

Tiger Hu Li
225 Queen St. 25B, Honolulu, HI 96813
Cell: (808) 218-9916 Email: tigerli808@live.com

12/3/2025

Board of Trustees Meeting Testimony,
Office of Hawaiian Affairs
560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817

Aloha Chair and Members of the Board of Trustees,

My name is **Tiger Li**, former OHA IT Manager. I am here to document serious procedural violations, abuses of authority, and harmful workplace conditions that occurred under former CEO Stacy Ferreira, which culminated in my wrongful termination.

My termination was executed **without due process, without investigation, without progressive discipline, and without any opportunity to respond**—all of which are direct violations of the OHA Employee Handbook and practice, and the state law.

Under the former CEO's leadership, OHA became a **toxic, heavily micromanaged environment**, characterized by fear, instability, and the targeting of employees without justification. This environment enabled arbitrary and unjust employment actions, including the actions taken against me.

The **manner** of my termination was particularly egregious and inhumane. Immediately after being handed the termination letter by the former CEO, I was escorted by her HR Director, ordered to pack my belongings on the spot, and forced to leave the premises without any explanation. This treatment occurred despite **over ten years of strong performance, loyalty, and dedicated service to OHA.**

This sudden and unjust separation caused significant financial hardship for my family—my son was in his senior year preparing for college, my wife has been ill for nearly ten years and has no income, and I experienced extreme mental and emotional stress resulting from this abrupt and wrongful action.

I was wrongfully accused regarding the **Proofpoint email-security software incident**. The underlying issue of the late payment stemmed primarily from severe understaffing in the IT department for more than two years. I affirm that the incident resulted in **zero negative impact** to OHA systems, data, or operations. The matter was fully mitigated within ten hours, outside business hours, and I worked diligently to resolve it. I have provided a detailed timeline in my attachments.

Despite these facts, the former CEO falsely characterized the situation as a “major disruption of

email services” and attempted to label my separation as “misconduct” to block my unemployment benefits—an allegation that was **unfounded and ultimately rejected**.

I must also raise this critical question for the Board: **Four months after my departure, the IT Manager position was eliminated entirely**. Given this fact, was my termination pre-planned and intentionally targeted at me? This sequence of events raises serious concerns about motive, intent, and potential abuse of authority.

For the record, I wish to highlight the major modernization and infrastructure initiatives I successfully led during my tenure, including:

- State NGN networking initiation and implementation; Office 365 implementation (prior Covid19); HRP database normalization and deduplication
- DRFortress colocation relocation; KACE Cloud deployment; Nutanix server infrastructure build-out
- Ki'i (SharePoint on-premise) migration; Travel Service application; enterprise Zoom deployment
- Network switch upgrades; Boardroom reconfiguration; support for Oracle Fusion and other enterprise projects

These initiatives significantly strengthened OHA’s cybersecurity posture, IT infrastructure, and long-term operational stability, including on-site IT support for all BOT meetings.

Given the facts outlined above, I respectfully request that the Board:

1. Conduct a full and transparent review of the termination process and underlying circumstances;
2. Identify the policy violations committed under the former CEO;
3. Take appropriate corrective and disciplinary action to hold the former CEO fully accountable;
4. Implement safeguards to protect employees from toxic leadership and ensure due-process protections are upheld; and
5. Provide appropriate financial compensation for the losses, hardship, and stress inflicted upon myself—and others—who were wrongfully terminated under the former CEO’s administration.

My purpose today is to help restore fairness, transparency, and responsible governance within OHA.

Mahalo for your time and consideration.

Respectfully,



Tiger Li



**STATE OF HAWAII
OFFICE OF HAWAIIAN AFFAIRS
560 N. Nimitz Highway, Suite 200
Honolulu, HI 96817**

April 26, 2024

Tiger Li
225 Queen St 25b
Honolulu, HI 96813

Re: Termination of Employment

Dear Tiger,

This letter is to inform you that your employment with the Office of Hawaiian Affairs (OHA) is terminated, effective immediately, due to the failure to adequately perform job responsibilities related to supervisory oversight of direct reports and management of division workload. The failure of supervisory oversight and management of the division workload resulted in a major disruption of email services for the agency due to a Proofpoint renewal not being processed.

EUTF Health & Life Insurance:

Your current health insurance coverage through OHA will end on April 30, 2024. After that, you are eligible for COBRA, which provides a continuation of health insurance coverage should you need it. A "Notice of a COBRA-Related Event" will be sent to you by the plan administrator of the Hawaii Employer-Union Health Benefits Trust Fund (EUTF).

Your life insurance coverage will end at the close of business on April 24, 2024 (Separation Date).

State Retirement Hybrid Plan:

Information regarding your contributions to the Employees' Retirement System (ERS) Hybrid Plan can be found online at ers.ehawaii.gov.

Final Paycheck and Vacation Leave Payout:

Your final paycheck will be paid to you on May 20, 2024.

Your accumulated vacation leave will be paid to you as a lump-sum, which we will process by the following pay date: June 5, 2024.

Form W-2:

Should your mailing address or contact information change, please remember to update OHA accordingly to ensure proper routing of your Wage and Tax Statements (W-2). You may submit your new contact information via email at hr@oha.org.

OHA Property:

OHA property currently in your possession will need to be returned prior to your departure. We will coordinate a time to facilitate this process.

Please contact Corey Nakamoto, Director of Human Resources at (808) 582-0499 if you have any questions. We wish you well in your future endeavors.

Sincerely,



Stacy K. Ferreira
Chief Executive Officer

CC: Personnel File



**STATE OF HAWAII
OFFICE OF HAWAIIAN AFFAIRS**

560 N. NIMITZ HWY., SUITE 200
HONOLULU, HAWAII 96817

May 8, 2024

Mililani B. Trask
Trustee Hawaii Island
Office of Hawaiian Affairs
484 Kalanikoa Street
Hilo, Hawaii 96720

Re: Letter of Recommendation for Mr. Tiger Li

Aloha,

I am forwarding this letter of recommendation for Mr. Tiger Li, who has been employed with the Office of Hawaiian Affairs for the last 11 years. I am currently one of nine elected Trustees who oversee the Offices Statewide.

I strongly recommend Mr. Li, he has an excellent work record and is highly skilled in Information Technology. During his 11 years at OHA he has overseen and facilitated all of OHA's Tech needs, not only for our facilities on Oahu, but also on the Islands of Maui, Hawaii, Molokai, Kauai and Lanai.

While at OHA Tiger has had oversight of IT statewide for our many Offices. His key areas of oversight included, but were not limited to: (1) Ensuring that IT system work is aligned to organizational priorities; Developing or adhering to related Office and State policies, procedures and guidelines; Maintaining the IT Infrastructure, Network Engineering and Security for OHA Statewide; Overseeing System Administration, End-User Support and Training and oversight of Management of the IT divisions resources, including staff and budget.

Tiger Li has exceptional IT skills. It was he who designed and brought online the State OHA

Travel App, (Launch Date: 12/2020). It facilitated the OHA Travel profile registration, booking, post travel invoicing and reporting, approval workflow. It is this system that is used by all employees and Trustees, Statewide and Internationally. He had previously (2016) designed and launched the OHA Business Intelligence Center, which streamlined and simplified the OHA grant procedures for all grants, loans as well as OHAs' strategic plan implementation progress.

Most importantly, Tiger Li has an honest and skilled person. He is a team player, has an amiable personality and has excellent IT skills and background. During his 11 years at OHA, Tiger Li

Addressee

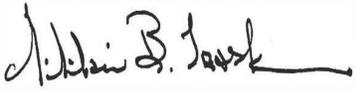
Date

Page 2

received several awards from OHA. In 2024 he received the OHA “No Kau Hana No Kupa’a” Award for his...”unwavering commitment and dedication to the Native Hawaiian Community”.

I recommend Mr. Tiger Li without hesitation or reservation. If you have any questions, do not hesitate to contact me directly at mililanit@oha.org.

Aloha,

A handwritten signature in black ink, appearing to read "Mililani B. Trask", with a long horizontal flourish extending to the right.

Mililani B. Trask
Office of Hawaiian Affairs
Board of Trustee Vice Chair
Hawai'i Island Trustee



May 12, 2024

To whom it may concern:

This is a letter of recommendation for Mr. Tiger Li. I have known Mr. Li for more than 15 years in the following contexts:

1. He was a member of the Chinese Lutheran Church of Honolulu, where he assisted me as I performed services.
2. He was an employee and provided services for me at the Office of Hawaiian Affairs where I was and continue to be a state government official (Trustee at Large).

From my observation, Mr. Li is a fine, upstanding member of the community who has served well in the organizations in which he has volunteered and been employed. In his life at work and the broader community, he is a model of competence and good character.

In addition to providing overall IT technical support in a timely and professional manner, Mr. Li has consistently performed his responsibilities with courtesy and respect.

Mr. Li works well with others and would be a fine addition to your management or employee team.

Please feel free to contact me if I can provide any further information.

Sincerely,

A handwritten signature in black ink that reads "Keli'i Akina". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Keli'i Akina, Ph.D.

President/CEO

(Written in my personal capacity)

May 17, 2024

TO: Hiring Manager

RE: Recommendation Letter for Tiger Li

Aloha mai,

I am writing to recommend Tiger Li as a highly proficient, hard working IT professional. I was the Chief Operating Officer for the Office of Hawaiian Affairs and Tiger served as our IT Manager. We did not operate with a Director of IT role for three years so this made Tiger a direct report to me during that time.

During that period, Tiger demonstrated a strong ability to manage his team. He formed strong working relationships with his team and gained their trust and respect. He also possesses strong technical knowledge and knew when and how to roll-up his sleeves and work alongside his staff when needed, which was often. Lastly, our organizational priorities required a lot of cross-functional work and Tiger, as leader of the IT team was always quick to volunteer to “plug-in” with organizational projects or initiatives as they arose. This quality to me, is one of the most valuable qualities any business professional can possess.

I recommend Tiger for employment without reservation and would be happy to provide more information if needed.

Casey Brown

Former Chief Operating Officer for OHA

kcbrown711@yahoo.com

Timeline on ProofPoint Invoices/PR/PO and Remedy Measures

Tiger Li 4/11/2024

Date	Main Event	Notes	Ref #
4/26/2022	Solution Delivery Specialist Michelle Koholua transferred from IT Department to Operations	IT is severely under staffed. IT PR/invoices were passed to Operations to handle, we had serious issues due to the high volumes and tight timelines	
03/30/2023	PR23477 created, PO 230260 (3600) CDW GOVERNMENT; \$6,420.15 MAX; TOP 03/30/23 - 03/29/24; PROOFPOINT ESSENTIALS LICENSES & SUPPORT (QTY. 225); SPO VL CNTR #23-08 & MASTER AGMT NO. CTR060021; 23477PR	Operations helped to create the PR for ProofPoint, switched vendor from SHI to CDWG	1
7/3/2023	System Engineer & Administrator Dave Kozuki on boarding	Dave was assigned mainly to do PRs, invoices until a Solution Delivery Specialist position is filled. Dave was trained to process invoices and create PRs in the first week, and more trainings from Procurement department afterwards. Dave is trained to create PRs automatically once a quote or Invoice is received, if there is no existing PRs.	
10/25/2023	ProofPoint sent OHA information on the renewal date 2/17/2024. Tiger forwarded to Dave K., and created an IT Ticket REQ# 00959	An IT ticket was created and assigned to Dave K. IT uses Microsoft Teams Planner app to create/assign/track IT tickets. IT team hold daily meetings to go over new/existing tickets.	2
10/27/2023	CDWG sent Quote for 2024-25 ProofPoint Service to Tiger L. Tiger L. forwarded the quote to Dave K. Tiger L. replied to CDWG, cc Dave K. that we will process it soon	Tiger verbally told Dave that ProofPoint was very important, and should create a PR right away. Dave told the team in Daily IT meetings that he has been working on invoicing and PRs everyday.	3, 4
10/30/2023	Tiger Approved to Pay Proofpoint Past Due- PO# 230260	Finance paid on 10/31/2023 with Check #104039 CDWG Quote does not have clear dates.	5
10-11/2023	Dave requested to work overtime to get all the invoices and PRs done. Tiger approved all Dave's OTs.	Tiger remind Dave to be diligent on the PRs and invoices often. Dave told the team in Daily IT meetings that his main focus was on invoicing and PRs.	
12/18/2023	Solution Delivery Specialist Kelcie Wade on boarding		
1/11/2024	Dave K. transferred all his unfinished invoices/PRs to Kelcie W. (Proofpoint was not included)	Kelcie starts to be in charge of invoicing/PR	6
1/17/2024	Dave K. added Kelcie in the same IT ticket REQ# 00959	Dave K. noted "Waiting on response from FS - approval to pay was sent" Last changed 01/17/2024 by Dave Kozuki	7
1/26/2024	Tiger reminder Kelcie on ProofPoint, yet sent the previous invoice	Tiger mentioned ProofPoint is one of essential software that we cannot miss the payment in the daily IT team meeting on that day, among all other software subscriptions.	8

2/14/2024	Email from CDWG on the ProofPoint renewal to Tiger was overlooked	In Unread status until 4/10/2024	9
3/8/2024	Email from Proofpoint: Final notice from ProofPoint on Renewal to Tiger was overlooked	In Unread status until 4/10/2024. Tiger generally do not contact software manufactures directly, unless it is a technical support. Associated vendors do the billings.	10
4/9/2024	ProofPoint cut off services around 5:00pm 4/9, Tiger made the PCard payment at 4:45am 4/10, the service was back on around 7:00am 4/10.		

Remedy Measures:

1. IT will set a due date calendar for ALL Contract/License Due dates, engage anything on time (50% Done).
2. Weekly check up due dates with Solution Delivery Specialist (100% Done)
3. Set up secondary Point of Contact with major vendors (20% Done)
4. Have all vendors directly send emails to invoices@oha.org (60% Done)
5. Tiger & Kelcie take out all the email rules to minimize missing emails in InBox (100% Done)
6. Clean up all existing open IT tickets in Planner(10% Done)
7. Set up reminder functions on any late tickets in Planner (0% Done)



Thu 4/11/2024 6:04 PM

Tiger Hu Li

Re: Blocked emails

To Carla Hostetter

Cc Keith Gutierrez; Stacy Ferreira; IT

Mahalo nui for your confirmation, Carla, much appreciated!

From: Carla Hostetter <carlah@oha.org>
Sent: Thursday, April 11, 2024 3:24:48 PM
To: ServiceDesk <ServiceDesk@oha.org>
Cc: Keith Gutierrez <keithg@oha.org>
Subject: RE: Blocked emails

Mahalo, IT team! These emails were resent and made it through.

Thank you for all you do to keep us connected!

c.



Carla J. Hostetter

Director of Research and Evaluation

Pronouns: she/her/hers

Office of Hawaiian Affairs

560 North Nimitz Highway Suite 200, Honolulu, Hawaii 96817

☎: 808.382.1178 | ✉: carlah@oha.org



Thu 4/11/2024 6:04 PM

Tiger Hu Li

Re: Blocked emails

To: Carla Hostetter

Cc: Keith Gutierrez; Stacy Ferreira; IT

Mahalo nui for your confirmation, Carla, much appreciated!

From: Carla Hostetter <carlah@oha.org>
Sent: Thursday, April 11, 2024 3:24:48 PM
To: ServiceDesk <ServiceDesk@oha.org>
Cc: Keith Gutierrez <keithg@oha.org>
Subject: RE: Blocked emails

Mahalo, IT team! These emails were resent and made it through.

Thank you for all you do to keep us connected!

c.



Carla J. Hostetter

Director of Research and Evaluation

Pronouns: she/her/hers

Office of Hawaiian Affairs

560 North Nimitz Highway Suite 200, Honolulu, Hawaii 96817

Phone: 808.382.1178 | Email: carlah@oha.org



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From: Carla Hostetter
Sent: Wednesday, April 10, 2024 7:40 AM
To: ServiceDesk <ServiceDesk@oha.org>
Cc: Keith Gutierrez <keithg@oha.org>
Subject: Blocked emails

Aloha IT Friends,

Hope you are having a wonderful morning! I wanted to check with you, as I received a notice today from KS that their emails to Keith and I are not being delivered. The email addresses include:

Wendy Kekahio wekekahi@ksbe.edu

Jenna Caparoso jecaparo@ksbe.edu

Both of whom we have received emails from before. Below is the screen shot they shared with me. Could you please let me know what I can do to correct this?

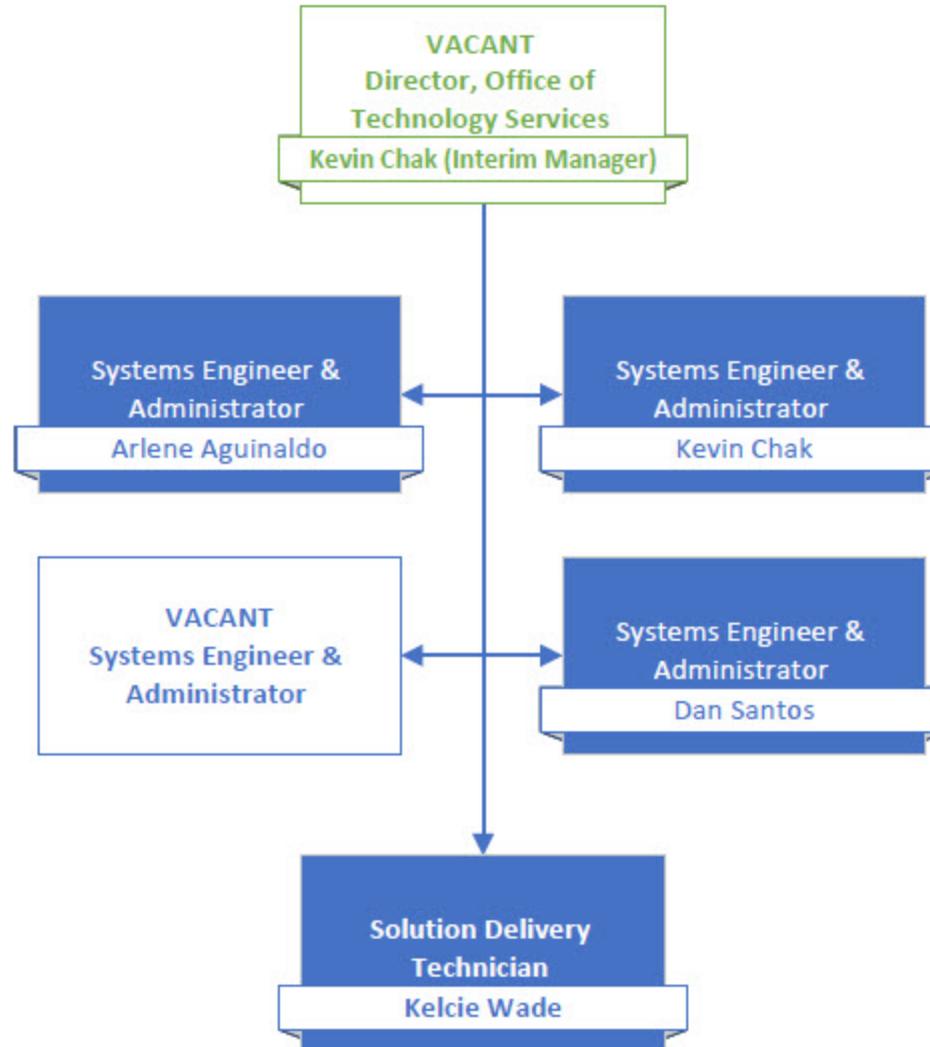
Mahalo!

c.



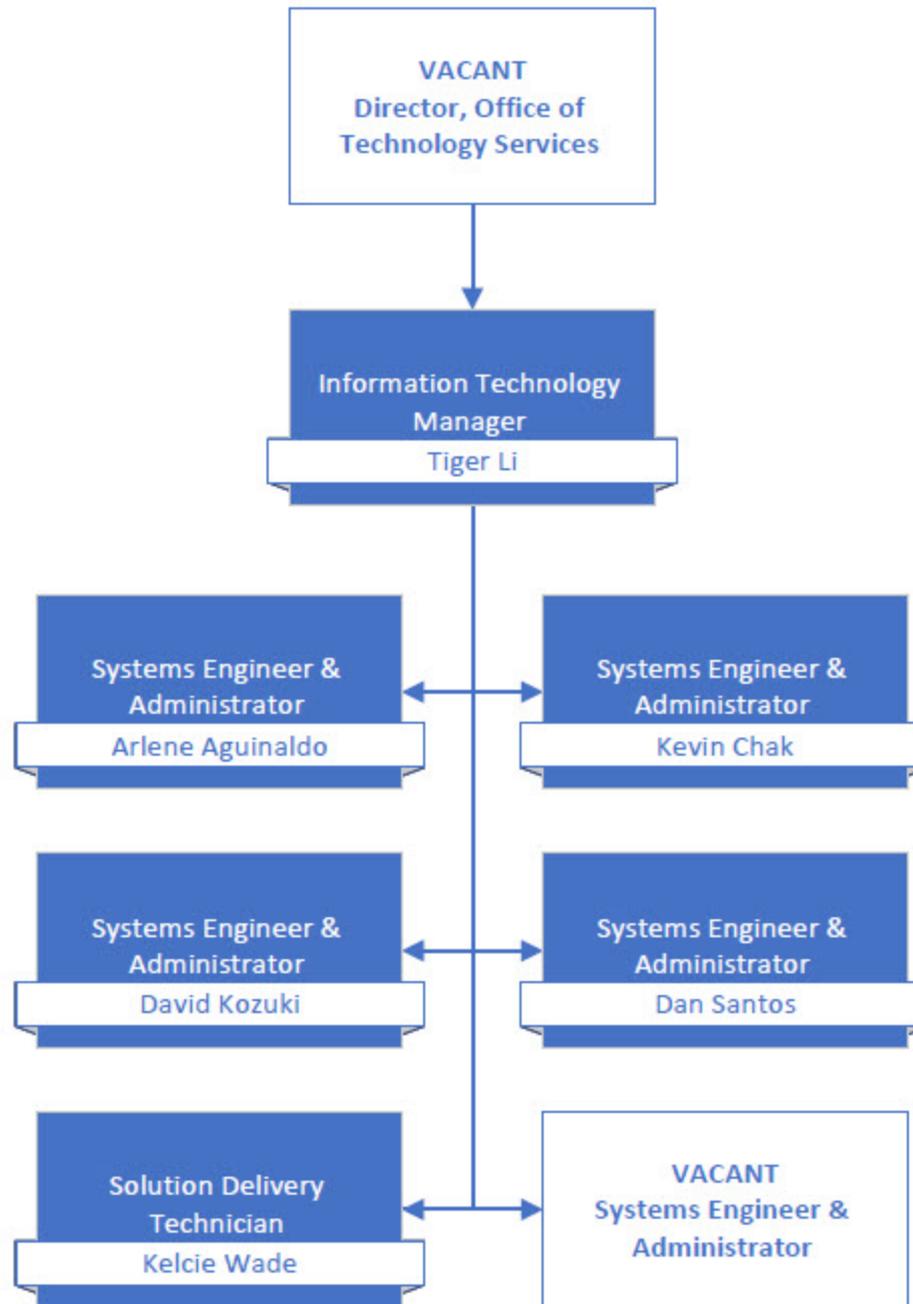
Office of Technology Services

(Chief Operating Officer)



Office of Technology Services

(Chief Operating Officer)





PERFORMANCE EVALUATION

Employee Name (Last, First): Li, Tiger	Evaluation Date: 08/28/2023
Position Title: IT Manager	LOB/Program: IT
Evaluator's Name: Casey Brown	Evaluation Period: <input type="checkbox"/> 6 Month <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Other From: 07/01/2022 To: 06/30/2023

ASSESSMENT OF JOB PERFORMANCE

Using the employee's job description, provide a summary assessment of the employee's performance regarding knowledge, skills, and attitude associated with each area.

Tiger led IT team accomplished great supporting services to OHA employees, and implemented strategic security enhancement. A few highlights on IT projects/services during the year are as follows:

1. Closed 2,459 IT Supporting tickets, with 99.8% of total tickets resolved timely, and Tiger's own ticket count 246. Note that Microsoft Planner is used for IT ticket counts, and Employee on/off boarding and other auto generated tickets.

FY23 ticket counts per staff member:

Dan 715
Arlene 566
Erin 508
Kevin 424
Tiger 246
Total 2459

2. Infrastructure-as-a-Service (IaaS) Cloud Migration– This critical project migrated OHA servers from an out-of manufacturer's support product, Nutanix, which is a physical server, to a new IaaS managed virtual infrastructure. The new IaaS platform is provided by the vendor Stellar (via DRFortress). OHA will be able to reduce the server space in DRFortress and will no longer need to buy additional physical server hardware from now on. The project enhanced OHA system's stability, scalability, security, and performance.

3. Self-Service Password Reset (SSPR) Implementation –IT successfully implemented the SSPR and the new password policy into the OHA Active Directory and Microsoft 365. The new policy empowered users to reset their own passwords with complexity and expiration thus increasing cybersecurity levels.

4. Anti-Phishing Campaign (KnowBe4) – IT setup of the anti-phishing campaign, with the vendor HiTechHui. The anti-phishing campaign helps to educate and raise awareness OHA employees about the risks of phishing attacks and how to recognize and respond to them effectively. IT is able to extract the data and analyze trends to effectively support both individuals and the organization as a whole.

5. MS Teams Voice for all OHA – Based on Teams Voice successful implementation for the Beneficiaries Services CE team, IT expanded Teams call for all OHA except BOT.

6. Professional Development -- IT Internal and Organization wide technology training. Tiger proudly earned certification of Massachusetts Institute of Technology: Artificial Intelligence: Implications for Business Strategy training.

IT organized trainings with internal IT staff, aimed at critical IT needs, such as MFA, Teams, cyber securities. IT has full licenses for LinkedIn learning. IT organized Microsoft trainings to all OHA, and organized in internal SharePoint sites for new employees and reviews.

7. BOT Meetings On-site and Remote Support– IT continued to support the livestream for BOT meetings onsite and offsite, especially community meetings in challenging environment.

8. VPN Application Transition – IT worked with ETS and VPN users at OHA to meet the new State VPN Palo Alto GlobalProtect client. IT consolidated the VPN user list, upgraded the VPN application on their laptops, and provided training to the users.

9. SharePoint maintenance and Travel App Revision -- IT continues to maintain the Travel app, added Revision/Resubmit and other functions. Tiger remains the default SharePoint administrator, while he coaches Arlene and other IT on the SharePoint and database related techniques.

10. Administrative Support - Due to the shortage of staff, Tiger takes care of IT PCard processing temporarily, and manages IT PR and invoicing and budgeting.

Overall, and as in prior years, Tiger continues to carry a balanced and positive attitude. He continues to take direction well and always maintains a "get it done" spirit. Tiger has done a great job managing the IT team in FY23 and weathering the volatile personalities of IT's internal clients, especially those clients that are not digital oriented and extremely technically challenged as digital users. It takes a tremendous amount of resilience to manage this population of users and I commend Tiger and his team for their abilities in this regard.

IMPROVEMENT GOALS

Indicate improvement goals for the next performance period, including the associated objective(s), metric to determine if successfully achieved, and a time-frame to check on employee's progress.

The advent of artificial intelligence (AI) is growing and projected to grow exponentially in the years to come. For OHA to stay abreast with current trends Tiger should spend more time reading, researching and taking trainings related to AI .

I would also recommended Tiger to develop or refresh OHA's disaster recovery plan.

I would also recommend Tiger to continue to pursue and develop OHA's business intelligence capabilities.



PERFORMANCE EVALUATION

Employee Name (Last, First): Li, Tiger	Evaluation Date: 08/20/2022
Position Title: IT Manager	LOB/Program: IT
Evaluator's Name: Casey Brown	Evaluation Period: <input type="checkbox"/> 6 Month <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Other From: 07/01/2021 To: 06/30/2022

ASSESSMENT OF JOB PERFORMANCE

Using the employee's job description, provide a summary assessment of the employee's performance regarding knowledge, skills, and attitude associated with each area.

The following are the key areas of Tigers position: (1) Ensure work is aligned to organizational priorities (2) Develops or adheres to related policies, procedures and guidelines. (3) IT Infrastructure, Network Engineering and Security (4) System Administration, End-User Support and Training (5) Management of division's resources including people and budget

KNOWLEDGE AND SKILLS

Tiger has performed well in all areas related to his position. He successfully led IT team in providing appropriate levels of support to OHA trustees and employees. He also implemented a number of enhancements. Highlights of accomplishments for fiscal 2022 are offered below:

1. Help Desk. Closed 3,280 IT Supporting tickets, with 99.8% of total tickets resolved timely, and Tiger's own ticket count 355. Note that Microsoft Planner is used for IT ticket counts, and Employee on/off boarding and other auto generated tickets.
2. MFA and Azure AD Conditional Access Implementation. IT team has successfully implemented MFA and Azure AD conditional access on the OHA Office 365 tenant. Foreign country access blocking is one of the rules for conditional access. This immensely enhanced the cyber security of the organization.
3. SSO for HIP. With the support of OHA COO and CEO, and the state ETS, OHA IT is successfully implemented SSO/MFA for accessing the State Hawaii Pay (HIP) system, reversed the original inefficient VPN for every employee approach. The SSO met the security standards and reduced the overhead and redundancy of double logins.
4. MS Teams Voice Pilot Project for Beneficiaries Services. IT team has successfully implemented MS Teams Voice for the Beneficiaries Services team, and transferred OHA main lines to MS Teams Voice. The Call Queue technology helps the Beneficiaries Services team with increasing the efficiency by reducing or eliminating a busy signal or no-answer problem. IT is planning to expand Teams call for all OHA by the end of calendar 2022.

5. Portfol Cloud Migration for NHRLF. IT advocated migrating native Portfol software to the Portfol Cloud, and worked with the Portfol team and the NHRLF team to finish the migration by mid August. The migration will greatly increase the speed of accessing and reporting of Portfol, and reduce the dependency of local IT servers, backup spaces and supports, while increasing NHRLF efficiency.

6. Organization wide technology training. Tiger engaged the Skill Training team from Microsoft, and secured 12 courses as part of a series of Microsoft trainings, ranging from Teams fundamentals to Word, Excel, OneNote, PowerApp, and other topics. The training series was well received and is aimed to improved employees efficiency with MS Office and begin to create power users across the org. IT also organized trainings with internal IT staff, aimed at critical IT needs, such as MFA, Teams, cyber securities. IT plans to have Microsoft training team to conduct Level 200 courses on major office tools in the coming fiscal year. IT also resumed internal IT cross training, and sharing of techniques used in real life cases.

7. Wireless Access Points Upgrade at NLK. IT continued to upgrade the wireless network at the NLK. The upgrade improved the speed and the coverage of the wireless network, as well as the handling of wireless coverage and speed for OHA internal employees and guests. IT is also looking into the implementation of RADIUS on OHA network (wired and wireless) to limit unauthorized access of network ports.

8. BOT Meeting Onsite and Remote Support. IT continues to support the livestream for BOT meetings onsite and offsite. Tiger led the support of onsite.

9. Cloud Migration for OHA server infrastructure. Began planning the move of all local servers to the cloud which is slated for 2023. This eliminates the need for a local server hardware upgrade, and will increase the efficiency of organizational processes, as well as decrease the overall operational costs.

10. SharePoint maintenance and Travel App Revision. IT continues to maintain the Travel app, along with three major revisions. Tiger continued to serve as the default SharePoint administrator, while he coaches Arlene and other IT staff on SharePoint and other database related techniques. Tiger led the efforts to visualize BOT meeting statistics in SharePoint. Additional data collection and Business Intelligence efforts are under consideration for the next fiscal year.

11. Support of Hilo Office and WDC office relocation. IT supported the new Hilo office set-up of network infrastructure and computers for employees and beneficiaries. Tiger led the WDC office relocation support as well.

12. Management of Division Resources - Due to staff shortage, Tiger assumed responsibility of IT pCard processing and continued to manage the fiscal activities for IT including purchase requests, invoice payments and budgeting tasks.

ATTITUDE

Tiger has a balanced and positive attitude. He takes direction well and always carries a "get it done" spirit. Tiger and the entire IT team have to deal with many personalities at OHA and these personalities carry different styles of operating. To deliver great customer service in his role requires a measure of resilience and at times, very thick skin. I commend Tiger for always maintaining a positive attitude and for modeling that to his team as well.

IMPROVEMENT GOALS

Indicate improvement goals for the next performance period, including the associated objective(s), metric to determine if successfully achieved, and a time-frame to check on employee's progress.

Tiger should consider expanding his managerial and leadership skills by identifying and attending related professional training. I'd also like to see Tiger continue to pursue and allocate time on exploration of tools that can improve OHA's business intelligence and decision-making capabilities.

Hakamunā o ka Makahiki

Manager of the Year 2014

Tiger Li

'Aho Hui Kia'i Kānāwai

In recognition of exemplary achievement, exceptional work performance and other related duties beyond the normal job responsibilities for the Hawaiian community through the Office of Hawaiian Affairs.



Two thousand fourteen

Kamana'opono M. Crabbe

Kamana'opono M. Crabbe, Ph.D.
Ka Pouhana, Chief Executive Officer



CERTIFICATE OF APPRECIATION

No Kāu Hana Kūpa'a

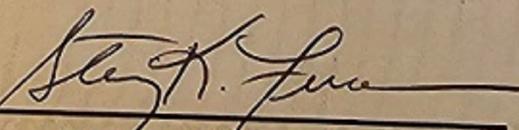
Presented to

Tiger Li

as recognition for your years of service with the Office of Hawaiian Affairs (OHA). Your unwavering commitment and dedication to the Native Hawaiian community has made an incredible impact. We applaud you, and the work that you have done to support the Lāhui. Mahalo for upholding our values, for always pursuing excellence, and for truly representing what it means to be part of OHA.

In honor of this tremendous milestone, OHA is awarding you with 2 days of paid administrative leave to be used between January 2, 2024 - December 31, 2024.
Congratulations and enjoy some well-deserved time off.




Stacy K. Ferreira
Ka Pouhana/Chief Executive Officer





Internal Complaint on Tiger Li's Termination

From Tiger Li <tigerli808@live.com>

Date Fri 5/24/2024 3:03 PM

To OHA HR Department <hr@oha.org>; Corey Nakamoto <coreyn@oha.org>

Aloha OHA HR,

I am writing to file an internal complaint addressed to CEO Stacy Ferreira based on the following points:

1. The termination letter issued by CEO Stacy Ferreira to me on 4/26/2024 has no justified cause. There was no "Major Disruption of OHA email service", and the unreached emails were resolved by 4/11/2024, the second day after the ProofPoint renewal.
2. The termination procedure violated the OHA Employee Handbook. I did not receive any warnings or a correction period on any performance issues before the termination date.

I respectfully request to be reinstated and compensated for all damages caused by the termination.

If a formal internal complaint form is available, please send it to me by next week; if not, please consider this email as the formal complaint.

Mahalo nui

Tiger Li

(808)2189916