

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

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

April 12, 2023

To: The Honorable Sharon Y. Moriwaki, Chair,
The Honorable Chris Lee, Vice Chair, and
Members of the Senate Committee on Labor and Technology

Date: Wednesday, April 12, 2023

Time: 3:00 p.m.

Place: Conference Room 224, State Capitol and Videoconference

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

Re: G.M. 646; Submitting for consideration and confirmation to the Hawai'i Workforce Development Council, Gubernatorial Nominee, DEREK KANEHIRA, for a term to expire 06-30-2027.

The Department of Labor and Industrial Relations **strongly supports** the confirmation of Mr. Derek Kanehira to the Hawaii Workforce Development Council.

Mr. Kanehira has a wealth of experience and expertise in human resources. Presently, Mr. Kanehira serves as the Senior Vice President of Human Resources at Alexander & Baldwin Inc., providing leadership in human resources strategy and leads organizational development and employee engagement initiatives. Previously, he served as the Vice President/Director at the Hawaii Employers Council, Hawaii National Bank, and First Insurance Companies of Hawaii, leading their human resources operations.

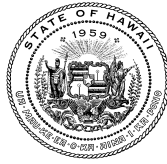
Mr. Kanehira is dedicated to community service and serves on numerous boards, including the DLIR's Prepaid Health Care Advisory Council, Hawaii Employers Council, Hawaii Compensation Group, and the University of Hawaii's Shilder College of Business' Masters in HR Management Program.

The DLIR believes that Mr. Kanehira's extensive human resource experience and community engagement will enable him to provide valuable service and insight to the Hawaii Workforce Development Council.

Thank you for the opportunity to testify in strong support of G.M. 646.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



LATE

JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS
ADMINISTRATOR

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

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HONOLULU, HAWAII 96813
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April 10, 2023

Committee on Labor and Tourism
Hawaii State Senate
Hawaii State Capitol
415 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Moriwaki, Vice Chair Lee, and committee members,

SUBJECT: GM646

Aloha. As Chair of the State of Hawaii Workforce Development Council (WDC), I am pleased to offer my support for GM 646 and confirmation of Derek Kanehira as a new member to the council.

As Senior Vice President of Human Resources for Alexander and Baldwin, Mr. Kanehira holds valuable experience related to workforce strategy. His wide range of experience with A&B, Hawaii Employers Council and several major financial institutions make him an ideal council member with the ability to help drive new and exciting initiatives aimed at providing solutions for critical workforce needs in our state.

Thank you for your kind attention to this matter and I hope for your favorable consideration to allow Mr. Kanehira the ability to serve as a member of the WDC.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan Hayashi".

Alan Hayashi

Chair, Workforce Development Council

alan.hayashi2@gmail.com

GM-646

Submitted on: 4/7/2023 11:58:44 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Stanna Abellira	Testifying for Optimize HR LLC	Support	Written Testimony Only

Comments:

My name is Stanna Abellira, and I am testifying in support of the appointment of Derek Kanehira to the Hawaii Workforce Development Council.

I have known Derek for over 15 years and have had the pleasure of working with him on several projects and serving with him in a leadership capacity of a local HR professional organization, the Hawaii Compensation Association (HICOMP).

Derek would be an incredible value add to the Council as he deeply understands the challenges and opportunities facing Hawaii's workforce today. Additionally, he has demonstrated a commitment and passion for championing the betterment and health of our community through his volunteer work with the Diabetes Association and the American Heart Association, to name a few.

Derek's experience as a Human Resources leader, with perspectives working in multiple industries and Hawaii organizations, makes him uniquely qualified to serve on the Council. He has a proven track record of working collaboratively with various stakeholders to develop innovative solutions that shape and improve the workforce and organizations and, holistically, the wellness of our community and the people of Hawaii.

I urge you to support Derek's appointment to this important committee. Thank you for your time and consideration.

GM-646

Submitted on: 4/10/2023 11:33:32 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Valerie Davison	Testifying for UHA Health Insurance	Support	Written Testimony Only

Comments:

I am pleased to submit written testimony in strong support of Mr. Derek Kanehira, who has been nominated by Governor Josh Green to serve on the Hawai'i Workforce Development Council.

I have known Derek professionally for over 10 years where he held various human resources executive and leadership positions for various companies including, Hawaii National Bank, Hawaii Employers Council, and Alexander and Baldwin. In addition, he has volunteered his expertise and time with various non-profit/community organizations such as with American Heart Association, Hawaii Health at Work Alliance (a UHA company) and HICOMP.

Derk has proven to be successful and innovative leader, committed to a culture of employee well-being and health. He prioritizes employee wellbeing as a core business strategy to boost workforce performance, fulfillment, and engagement. He goes beyond just motivating his team, he invests in them holistically and strives to transform organizational cultures to achieve employee health outcomes and business returns.

Valerie Davison, Certified WELCOA Faculty

Workplace Wellness Manager, UHA Health Insurance



ALEXANDER & BALDWIN

PARTNERS FOR HAWAII

April 11, 2023

Senate Committee on Labor and Technology
Wednesday, April 12, 3 P.M.
State Capitol, Room 224

Testimony in Support of Governor's Message 646

Aloha Chair Moriwaki, Vice Chair Lee, and members of the Senate Committee on Labor and Technology:

I am writing in strong support of GM 646, Governor Josh Green's nomination of Derek Kanehira to the Hawaii Workforce Development Council.

Derek Kanehira joined Alexander & Baldwin as its Senior Vice President of Human Resources in May 2020 and has been instrumental in the development and deployment of strategic HR initiatives and projects across the company. Upon joining A&B, Derek quickly worked to help navigate the company through the COVID-19 pandemic prioritizing the health and safety of our employees. Additionally, over the years, he has proven himself to be a collaborative, dedicated, and innovative HR executive.

Derek is no stranger to the Workforce Development Council as he's been a member of the Employer Engagement Committee for several years. He understands the importance of the Council's work and its role in addressing the workforce and economic developments needs of the state. With his vast experience as a HR professional combined with his service to many professional associations and community organizations, Derek will be a tremendous asset to the Workforce Development Council.

Mahalo for the opportunity to provide testimony in support of Derek's nomination to the Hawaii Workforce Development Council.

Mahalo,

Chris Benjamin
Chief Executive Officer
Alexander & Baldwin

GM-646

Submitted on: 4/5/2023 8:12:49 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jessica Morikone	Individual	Support	Written Testimony Only

Comments:

Thank you for this opportunity to express my strong support of the confirmation of Derek Kanehira to the Hawaii Workforce Development Council.

I have worked directly with Derek for many years now, in his role as the Vice President of Human Resources at the Hawaii Employers Council and in his position currently as Senior Vice President of Human Resources at Alexander & Baldwin. Derek is an exceptional leader who is not only extremely passionate and talented in his work as a Human Resources professional, but also one who leads with kindness, compassion, and empathy always. He has the unique talent of being able to navigate challenges with a forward-thinking and innovative approach, viewing obstacles as opportunities and always maintaining the highest level of professionalism. In addition to his many professional accomplishments, Derek cares deeply about our local community - his extensive involvement and active participation with the various community boards he has and currently serves on speaks for itself. His perspective on the Council would be invaluable with the breadth of experience he has had in the HR world and many meaningful relationships in the community he's built along the way.

I feel very fortunate to have been able to work with someone of Derek's caliber and learn from him throughout the years.

I respectfully ask for your support of his confirmation.

Sincerely,

Jessica Morikone

Sr HR Business Partner, Alexander & Baldwin

GM-646

Submitted on: 4/5/2023 10:05:18 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jenny Yamashita	Individual	Support	Written Testimony Only

Comments:

I've worked and collaborated very closely with Derek Kanehira on several health initiatives with through Hawaii Employer Council, Hawaii National Bank, and HICOMP. Derek's knowledge and ability to understand various industries needs has made positive impact for employers and employees. He is also truly passionate about the industry he's supporting. I highly recommend Derek for this position.

GM-646

Submitted on: 4/5/2023 10:06:22 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
David W. Lum	Individual	Support	Written Testimony Only

Comments:

Aloha,

I strongly support the confirmation of Derek Kanehira to the Hawaii Workforce Development Council. Derek's extensive and varied experience in matters related to workforce development, policy and governance make him uniquely qualified to serve in this capacity. More importantly, Derek is a proven community advocate with a commitment to fostering a business environment that benefits all constituents including employers, employees, and the broader community.

Mahalo,
David Lum

GM-646

Submitted on: 4/6/2023 2:02:27 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Marie Kumabe	Individual	Support	Written Testimony Only

Comments:

Aloha,

I would like to support the nomination of Derek Kanehira to the Hawaii Workforce Development Council. I have known Derek professionally for over ten years and he would bring tremendous perspective to the state since he has had his hands on the pulse of the workforce of Hawaii from the perspective of many diverse industries including: banking, insurance, real estate and the overall business community via his work at the Hawaii Employers Council. He further has worked significantly on many of our neighbor islands adding a broad-based perspective to his experiences.

I serve as the Faculty Director for the University of Hawaii Shidler College of Business Executive Masters in Human Resource Management and Derek has been a member of our Advisory Board. He has provided exceptional feedback and has been thoroughly engaged in his Board Service. He certainly demonstrates a passion for the future of Human Resources in our state and this is further magnified for the overall state workforce. Derek, reputation with the other Board Members is stellar and he is a positive and productive influence on our Board.

My experience in human resources, education, and in business, makes me confident thatI Derek would provide outstanding service and perspective to the State Workforce Council. I can be reached at 808-368-5081 if I can be of further service.

Regards,

Marie Kumabe

GM-646

Submitted on: 4/7/2023 10:55:01 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kristi Katayama	Individual	Support	Written Testimony Only

Comments:

Aloha,

I've had the honor and privilege of working with Derek Kanehira for the past nine years. During this time Derek has served on our Customer Advisory Board and is a recognized All-Star member. He provides valuable insight and expertise to help guide strategic planning and product enhancements of our HCM Software. He has served as a mentor and advocate for our Hawaii HCM Community, generously offering advice and guidance to fellow business executives and leaders.

As a recognized visionary within the Hawaii business community, he serves on multiple boards of non-profits across the state. He provides innovative and insightful solutions, always keeping the best interest of the organization and employees in mind.

It is with great pleasure that I recommend Derek Kanehira to serve on the Hawai'i Workforce Development Council.

GM-646

Submitted on: 4/7/2023 4:05:20 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cathy Keaulani	Individual	Support	Written Testimony Only

Comments:

I have known Derek for more than 20 years as a colleague, peer, supervisor and friend.

Derek Kanehira is a trusted and seasoned human resources professional. He is filled with passion to make a positive impact within his organization and the state of Hawaii. I have worked with and for Derek and he seeks to execute initiatives that will make a positive difference. He follows an amazing protocol to ensure he completes his due diligence through research and listening to subject matter experts before executing action.

Derek has been a board of director for a variety professional associations focused around health, wellness and human resources. He will be an impactful member for the workforce development council.

Sincerely,

Cathy Keaulni

GM-646

Submitted on: 4/8/2023 10:53:24 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Paul Marx	Individual	Support	Written Testimony Only

Comments:

I am in favor of the appointment of Derek Kanehira to the Workforce Development Council. Derek and I sit on the State of Hawaii Pre-Paid Advisory Council where I have witnessed his dedication and diligence to the Council endeavors. Derek will be a complement to the WFDC.

GM-646

Submitted on: 4/9/2023 1:58:22 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
David Kaya	Individual	Support	Written Testimony Only

Comments:

April 9, 2023

Re: Derek Kanehira nomination to serve on the Hawaii Workforce Development Council

When I reflect on Derek Kanehira as a business partner and person, there are key attributes that stands out. His vast knowledge of the Human Resources industry & Corporate sector, ability to manage initiatives and people, his unwavering dedication to community service and selfless attitude are some of his key attributes.

I vividly remember meeting Derek 17 years ago when he was the VP of Human Resources of a prominent insurance company in Hawaii. The company was a customer and I was the assigned Account Executive. Upon meeting Derek, I noticed his easy going and personable demeanor. I was immediately put to ease and felt welcomed. Over the course of 17 years, we have continued to work together, and I have learned of Derek’s extensive knowledge in his field. Moreover, I have witnessed how peers would gravitate to Derek to learn from his expertise and gain advice. He is a Thought Leader in the Human Resources field.

Amongst all his positive attributes, what truly separates Derek from his peers is his ability to look beyond a specific situation and view the “big picture.” This allows him to provide others with a long-term strategic vision vs. a band-aid solution.

Derek who is now a Senior Vice President, Human Resources, of Alexander & Baldwin, is the perfect candidate to serve on the Hawaii Workforce Development Council. His experience, dedication, leadership qualities, strong business acumen and selfless personality will allow him to succeed in whatever he chooses to pursue. I highly recommend Derek Kanehira! He has clearly proven himself in the business marketplace and established himself as a Thought Leader.

Sincerely,

David Kaya

Vice President, Ceridian

**Meredith J. Ching
P.O. Box 3440
Honolulu, Hawaii 96801**

April 12, 2023

Committee on Labor and Technology
Hawaii State Senate
State Capitol, Conference Room 224
415 S. Beretania Street
Honolulu, HI 96813

Chair Moriwake, Vice-Chair Lee and Members of the Committee:

**RE: GM 646—Confirmation of Derek Kanehira to the Hawaii Workforce
Development Council**

Thank you for this opportunity to provide testimony in strong support of the confirmation of Derek Kanehira to the Hawaii Workforce Development Council.

I have worked with Derek for the past three and a half years in his role as the head of Human Resources at A&B. Derek joined the company right before Covid hit and employees moved to work remotely from their homes. Notwithstanding his newness to the company's procedures and most of its employees, Derek ably led A&B's effort to provide a safe working environment for its employees while maintaining camaraderie and productivity amongst us all.

My point here is that Derek is a very nimble, capable and compassionate HR professional and I think he would be a tremendous asset to the Workforce Development Council. He is Hawaii born and raised and cares deeply about the future of the state. His skills would be extremely valuable to the Council's effort to bring workforce development programs to Hawaii to support our economy, our employers and employees and to improve the general quality of life in this state.

I respectfully urge you to confirm Derek Kanehira to the Hawaii Workforce Development Council.

Meredith Ching
EVP, Alexander & Baldwin, Inc.

GM-646

Submitted on: 4/10/2023 8:45:21 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mark Chen	Individual	Support	Written Testimony Only

Comments:

I'm writing to support Derek Kanehira's nomination as a member of Hawai'i Workforce Development Council.

I've had the pleasure of partnering with Derek in his capacity as the SVP, Human Resources at Alexander & Baldwin and when he was Vice President and Director of HR Services at Hawaii Employers Council. We've worked closely on many HR topics related to attraction and retention of employees and the training and development of Hawai'i's HR community. Derek has a strong pulse of the needs of employees and employers and understands the need to be progressive with HR programs to adapt to an evolving workforce.

Derek is also a leader in the business and HR community in Hawai'i. This gives Derek a network of peers to be able to gain further insights on the current and future needs of the workforce in Hawai'i.

I believe the combination of his experience as a HR executive and community leader gives him a unique background that will allow him to serve the State well.

GM-646

Submitted on: 4/11/2023 12:54:56 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lori Fukumae	Individual	Support	Written Testimony Only

Comments:

Dear Committee Chairs Sharon Moriwaki and Chris Lee and Committee on Labor and Technology:

I am writing to support Derek Kanehira, gubernatorial nominee, for your consideration and confirmation to the Hawaii Workforce Development Council. I have known Derek for over 15 years and have had the pleasure of working with him for three of those years and can attest to his qualifications and dedication to workforce development in Hawaii.

Derek has and currently serves in executive human resources leadership roles and as a board member for numerous organizations that directly impact education, wellness, the workforce, and the community. He is intelligent, innovative, resourceful, and deeply understands our state's workforce development needs. I have observed firsthand how adept he is at collaborating with multiple stakeholders, building partnerships, problem-solving, and leading initiatives that result in positive outcomes that benefit the workplace and the community.

I am confident that Derek will bring his leadership, expertise, and innovative ideas to the Workforce Development Council to positively impact the Council and our state.

Thank you very much for considering my testimony.

Sincerely,

Lori Fukumae

From the office of Cheryl A. Cross

President, CA Cross & Associates, LLC; Workforce Development Management Consulting
Member; State of Hawaii Workforce Development Council (2022-2026)
Member; WFD Council Executive Board and Chair of the Employer Engagement Committee (July 2023)
President, Organization of Women Leaders Oahu (2023)

4/10/23

GM646 Nomination of Derek Kanehira to the Workforce Development Council for the State of Hawaii

The honorable Senator, Sharon Y. Moriwaki
Chair; Senate Committee on Labor and Technology

The honorable Senator, Chris Lee
Vice Chair; Senate Committee on Labor and Technology

Senators Moriwaki and Lee,

It is my pleasure to reinforce the Governor's nomination, and your potential confirmation of Derek Kanehira to the State of Hawaii Workforce Development Council.

I have volunteered for the WFD Council as an Employer Engagement (EE) committee member since 2017 and in 2022, was nominated by Governor Ige and confirmed by the Hawaii State Senate to serve four years on the Workforce Development Council. I am currently the incoming Chair for the EE Committee and have had the privilege to work alongside Derek Kanehira since 2017 on several workforce related volunteer initiatives.

Derek is a veteran HR professional with a broad and expansive career in Hawaii. He is one of my go-to professionals on labor trends for both the island(s)/State of Hawaii and nationally and most recently he has volunteered his help in facilitating several EE Committee round-table discussions on issues and impacts to the labor market in Hawaii.

Derek Kanehira's broad knowledge and experience are true assets to the State as we build our council. Please consider my endorsement for his nomination, and potentially, his confirmation to serve a full 4-year term supporting the State of Hawaii Workforce Development Council.

Yours in service,

Cheryl Cross

Cheryl A. Cross
CA Cross & Associates, LLC
808-953-7432
ccrossmph@gmail.com

GM-646

Submitted on: 4/11/2023 2:31:07 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jordan Odo	Individual	Support	Written Testimony Only

Comments:

Thank you for the opportunity to submit testimony regarding Derek Kanehira's nomination to the Hawaii Workforce Development Council.

I am writing in **STRONG SUPPORT** of Derek's confirmation to the Workforce Development Council.

I first met Derek in 2017, when he was the Vice President & Director of Human Resource Services at the Hawaii Employers Council. I am happy he is now leading HR and talent development initiatives at one of Hawaii's oldest and largest companies, Alexander & Baldwin.

Throughout the years, I have sought his council on a number of matters, from how to become an effective leader, to how I can get more involved in the community, and everything in between. He has always demonstrated a breadth of intellect, knowledge, and skill, and most importantly, he's always been extremely authentic, ethical, and of high moral character. This is why, when my nonprofit started a leadership development program for Hawaii college students, one of the first people I asked to help mentor students was Derek. He is an excellent role model of what a servant leader is. Luckily for us, Derek has mentored students through the program for 3+ years.

The Workforce Development Council's responsibility, in part, is to prepare and oversee the comprehensive state plan for workforce development in the State of Hawaii. Derek would be a valuable contributor to the Council (and the state's businesses and economy), given his decades of work experience as a HR leader and his service on a number of workforce development and HR boards.

I respectfully ask that Derek be confirmed to the Workforce Development Council.

GM-646

Submitted on: 4/11/2023 3:22:20 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Masayo Terao	Individual	Support	Written Testimony Only

Comments:

I have worked with Derek Kanehira for over 20 years in the Human Resources industry and I testify that I know of no other individual more qualified than Derek for this nominated position. Derek has the experience to add great value to serve on the Hawai'i Workforce Development Council and the state of Hawaii would greatly benefit from Derek's level headed expertise in this position. He would best represent both the employer and the employee positions to further elevate Hawaii's workforce initiatives. He is highly sought after for his open mindedness to explore innovative and rational programs to create positive trends to employee/employer relationships and yet his willingness to give back to the community with his expertise is Derek's unwavering strength.

LATE

GM-646

Submitted on: 4/11/2023 3:48:13 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kyle Tangadik	Individual	Support	Written Testimony Only

Comments:

Governor Josh Green has made a great choice in the nomination of Derek Kanehira to the Workforce Development Council. Derek is an amazing human resources leader and remarkable collaborator, who will add tremendous insight, knowledge, experience, and value to this committee. The State and Council would be fortunate to have him.

LATE

GM-646

Submitted on: 4/12/2023 12:32:10 AM
Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lesli Yano	Individual	Support	Written Testimony Only

Comments:

Dear Governor Green,

On behalf of the American Heart Association (Association), we are honored to endorse Derek Kanehira for the Hawai'i Workforce Development Council. For over a decade Derek's well-known commitment to workforce wellbeing has been and continues to be an invaluable asset to the Association.

Derek has served on the Association's Western States Regional DEI Task Force and has been instrumental in launching and growing the Association's Workforce Wellness Workshops in Hawaii. Through Derek's guidance the Association is able to bring together Hawaii's CEOs and HR and Wellness professionals to address heart disease and stroke, death in the work setting. This workshop is critical since in Hawaii, cardiovascular disease is said to account for over 3,000 deaths annually, 18,000 hospitalizations and consume 22 percent of hospital costs.

Derek is a valued, respected, and trusted voice in transforming workforce culture in Hawaii and beyond. It is the American Heart Association's privilege to support his nomination to the Hawai'i Workforce Development Council.

Sincerely,

Lesli Yano

American Heart Association, Senior Director, Hawaii

LATE

GM-646

Submitted on: 4/12/2023 7:01:26 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Rylen Yamamoto	Individual	Support	Written Testimony Only

Comments:

I am thrilled to provide a testimonial for my friend, Derek Kanehira. Derek is one of the most kind-hearted, genuine, and hard-working people that I have ever had the pleasure of knowing.

One of Dereks greatest strengths is his unwavering dedication to helping others. Whether he is managing talent for a publicly traded company, volunteering at a local charity, lending a hand to a friend in need, or simply offering a listening ear, Derek is always there to offer his support and assistance. He is a true role model when it comes to kindness, compassion, and generosity.

In addition to his kind-hearted nature, Derek is also an incredibly talented and hard-working individual. He is always striving to improve himself and his skills, and he takes great pride in producing work that is of the highest quality. His attention to detail and his ability to think creatively make him a valuable asset in any situation.

Overall, I feel extremely lucky to have Derek as a friend. He is someone who truly embodies the best qualities of humanity, and I have no doubt that he will continue to make a positive impact on the world around him. I highly recommend Derek Kanehira.

~Rylen Yamamoto