conscientious boss, always level-headed and objective in judging people based on merit and circumstance. She is dedicated, honest and outstanding in her work always dependable and with her analytical mind able to handle and trouble-shoot problems that may come her way.

Thank you for this late opportunity to give testimony.

Sincerely yours,

Robert & Carol Eustaquio

Landline: 0063287279170

Email: bobeusta11@yahoo.com