The 14th Annual EWI Honolulu Golf Tournament
“Go for the Green”
Friday, August 28, 2009

See you there!

Golfers loosen up at last year’s Golf Tournament

Zenaida Caraang, Remington College representative, will again have students offer massages to golfers at our 14th Annual Golf Tournament on August 28th!
President's Message

The employees of Outrigger Hotels & Resorts have adopted eight Hawaiian values that they try to practice at work and in their everyday lives. The following article was written by my executive, Mel Wilinsky, as he reflects on the value of “kuleana” or accountability.

How fitting that I be allowed to write about Kuleana. I am sure that many of you would think Financial Services, they do the accounting, and hence they are accountable. But, as we all know or should know Kuleana is about much more than that. The concept of Kuleana is one of responsibility, and taking ownership for what we do in our daily lives, at work as well as at home. Acting in a responsible way, and accepting responsibility for how we act is something we try to teach at an early age, and hopefully we reinforce that teaching by the way we act, and interact with our family, friends and business associates. If ever there was a value that could be taught by example, I think Kuleana has to be at the top of the list of values that qualifies, and if not at the top, then very close to it.

What does it mean to be accountable, to accept responsibility for your actions? Too often in our society today we see our friends, neighbors, relatives, even our children and sadly today even businesses failing to step up and act in a responsible fashion. It seems that today it has become all too common for us to see a problem or a behavior that is clearly the result of a failure to accept responsibility on some level. The child that does not do their homework and then tries to explain away why it was someone else’s fault that they could not get the work done. Or the teenager, who goes out in the evening but does not tell their parents where they are really going, and then tries to lay off the blame for not being honest on another friend or offering some other lame excuse. I am sure that we all have a relative who routinely talks “stink” about another relative, only to deny that they did, and then watch as the victim of the rumor suffers. We have all I am sure in our daily work day witnessed a member of our ohana not do their job, or take a short cut that is clearly going to create problems down the road for the company and others in the department. And what about the business large or small, that takes unnecessary risks, or does not play by the rules, and as result finds itself in a mess and looks to the outside for help – does the word “bailout” come to mind? It used to be we bailed out our canoe, but not today. When I say bailout you all know what that means and the cost associated with it.

So what happened? Where did we go wrong? For the most part we all are responsible individuals, and most of us accept the consequences if we don’t act responsibly. In our Financial Services group for instance, we all recognize that sometimes we are not perfect (rarely, I would offer), but on those rare occasions our ohana owns up to the problem, makes the necessary adjustments and moves forward. There is no reprisal for a miscue, and in our personal lives there likewise should be no reprisal for miscues. After all we are all here to help one another.

However, when helping becomes expected and then becomes dependence than we have a problem. Sure, not doing homework is as much a part of childhood as is playing. But when not doing homework is a way of life, and looking for reasons to rationalize why NOT doing homework is OK is the norm, then the child is functioning outside of their kuleana or area of responsibility, and must be prepared to accept the consequences of their behavior.

We need to instill in our children and our daily lives that sense of responsibility on all levels of our daily life, both at work and at home. When something is in your kuleana you own that task, or obligation, and it is your job to fix the problem or be prepared to accept the consequences for letting it slide. It is your problem, not your neighbors and not your friends. It’s great to be able to rely on folks, but let’s not confuse relying on someone for assistance and expecting someone to come to your rescue regardless of the problem.

Accountability (Kuleana) – Let’s all of us have the courage and discipline to act on our responsibilities and to accept all consequences, good or bad.

Aloha,

Valerie Tanaka
2008-2009 EWI of Honolulu President
Executive Women International®
Honolulu Chapter
Wednesday, August 12, 2009

Better Business Bureau of Hawaii

A New Era of Trust

Cost: $30 per person
Dinner Buffet
$5 parking w/validation

Manoa Grand Ballroom
Ewa Room, 5th Floor
Japanese Cultural Center
2454 S. Beretania Street

5:30 - 6:00 p.m.
Networking
Pacific Business News & Ohana Honolulu Airport
Hotel information tables

6:00 p.m.
Dinner and Presentation by Better Business Bureau to follow

Buffet Menu
Mixed Greens · Pasta Salad
Potato Mac Salad · Fresh Fruits
Mochiko Chicken · Shoyu Pork · Seafood Newburg
Fried Rice
Vegetable du Jour
Rolls with butter
Coconut Haupia Cake
Fruit Punch, Coffee, Hot Tea or Iced Tea

Dwight Kealoha, CEO of member firm Better Business Bureau will be talking about BBB’s vision of a trustworthy marketplace – their commitment to consumer advocacy, protection and education.

Please RSVP if you will NOT be attending or if you are bringing a guest, to April Tengan by NOON, WEDNESDAY, August 5th, via email april_tengan@hmsa.com or phone 948-5910.

A standing reservation is made for every representative at all EWI monthly meetings. It is your responsibility to inform the Sergeant-At-Arms by email or telephone by the RSVP deadline if you cannot attend. You will be billed for any missed meetings unless prior notice is received.
Our Annual ASIST banquet was held on Wednesday, July 22, 2009, at Kapiolani Community College’s Ka ‘Ikena Dining Room. It was an inspiring and emotional evening as we awarded six scholarships to the following winners:

- Jenny Chanhpheng - $2,000 – Pursuing her Bachelor of Science degree in Accounting
- Amber Lalawai - $1,000 – Pursuing her Bachelor degree in Social Sciences
- Anna Tam - $1,000 – Pursuing her degree in Associate of Science in Hotel and Restaurant Operations
- Charlotte Naone - $1,000 – Pursuing her Masters degree in Social Work
- Rosario Colon - $1,000 – Pursuing her Bachelor of Arts degree in Communications
- Stephanie Harrison - $1,000 – Pursuing her Associate of Science degree in Human Services, Substance Abuse Counseling

The venue was the perfect setting as the students of KCC’s Culinary Program prepared a delicious buffet dinner. The elegant candle light decorations were provided by member Merryl Iraha of Island Treats Creations. Dinner music by Zach Shimizu filled the room with a beautiful sound and added that special touch.

The featured speaker Gerraine (Tom) Hignite, a four-time ASIST scholarship winner, gave a brief history of what the scholarship has done for her in the past eight years. Being a single parent to a pre-teen, working full-time and going to college part-time didn’t stop Gerraine from achieving her goal of becoming a registered dental hygienist. Gerraine read letters which she wrote to EWI keeping us abreast of her accomplishments and letting us know that she “believed” in her dream. Life has come full circle for Gerraine, where she now works with a lot of Quest patients, serves on the Board of Trustees of the Hawaii Dental Association, participates in the Great Aloha Run and Relay for Life and Supports Parents without Partners. Her accomplishments have also motivated her daughter to attend Honolulu Community College and pursue a BS degree in biology. Gerraine ended her talk by saying, “Believe in yourself and don’t give up on your dreams.”

Distinguished judges, Allen Uyeda, President and CEO of First Insurance Company of Hawaii, Ltd.; the Honorable Paul Murakami, Judge, Family Court, First Circuit; and Karen Aka, President of Knowledge, Inc. shared their experiences of the process and how it has touched their lives.
Many thanks to those who have contributed lei, gift certificates and promotional items for the “goody bags” to the awardees and judges. Your generosity and support was truly appreciated.

Due to our chapter’s recent partnership with the YWCA Dress For Success program, our finalists will each receive a one-hour free consultation which includes a career-appropriate outfit, interview tips, and image consulting.

Jenny Chanhpheng’s ASIST application has been submitted for the Corporate ASIST scholarship program where she will have an opportunity to earn an additional $2,500 in scholarship funds. We wish her all the best! We also wish the other semifinalists the best as they pursue their dreams...because WE BELIEVE!

Special guest speaker Gerraine (Tom) Hignite and Cathy Iwai (Pearl City Nursing Home)

Zach Shimizu provided our wonderful dinner music

Lois Asato (Hawaii Convention Center) and Fay Kauanoe (Seasons Quest)

2009 ASIST Committee: Joyce Nishimura (First Insurance Company of Hawaii, Ltd.); Michelle Shihara (Sheraton Hotels in Waikiki); Ada Iwasaki, Co-Chair (SH Consulting); Cyn Nahale, Co-Chair (Business Insurance Services, Inc.); Lois Asato (Hawaii Convention Center); Kay Sasaki (Insurance Advantage, LLC)
Honolulu Chapter Board Meeting Highlights

Wednesday, June 24, 2009
First Hawaiian Bank, 28th floor conference room

Vice President/President-elect Sherilyn Tamayose called the board meeting to order at 5:47 p.m.

Approval of minutes:
The minutes of the May 27, 2009 meeting were circulated and approved.

Treasurer’s Report:
As of May 2009, account balances (unaudited) were as follows:
- General Operating Account: $48,227.79
- B/C/D/P Account: $43,620.66 (before adjustments)

- Treasurer’s reports for May were circulated and approved.

ASIST:
- Report submitted.
- June 6th interview session with the 8 semi-finalists was held at the Hawaii Convention Center.
- Allen Uyeda, President and CEO of First Insurance, generously offered two additional $1,000 scholarships to increase our total scholarships from $5,000 to $7,000. Flyers announcing the details of the ASIST Awards Dinner will be distributed at June’s business meeting.
- EWI Honolulu chapter was accepted as a referral agency for the Dress for Success program through the Laniakea (downtown) YWCA. Our ASIST finalists will be referred to this program, which entitles each woman to a 1-hour consultation and an outfit suitable for work or interviews.

Communications and Marketing:
- Naomi Amuro reported that the website update is close to completion.
- The drive to collect business attire for the YWCA Dress for Success program generated a very good response from our membership.

EWISP:
- No Report

Membership:
- Report submitted.
- Shelley Okubo announced that Season’s Quest Insurance & Financial Services has submitted their application to join EWI. Fay Kauanoe, senior associate with Season’s Quest, will represent her firm.
- The new member orientation breakfast will be held in late July or early August.

Philanthropy:
- No Report

Program:
- Report submitted.
- The August 12, 2009 meeting will be a firm night for Better Business Bureau at Manoa Grand Ballroom in the Japanese Cultural Center. Dwight Kealoha, CEO of the Better Business Bureau, will be the speaker that evening. Pacific Business News and OHANA Honolulu Airport Hotel will each have a table display during the networking reception to present their firm’s products.

Sergeant-at-Arms:
- 27 firms, 30 representatives, 3 guests, and 3 no shows were reported for the June 2009 meeting. 61% member firm attendance compared to last year’s 54% attendance.
Ways & Means:
- Thus far, we have 2 platinum sponsors, 9 gold sponsors, and 19 teams signed up for the golf tournament.

Unfinished Business:
- None.

New Business:
- None.

Announcements:
- The next membership meeting will be the ASIST Awards Dinner on Wednesday, July 22, 2009 at Kapiolani Community College.
- The next Board meeting will be held Wednesday, July 29, 2009 at the First Hawaiian Bank, 28th floor conference room at 5:30 p.m.
- Firm night with Better Business Bureau will be held on Wednesday, August 12, 2009 at Manoa Grand Ballroom in the Japanese Cultural Center.

Adjournment: 6:21 p.m.

Important Dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>8/12/09</td>
<td>Membership meeting – Japanese Cultural Center Mānoa Grand Ballroom, 5:30 p.m.</td>
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<td>Better Business Bureau firm night</td>
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<td>8/28/09</td>
<td>Annual Golf Tournament – Hawai‘i Prince Golf Course</td>
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<tr>
<td>9/09/09</td>
<td>Membership meeting – Sheraton Waikīkī Hotel Ni‘ihau Room, 5:30 p.m.</td>
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<td>Sheraton Waikīkī firm night</td>
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<td>10/14/09</td>
<td>Business meeting and installation ceremony – O‘ahu Country Club, 5:30 p.m.</td>
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<tr>
<td>11/10/09</td>
<td>Membership meeting – location to be advised, 5:30 p.m.</td>
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There will be a New Member Orientation Breakfast for new EWI representatives and executives on Tuesday, August 4, 2009 from 7:30 – 9:30 a.m. at the First Hawaiian Center The Bankers Club. The guest speaker will be Kent Tsukamoto, Managing Partner of member firm Accuity LLP. Should you have any questions, please contact Sheri Tamayose, Membership Committee, at 525-8827 or stamayose@fhb.com.
What Can A Staffing Company Do For Your Business?

In the past, temp agencies were mostly used to provide seat-warmers for vacationing receptionists or absent administrative assistants. Today, “staffing” has evolved into one of the most lucrative and relied-upon industries in the nation. While the majority of businesses still value the short-term, or “temporary,” help that agencies provide, others are turning to staffing firms to eliminate the stress of finding highly skilled employees and implementing workforce management solutions.

According to a survey by the American Staffing Association, 59% of businesses use staffing firms for their full-time employee placements. Here are just a few other reasons why staffing firms have evolved into a respectable and necessary solution for companies large and small:

1. Increase flexibility for greater productivity.
   A flexible workforce helps businesses adjust to their ever-changing needs. Companies are increasingly hiring temporary help during their peak seasons and cutting back when demand falls. According to the American Staffing Association, 90% of businesses rated flexibility as an important reason to use staffing companies, saying it keeps them appropriately staffed during busy – and slow – times.

2. Reduce hidden hiring costs.
   Hiring the right talent can be expensive. In addition to the costs to run newspaper ads and online job postings, there’s also the lost time that the hiring manager would usually spend doing his or her regular duties. Staffing firms assume the burden of recruiting and screening candidates, freeing time for more valuable priorities. On top of that, staffing firms assume the responsibility for benefits, payroll taxes, workers’ comp insurance, and more.

3. Benefit from HR expertise.
   Small and mid-sized companies rely on staffing firms’ expertise in employee-related matters, such as performance evaluations, hiring, terminating and disciplinary matters, insurance and benefits administration, workers’ compensation, safety, payroll services, employee handbook policies and procedures, orientation, and more.

4. Minimize costly hiring mistakes.
   Small and mid-sized companies rarely have access to the behavioral testing, skill assessments, and performance management technologies that many staffing firms have to offer. For instance, we can accurately evaluate each candidate and place them in a job where they will be most successful. We also offer a temp-to-hire option, allowing companies to evaluate a candidate before making a long-term commitment.

5. Gain immediate access to a pool of talent.
   Staffing companies have professional recruiters who know precisely where and how to find quality candidates with the specific skills and experience businesses need. By proactively placing ads, participating in job fairs, reviewing résumés, and conducting interviews, recruiters are able to save companies a lot of time, money, and headaches!

The staffing industry helps businesses avoid the stress, pressure, and expense of hiring temporary or full-time employees. From recruiting, pre-screening, and placement to ongoing performance validation and workforce management, they manage the time-consuming details so you don’t have to.

Remedy Intelligent Staffing is a full-service staffing organization that specializes in temporary, temp-to-hire, executive search, and payroll services for positions in fields such as administration, light industrial, customer service, accounting, human resources, management, and sales. Owners, Kristi Inkinen and Marie Kumabe, along with their dedicated staff, Kim Miyashiro, Jun-Romeo Farinas, and Royanne Mukaisu, look forward to partnering with you to meet your staffing needs. Our office is located at 876 Curtis Street, Suite 102, Honolulu, HI 96813. Please contact EWI Representative, Royanne Mukaisu at 733-8550 or royannem@remedystaff.com to find out how Remedy can add value to your company.
Notice: November 2009 Meeting Date Change

Instead of Wednesday, Nov. 11, 2009, our November meeting will be held on **Tuesday, November 10, 2009**. (Wednesday, November 11 is the Veteran’s Day holiday)

Please mark your calendars accordingly. Thanks!

Sirius-ly Speaking

Q: My neighbor has five small dogs that bark all the time when out in the yard. They let them out of the house very early every morning. They all bark incessantly for 15 to 20 minutes. My neighbors never do anything the barking. What can I do to stop the dogs from barking? I have even resorted to yelling at them but that only makes them bark more.

A: I do feel for you. That is no way to start your day, everyday. As you have found out yelling at barking dogs only result in an even louder chorus of barking. Your neighbor’s dogs must be thrilled that you decided to join in on the wonderful barking.

Do not retaliate in any form towards the dogs. They are only displaying a very natural behavior. I would suggest that you talk to your neighbors. Approach them with the tactic of “I didn’t know if you knew, but……” They may not know that their dogs are barking that much. You could do the leg work for them and find a good trainer that may be able to help get the barking under control. (This is a common problem). Instead of aggravating the dogs, try to make friends with them. They are barking at movement that they are not familiar with. As with the owners you will get better results with a bit of honey rather than vinegar.

Happy Birthday!

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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Doreen Tavares</td>
<td>August 6</td>
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<tr>
<td>Hollie Amano</td>
<td>August 8</td>
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<tr>
<td>Kathleen Chin</td>
<td>August 13</td>
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<td>Fay Kauanoe</td>
<td>August 13</td>
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<tr>
<td>Adele Tasaka</td>
<td>August 18</td>
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<tr>
<td>Eleanor Urakawa</td>
<td>August 22</td>
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<tr>
<td>Debbie Hirasaki</td>
<td>August 24</td>
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Important Notice

Please be advised that at our August 12th meeting, quorum is required in order for EWI Honolulu membership to vote on how to send our delegates to LCAM in Louisville, KY (September 26, 2009)

Please make every effort to attend this important meeting. Mahalo.

Tip of the Month:

Good oral hygiene is not only good for you but your dog. Brush their teeth once a day.

A note of thanks from ASIST winner Charlotte Naone

Aloha—

It was such a special night and the setting was intimate and memorable. Words can not express how grateful I am for the support of EWI. I will make you all proud. I have my orientation and registration on August 11 at Manoa which I am so excited about so my enrollment can be verified after that. Again, from the bottom of my heart I thank you all for your continued support and through it I do BELIEVE that all things are possible.

Charlotte
Mahalo to everyone who donated to former EWI Rep Debbie Miyagi’s daughter Jodie who teaches at Ka Waihonua Elementary School in Nanakuli. Jodie was overwhelmed by the generosity of EWI Honolulu & couldn’t wait to share with the other teachers at school!

Mahalo!

HELP WANTED

Seeking enthusiastic EWI reps and executives for fun, education, information sharing and more! Submit an article for an upcoming edition of ewi Connect on what your member firm is offering, doing, presenting, or participating in! Remember, you don’t have to write the article yourself. Anyone from your firm (your exec, marketing staff, etc.) can write the article for you to send in. Please contact Communications & Marketing Director Naomi Amuro of member firm Aloha United Way at 543-2209 or naomi@auw.org for more information.

EWI® Mission and Vision

Mission
Executive Women International is an organization which brings together key individuals from diverse businesses for the purpose of promoting member firms, enhancing personal and professional development, and encouraging community involvement.

Vision
To Be the Leading Connection for Business Professionals.