



Harold K. Kageura
Vice President, Energy Delivery

July 12, 2010

To Whom It May Concern:

I will soon be retiring from Hawaiian Electric Company, Inc. in Hawaii and would like to share personal experiences in being blessed with working with Vino Mehta. Prior to working for a prestigious local utility, HECO, I worked at General Electric for 11 years as an engineer with minimal experience in supervision and utility management. I began my career at HECO as an engineer, and was promoted into a supervisory position shortly after. This quickly led to my promotion into a manager position.

As a manager, I had to deal with many business cultural issues that had to be changed for the good of the company, the customers, and the employees. Vino helped me to approach the situation in a manner that ensured success. He helped me develop a Strategic Plan, as well as an Implementation Plan targeted to achieve the desired results. Execution of both plans resulted in better efficiencies, lower costs, higher reliability, and productivity for the operating area in which I was responsible. The organization improved to become better than compared to when I first started as manager. It was not easy in achieving these results; it took discipline. Vino helped me to stay on track.

I believe I was tested throughout my career in working with the operating areas to achieve higher productivity and effectiveness of the organization. Vino has played a large part in the success of the challenges I had. It is for that that the company profited, the customers benefited, and the employees have a better place to work.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Harold Kageura', with a long, sweeping underline that extends to the right.

Harold Kageura