

MINUTES OF THE REGULAR MEETING OF THE
BOARD OF TRUSTEES OF THE EMPLOYEES' RETIREMENT SYSTEM
OF THE STATE OF HAWAII

SEPTEMBER 8, 2025

CITY FINANCIAL TOWER
201 MERCHANT STREET, SUITE 1200
HONOLULU, HAWAII 96813

Trustees present: Mr. Emmit Kane, Chair (in person)*
(City Financial Tower Mr. Lance Mizumoto, Vice Chair*
by teleconference) Mr. Vincent Barfield (in person)*
Dr. Catherine Chan (in person)*
Dr. Genevieve Ley (in person)*
Mr. David Louie (in person)*
Mr. Luis Salaveria (in person)*

Trustee absent: Mr. Bennett Yap

Staff present: Mr. Thomas Williams, Executive Director*
(City Financial Tower Ms. Gail Strohl, Deputy Executive Director*
by teleconference) Mr. Kona Mann, Chief Compliance Officer
Mr. James Greubel, Program Specialist
Ms. Shanna Sakagawa, Program Specialist
Ms. Lori Kobayashi, Retirement Benefits Branch Manager*
Mr. Anthony Goo, Deputy Chief Investment Officer
Mr. Aaron Au, Investment Officer – Private Equity
Ms. Lynn Kamimoto, Investment Officer – Risk
Ms. Masayo Zabinski, Accountant
Ms. Dale Kehau Kanae, Recording Secretary/Administrative Assistant*
Ms. Lori Kim, Administrative Assistant*
Ms. Andrea Gasper, Administrative Assistant*

Attorneys present: Ms. Jenny Nakamoto, Deputy Attorney General
(by teleconference) Ms. Lori Tanigawa, Deputy Attorney General*
Ms. Nietzsche Tolan, Deputy Attorney General
Ms. Diane Wong, Deputy Attorney General*

Guests present: Mr. Joe Newton, Gabriel Roeder Smith & Co.
(by teleconference) Mr. Lewis Ward, Gabriel Roeder Smith & Co.
Ms. Robyn Kawamura, KKDLY LLC
Ms. YeeYan Lim, KKDLY LLC
Ms. Kimberly Miyashiro, Kumabe HR (in person)*
Ms. Marie Kumabe, Kumabe HR (in person)*
Ms. Lauren Kawajiri, Office of the State Auditor
Four persons not identified for confidential purposes

Public present: K. Agbebiyi, Private Equity Stakeholder Project
(by teleconference) Mr. Kevin Balaod, With Intelligence
15154911374 (Unverified)

*Attended Executive Session.

QUORUM/CALL TO ORDER

A quorum being present (Chair Kane, Vice Chair Mizumoto, Trustees Barfield, Chan, Ley, Louie and Salaveria), Chair Kane called the regular meeting of the Board of Trustees (Board) of the Employees' Retirement System of the State of Hawaii (ERS) to order at 7:00 a.m. and identified the Trustees attending in person and requested Trustees attending remotely confirm that they are the only

ones present at their remote location while attending the meeting. Trustee attending remotely confirmed same. Trustees attending the meeting in person and remotely are noted on these minutes.

PUBLIC COMMENT

Chair Kane called for public comment. There was no public present in person, however, two (2) members of the public attended by teleconference, of which one submitted a written testimony. Chair Kane acknowledged, for the record, receipt of the written testimony from K. Agbebiyi and attached to these minutes.

Chair Kane identified all the participants in Executive Session, the Board, staff members, Deputy Attorneys general, and Guests are identified with an asterisk on these minutes and listed on the Executive Session Minutes.

Chair Kane provided the reason to enter into Executive Session:

Executive Session, pursuant to HRS §92-5(a)(2), (4), and (8), to consult with the Board's attorneys on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities, with respect to: considering the hiring of a new ERS Executive Director; a proposed correction pursuant to HRS §88-106; and to discuss and to make a decision on the approval of Executive Session and Confidential Executive Session Minutes of July 14, 2025, which are confidential under State law.

ENTER EXECUTIVE SESSION

On a motion made by Trustee Salaveria, seconded by Trustee Barfield, and unanimously carried, the Board entered into Executive Session at 7:03 a.m.

(Public participation was paused as Executive Session was conducted in a separate virtual room.)

All Executive Session attendees participating by teleconference affirmed that no other persons were in their rooms or able to listen in on their audio or audiovisual connection. Recording Secretary Dale Kehau Kanae confirmed that no unauthorized persons were in the conference room or able to listen in via audio or audiovisual connection while on the teleconference.

EXECUTIVE SESSION

- Pursuant to HRS§ 92-5(a)(2), and (4), to consider the hiring of a new ERS Executive Director, where consideration of matters affecting privacy will be involved, and to consult with the Board's attorneys on questions and issues pertaining to the Committee's powers, duties, privileges, immunities, and liabilities; appropriate action.
- Pursuant to HRS §92-5(a)(4) and (8), to consider information that must be kept confidential pursuant to State law, and to consult with the Board's attorneys on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities with respect to a proposed correction pursuant to HRS §88-106 and appropriate action.
- Pursuant to HRS §92-5(a)(8), to Review and Approve Executive Session Minutes of July 14, 2025.
- Pursuant to HRS §92-5(a)(8), to Review and Approve the Confidential Executive Session Minutes of July 14, 2025.

EXECUTIVE SESSION,
PURSUANT TO HRS§ 92-5(a)(2),
AND (4), TO CONSIDER THE
HIRING OF A NEW ERS
EXECUTIVE DIRECTOR, WHERE
CONSIDERATION OF MATTERS
AFFECTING PRIVACY WILL BE
INVOLVED, AND TO CONSULT
WITH THE BOARD'S
ATTORNEYS ON QUESTIONS
AND ISSUES PERTAINING TO
THE COMMITTEE'S POWERS,
DUTIES, PRIVILEGES,

IMMUNITIES, AND LIABILITIES;
APPROPRIATE ACTION

EXECUTIVE SESSION,
PURSUANT TO HRS § 92-5(a)(2),
AND (4), TO CONSIDER THE
HIRING OF A NEW ERS
EXECUTIVE DIRECTOR, WHERE
CONSIDERATION OF MATTERS
AFFECTING PRIVACY WILL BE
INVOLVED, AND TO CONSULT
WITH THE BOARD'S
ATTORNEYS ON QUESTIONS
AND ISSUES PERTAINING TO
THE COMMITTEE'S POWERS,
DUTIES, PRIVILEGES,
IMMUNITIES, AND LIABILITIES;
APPROPRIATE ACTION
(CONT'D)

EXECUTIVE SESSION,
PURSUANT TO HRS §92-5(a)(8),
TO REVIEW AND APPROVE
EXECUTIVE SESSION MINUTES
OF JULY 14, 2025

EXECUTIVE SESSION,
PURSUANT TO HRS §92-5(a)(8),
TO REVIEW AND APPROVE THE
CONFIDENTIAL EXECUTIVE
SESSION MINUTES OF
JULY 14, 2025

EXIT EXECUTIVE SESSION

On a motion made by Trustee Salaveria, seconded by Trustee Barfield, and unanimously carried, the Board exited Executive Session at 1:48 p.m.

Chair Kane announced that while in Executive Session, the Board considered candidates identified for the ERS Executive Director position, took action to select a candidate who will receive an offer, and will publicly disclose the identity of the selected candidate if the offer is accepted. The Executive Session and Confidential Executive Session Minutes of July 14, 2025, were also approved.

REPORT OF ACTIVITY BY
THE ADMINISTRATIVE &
AUDIT COMMITTEE

Administrative & Audit Committee (Committee) Chair Chan, reported to the Board that the Committee last met on August 21, 2025.

THREE-YEAR ACTUARIAL
EXPERIENCE STUDY
RESULTS INCLUDING
PRELIMINARY IMPACT ON
THE 2025 ANNUAL
ACTUARIAL VALUATION
REPORT BY GABRIEL
ROEDER SMITH &
COMPANY FOR THE YEAR
ENDING JUNE 30, 2024

The Committee recommended the Board approve the Three-Year Actuarial Experience Study Results Including Preliminary Impact on the 2025 Annual Actuarial Valuation Report by Gabriel Roeder Smith & Company for the Year Ending June 30, 2024, as presented.

On a motion made by Trustee Salaveria, seconded by Committee Vice Chair Barfield, and unanimously carried, the Board approved the Three-Year Actuarial Experience Study Results Including Preliminary Impact on the 2025 Annual Actuarial Valuation Report by Gabriel Roeder Smith & Company for the Year Ending June 30, 2024, as presented.

DISCUSS FUNDING POLICY
INCLUDING AMORTIZATION
RESERVE FUNDING BY
GABRIEL ROEDER SMITH &
COMPANY

Executive Director Williams discussed with the Board that consideration be given to the Committee for staff and Gabriel Roeder Smith & Company to develop a Funding Policy Including Amortization Reserve Funding to be presented at the next Board meeting for approval.

DRAFT AUDITOR'S REPORT
AND FINANCIAL
STATEMENTS OF THE
EMPLOYEES' RETIREMENT
SYSTEM BY KKDLY LLC

ED Williams also discussed with the Board that the Committee accepted the Draft Auditor's Report and Financial Statements of the Employees' Retirement System by KKDLY LLC and is recommending approval by the Board.

On a motion made by Committee Vice Chair Barfield, seconded by Trustee Salaveria, and unanimously carried, the Board approved the Draft Auditor's Report and Financial Statements of the Employees' Retirement System by KKDLY LLC

REPORT OF ACTIVITY BY
THE LEGISLATIVE
COMMITTEE

DISCUSS POTENTIAL
EMPLOYEES'
RETIREMENT SYSTEM
(ERS) LEGISLATIVE
PROPOSALS FOR THE 2026
LEGISLATIVE SESSION

Legislative Committee (Committee) Chair Ley, reported to the Board that the Committee last met on August 26, 2025, and discussed the following Potential Employees' Retirement System (ERS) Legislative Proposals for the 2026 Legislative Session:

PROPOSED EMPLOYER
CONTRIBUTION RATE
INCREASE FOR THE
POLICE OFFICER'S,
FIREFIGHTER'S, AND
CORRECTIONS OFFICER'S
GROUP OF THE ERS TO
ADDRESS EXCEEDING THE
MAXIMUM FUNDING
PERIOD AS
PRELIMINARILY
PROJECTED IN THE
ACTUARIAL VALUATION
REPORT BY GABRIEL
ROEDER SMITH &
COMPANY FOR THE YEAR
ENDING JUNE 30, 2025

The Committee discussed and accepted the Proposed Employer Contribution Rate Increase for the Police Officer's, Firefighter's, and Corrections Officer's Group of the ERS to Address Exceeding the Maximum Funding Period as Preliminarily Projected in the Actuarial Valuation Report by Gabriel Roeder Smith & Company for the Year Ending June 30, 2025, and is recommending approval by the Board.

PROPOSED EXEMPTION OF
THE ERS DEPUTY
EXECUTIVE DIRECTOR
AND ERS CHIEF
COMPLIANCE OFFICER
POSITIONS FROM CIVIL
SERVICE

The Committee also discussed and accepted the Proposed Exemption of the ERS Deputy Executive Director and ERS Chief Compliance Officer Positions from Civil Service.

ED Williams also requested if the Committee could also add an additional third position to the Proposed Exemption list, the recently to be established Virtual Information Security Officer position.

Committee Chair Ley also discussed that the Committee had no other ideas for additional Legislative proposals.

REPORT OF ACTIVITY BY
THE HUMAN RESOURCES
COMMITTEE

EMPLOYEES'
RETIREMENT SYSTEM
(ERS) EXECUTIVE
DIRECTOR SEARCH AND
RECRUITMENT UPDATE

On a motion made by Trustee Salaveria, seconded by Trustee Louie, and unanimously carried, the Board approved Legislation for the Proposed Employer Contribution Rate Increase for the Polic Officer's, Firefighter's, and Corrections Officer's Group of the ERS to Address Exceeding the Maximum Funding Period as Preliminarily Projected in the Actuarial Valuation Report by Gabriel Roeder Smith & Company for the Year Ending June 30, 2025, and the Proposed Exemption of the ERS Deputy Executive Director and ERS Chief Compliance Officer, Positions from Civil Service, including the additional request of the Virtual Information Security Officer position.

Human Resources Committee (Committee) Chair Barfield reported to the Board that the Committee met on August 5, 2025, reviewed and discussed the more than 300 prescreened applicants and selected six semi-final candidates, approved public, executive session, and confidential executive session minutes, and on August 19, 2025, interviewed three of the six semi-final candidates, approved public, executive session, and confidential minutes, and on August 20, 2025, interviewed the remaining three semi-final candidates, and selected four candidates for final interviews at this meeting of September 8, 2025, of which was held in Executive Session.

APPROVAL OF MINUTES
- JULY 14, 2025

On a motion made by Trustee Salaveria, seconded by Trustee Ley, and unanimously carried, the Board approved the Minutes of July 14, 2025, as presented.

**RE-ENTER EXECUTIVE
SESSION**

On a motion made by Trustee Barfield, seconded by Trustee Ley, and
unanimously carried the Board re-entered Executive Session at 2:01 p.m.

EXECUTIVE SESSION,
PURSUANT TO HRS §92-
5(a)(4) AND (8), TO CONSIDER
INFORMATION THAT MUST
BE KEPT CONFIDENTIAL
PURSUANT TO STATE LAW,
AND TO CONSULT WITH THE
BOARD'S ATTORNEYS ON
QUESTIONS AND ISSUES
PERTAINING TO THE
BOARD'S POWERS, DUTIES,
PRIVILEGES, IMMUNITIES,
AND LIABILITIES WITH
RESPECT TO A PROPOSED
CORRECTION PURSUANT TO
HRS §88-106 AND
APPROPRIATE ACTION

EXIT EXECUTIVE SESSION

On a motion made by Trustee Louie, seconded by Trustee Salaveria, and
unanimously carried, the Board exited Executive Session at 2:08 p.m.

Chair Kane announced that while re-entering Executive Session, the Board
decided on a Proposed Correction Pursuant to HRS §88-106.

ADJOURNMENT

On a motion made by Trustee Louie, seconded by Trustee Barfield, and
unanimously carried, Chair Kane adjourned the meeting at 2:08 p.m.

REDACTED SIGNATURE

Thomas Williams
Executive Director

TW:dkik

[EXTERNAL] Registering for Virtual Public Comment

From K Agbebiyi <k.agbebiyi@pestakeholder.org>

Date Fri 9/5/2025 4:04 PM

To Kanae, Dale <dale.kanae@hawaii.gov>

Hello,

My name is K Agbebiyi. I am submitting my testimony for public comment at the upcoming meeting on September 8th. Please let me know if you have any additional questions.

Best,
K

Hello, my name is K Agbebiyi and I'm here with the Private Equity Stakeholder Project, a nonprofit watchdog organization for the private equity industry. At the Private Equity Stakeholder Project we work to shine a light on private equity's negative impact on people and the planet. I'm here today because Hawaii Employee Retirement System is an investor with the private equity firm Thoma Bravo, which owns RealPage, an algorithmic property management software company.

Since 2022, there has been a growing movement against RealPage due to accusations of the software company sharing private tenant information among competing landlords to determine rental prices. RealPage is the subject of over 30 class action lawsuits, along with lawsuits by the Department of Justice and a bipartisan group of state Attorneys General. These lawsuits accuse RealPage of collusion and creating a housing monopoly that negatively impacts tenants across the country. It has also transformed the housing market, meaning landlords who do not use the software or its recommendations are no longer competitive. There have even been some instances of RealPage recommending that landlords leave units empty so that they can drive up rent prices in the future.

The Department of Justice lawsuit alleges that this information-sharing eliminates competition between landlords, stating that "RealPage's alleged conduct deprives renters of the benefits of competition on apartment leasing terms and harms millions of Americans." RealPage has been the subject of over 44 pieces of legislation across 22 states this legislative session. Additionally, RealPage and similar software has been banned in major cities such as Minneapolis, Seattle, San Diego, Philadelphia, and San Francisco, with more cities continuing to pass bans. RealPage has also been the subject of over 5 public letters from Senators such as Amy Klobuchar, Tina Smith, Elizabeth Warren, Edward Markey, Bernie Sanders, and Cory Booker. With the appointment of a new head of the DOJ, it was unclear if the lawsuits against RealPage would continue. However, under Attorney General Pam Bondi, a DOJ filing affirmed that the original DOJ complaint contained "well-supported factual allegations" which "must be accepted as true at this stage."

We believe that the Department of Justice lawsuit, bans in major cities, the proposed state legislation banning the usage of the software, and the outpouring of negative press about RealPage could have a negative impact on returns for pensioners. In addition, we believe that the costs from the litigation against RealPage could have a troubling impact on returns as well. We are asking you to halt all future investments into Thoma Bravo until RealPage removes the rental price sharing component of their software. We are also asking you to meet with Thoma Bravo and ask them how they plan to reduce the financial and reputational risks with the growing costs of all pending litigation against the company.

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K Agbebiyi (they/them)
Senior Housing Campaign Coordinator
Private Equity Stakeholder Project (PESP)
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Phone number: 770-605-9251

