

**ALAN S. HAYASHI**  
**207-4 Kawaihae Street**  
**Honolulu, Hawaii**

March 30, 2022

TO: COMMITTEE ON LABOR, CULTURE AND THE ARTS  
Senator Brian T. Taniguchi, Chair  
Senator Les Ihara, Jr., Vice Chair  
Committee Members: Senators Stanley Chang, Jarrett Keohokalole, Kurt Favella

FROM: Alan S. Hayashi, Chairman  
Hawaii Workforce Development Council

SUBJECT: GM 778 Submitting for consideration and confirmation to the Hawaii Workforce Development Council, Gubernatorial Nominee EILEEN CALDWELL for a term to expire June 30, 2026.

Honorable Senator Taniguchi, Chairman of the Committee on Labor, Culture and the Arts, and Honorable Senator Les Ihara, Jr., and Committee Members Senators Stanley Chang, Jarret Keohokalole and Kurt Favella:

My name is Alan Hayashi, Chairman of the Hawaii Workforce Development Council (WDC). We strongly support GM 778, the nomination of Eileen Caldwell to the WDC.

Ms. Caldwell is Area Director of Human Resources – Hawaii & French Polynesia with Marriott International. She has worked 30 years in various human resources functions for Starwood Hotels and currently with Marriott International. In her role as Area Director, she oversees the human resources for Marriott-managed resorts on all islands throughout Hawaii, leading recruitment, training and development, employee engagement, benefits and labor relations for approximately 6,000 union and non-union employees. She is a certified mediator, and she was awarded Employer of the Year by the State Division of Vocational Rehabilitation due to her efforts to hire community members with physical and cognitive disabilities.

Ms. Caldwell has a strong commitment to building the workforce with able-bodied and with those with disabilities. The Federal Workforce Innovation and Opportunity Act (WIOA) grant funding used by the public workforce system focuses on training, education and employment opportunities for those with barriers to employment.

Thank you for the opportunity to testify.

DAVID Y. IGE  
GOVERNOR

JOSH GREEN  
LIEUTENANT GOVERNOR



STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
[www.labor.hawaii.gov](http://www.labor.hawaii.gov)

ANNE PERREIRA-EUSTAQUIO  
DIRECTOR

JOANN A. VIDINHAR  
DEPUTY DIRECTOR

March 30, 2022

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: Wednesday, March 30, 2022  
Time: 3:00 p.m.  
Place: Conference Room 225, State Capitol

From: Anne Perreira-Eustaquio, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: GM 778 Eileen Caldwell – Member of the Hawaii Workforce Development Council**

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

My name is Anne Perreira-Eustaquio, and I am the Director of Labor and Industrial Relations. The Department strongly supports the appointment of Ms. Eileen Caldwell to the Hawaii Workforce Development Council.

Ms. Caldwell brings 30 years of extensive experience in human resource management in Hawaii, most notably with Marriott International where she serves as Area Director of Human Resources for Marriott Hawaii and French Polynesia. She earned her Master of Arts in Human Resource Management from Hawaii Pacific University.

The Department believes Ms. Caldwell's strong understanding of the dynamics, needs and challenges of the hospitality industry in Hawaii will enable her to provide valuable service as a member of the Hawaii Workforce Development Council.

Thank you for the opportunity to testify in strong support of Ms. Caldwell as member of the Hawaii Workforce Development Council.



March 28, 2022

Senator Brian T. Taniguchi, Chair  
Senator Les Ihara, Jr., Vice-Chair  
COMMITTEE ON LABOR, CULTURE AND THE ARTS

RE: Testimony in support of EILEEN CALDWELL, Gubernatorial Nominee, Hawaii Workforce Development Council, for a term to expire 06-30-2026.

Dear Chair Taniguchi and Vice-Chair Ihara,

I have known Eileen for 20 years. She is an industry leader, strategic advisor, and currently a colleague. Her career experiences in leading Human Resources for Marriott Hawaii and several Starwood Hawaii Resorts provide a comprehensive perspective on the future workforce needs especially for Tourism, our largest industry. Eileen's work with our universities, high schools, veterans, and special needs programs has focused on identifying skills needed for success. She helped develop partnership programs to provide hands-on training experiences. She supports advancement at all levels and brings a wealth of experience including collaboration with Hawaii's local hotel unions. She has earned union respect by being knowledgeable, professional, and productive. As a parent of young adults, she possesses a perspective on fostering career opportunities that retain our island youth in jobs that provide good livable wages.

Eileen possesses workforce expertise, a thoughtful approach to recommendations, and an ability to deliver meaningful results. A committee of this scope and importance requires collaboration across the industry. I encourage you to approve Eileen Caldwell's nomination.

Sincerely,

A handwritten signature in black ink that reads "Angela Vento".

Angela Vento

Angela Vento  
General Manager

Wailea Beach Resort – Marriott, Maui  
3700 Wailea Alanui Drive  
Wailea, Maui Hawaii 96753  
waileabeachresort.com



**MARCH 28, 2022**

**TESTIMONY IN SUPPORT OF**

**EILEEN CALDWELL'S NOMINATION TO THE WORKFORCE DEVELOPMENT COUNCIL**

Aloha Chair Taniguchi, Vice Chair Ihara Jr., and Members of the Committee on Labor, Culture and the Arts,

My name is Jason Ito, Vice President, Administration, Labor & Community Relations for Kyo-ya Management Company, Ltd. Thank you for the opportunity to submit testimony in support of Ms. Eileen Caldwell as a nominee to the Workforce Development Council (WDC).

I have had the privilege to serve WDC over the last three years; as a Board Member, Chair of the Data Management and Technology Committee, member of the Youth Committee and Employer Engagement Committees, and Chair of the Special Projects Committee. From these perspectives, I believe Eileen will be a valuable resource and contributor toward meeting the goals of the Council.

I have known Eileen for the past 20 years and her broad experience in the hospitality arena, in employee engagement and labor relations will lend themselves to bring value to WDC. As the Area Director of Human Resources for Marriott Hotels Hawaii & French Polynesia, she is in a prime position to share a multi-faceted perspective of the current and future needs of the tourism workforce, which is a vital part of our economy.

Eileen has a genuine desire to actively participate and contribute to the community that she credits for her productive career. Through her work, Eileen championed the partnerships with schools, community organizations and agencies that support the development of our youth, and those with disabilities, and immigrants.

I am confident that she will continue to positively impact our community through the work of the Council. I respectfully urge you to confirm Eileen Caldwell as a member of the Workforce Development Council. Thank you for the opportunity to provide supportive testimony.

Sincerely,

Jason Ito

Vice President, Administration, Labor and Community Relations  
Kyo-ya Management Co. Ltd.

Thomas Foti

General Manager

Waikiki Beach Marriott Resort & Spa

March 28, 2022

Senate Brian Taniguchi, Chair

Senator Les Ihara Jr., Vice Chair and

Members of the Committee on Labor, Culture and the Arts

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

I am writing to you to endorse Eileen Caldwell's nomination to the Workforce Development Council. I have had the good fortune to work with Eileen both as a property Director of Human Resources and again as she now serves as Area Director of Human Resources for Marriott Hotels & Resorts, Hawaii & French Polynesia.

Through my experience with Eileen, I have found her to be unbelievably passionate about the employee (or associate as we say in Marriott) experience and journey. Her focus on consistent development of the current work force has created opportunities for many associates desiring upward mobility within the organization. In addition, Eileen's ability to connect with individuals of all ages and differentiated backgrounds affords her a deep, unique understanding of the multicultural and multigenerational populous that is Hawaii.

Through the relationships she has established and maintained, Eileen has spearheaded efforts that have created exposure to the hospitality industry with student groups, community organizations and labor organizations to name a few.

If appointed, I am confident that she will continue to positively impact our community through the work of the WDC.

I respectfully urge you to confirm Eileen Caldwell as a member of the Workforce Development Council.

Thank you for the opportunity to provide testimony of support.

Sincerely,

Thomas Foti



Eileen Zablan Caldwell  
25 Kanawai Street  
Wailuku, HI 96793

March 28, 2022

Senate Committee on Labor, Culture and the Arts  
415 South Beretania St.  
Honolulu, HI 96813

Dear Chair Brian Taniguchi, Vice Chair Senator Les Ihara Jr, and Members of the Committee,

I humbly ask for your support to confirm my nomination to the Workforce Development Council.

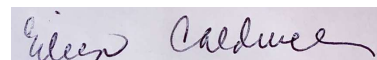
I was excited to learn of the opportunity to potentially serve on the WDC Board, first and foremost for the unique chance to learn from a diverse group of business, union, community and government leaders to gain a wider perspective on Hawaii's changing workforce landscape during and after COVID. I am also very eager to represent and share my knowledge and experience from the hotel industry standpoint.

I have been in the Human Resources discipline for approximately 25 years. Through those years, I have seen first-hand the positive impact of programs that are well-designed, organized, well-publicized and supported. Just one such example is the Alternative Learning Center at Lahainaluna High School's and its partnership with the hotels in providing internships and training to at-risk high school students. I have proudly witnessed graduates of the program move on to successful careers in culinary, engineering trades, hotel guest services and the military. Another example is Vocational Rehab's partnership with employers in job placement of people with disabilities, ensuring they not only land a job but also thrive in the workplace. One of the deaf employees we hired at the Sheraton Maui was named Employee of the Year, an award given to someone whose contributions are vital to the whole organization.

Hawaii's workforce is subject to the same changes brought about by the pandemic, including operating short-staffed due to resignations and retirements as well as addressing worker demand for higher wages and flexibility. I look forward to actively participating in any action needed to forward the objectives of the Hawaii Workforce Development Council.

Mahalo for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Eileen Caldwell". The signature is written in dark ink on a light-colored rectangular background.

Eileen Caldwell



**HAWAI'I LODGING & TOURISM**  
**ASSOCIATION**

Testimony of  
Mufi Hannemann  
President & CEO  
Hawai'i Lodging & Tourism Association

Senate Committee on Labor Culture & the Arts  
Governor's Message 778  
March 30, 2022

Chair Taniguchi and members of the Committee, mahalo for the opportunity to submit testimony on behalf of the Hawai'i Lodging & Tourism Association, the state's oldest and largest private sector visitor industry organization.

The Hawai'i Lodging & Tourism Association—nearly 700 members strong, representing more than 50,000 hotel rooms and nearly 40,000 lodging workers—is proud to be able to support Ms. Eileen Caldwell's nomination to the Hawai'i Workforce Development Council. We have enjoyed a positive working relationship with Ms. Caldwell in her role as Area Director of Human Resources – Hawai'i & French Polynesia for Marriott International. For 18 years, she has been an outstanding and consistent supporter of our Visitor Industry Charity Walk event which allocates millions of dollars to local nonprofits and charities.

In reviewing her credentials, I found it especially noteworthy that, while working at the Sheraton Maui, the property was awarded Employer of the Year by the Division of Vocational Rehab in recognition of the Sheraton's commitment to hiring community members with either physical or cognitive disabilities. It is extremely telling that Ms. Caldwell has been able to pair her understanding of the hospitality industry with compassion and a willingness to hire and train workers who others may have disregarded. It speaks to her character and the traits that she would bring as a member of the Workforce Development Council.

For these reasons, HLTA strongly supports Governor's Message 778.

Mahalo for the opportunity to provide this testimony.