

Phillip Cadiz
North Shore resident for 54 years
Turtle Bay Resort Director of Engineering

58-040 Kauai Pl.
Haleiwa, HI 96731
638-9075
theoc@hawaiiintel.net

11/5/2013

Hawaii Land Use Commission

Re: Turtle Bay Resort – Show Cause Hearing

Aloha Commissioners,

My name is Phillip Cadiz and I am here to present testimony to this commission to dismiss this petition on the basis that Turtle Bay Resort is in compliance with the D&O set forth in the LUC document order dated March 27, 1986. I strongly urge you to vote no on this petition.

I was born and raised on the North shore and am an employee at the Turtle Bay Resort for the past 28 years. During my years at TBR we had several ownerships but our current ownership did many productive things for the community as well as employees. Few examples are:

- They went out into the community on many occasions to hear the concerns and answer questions that relate to future expansion. This certainly improved the relationship between owners and members of the community.
- They removed the entry gate to the TBR property to allow everyone to enjoy the facilities and public beaches. Now more than ever, people are enjoying Kawela Bay and Turtle Bay's beaches.
- Owners have voluntarily reduced density by 60%, provide 160 affordable units, preserve 469 acres of agricultural land, including 5 public parks, and many more is being offered.
- Turtle Bay Resort is at its highest employment at 511 employees but we can only provide jobs for so many people. We need to expand to provide employment to a fast growing community especially for the younger generation.

Conclusion:

We need to provide jobs not only for our growing community but for people of Hawaii. Responsible development will bring long term resort jobs and construction jobs which will help allow a positive economic impact. I am the Facilities Director for TBR and currently in a situation where I have 3 temporary hires that we hired for extra help for renovations. Two of them are closely related and the other is a very good friend. They are all capable of doing what is expected. The problem I have is we have one permanent opening. My fear is what will happen to the relationship between all three of them when I choose one for the permanent position. There was another situation I had was a father

and son applied for the same job. I remember 10 years ago my boss told me that eventually fathers, sons, and relatives will be competing for the same jobs. Today it is a reality!

Mahalo for your time and listening to my testimony. Please allow Turtle Bay to move forward without any more delays.