

Department of Accounting and General Services
in coordination with the
Office of Enterprise Technology Services



HawaiiPay: New HR Concepts Training

March 15, 2018



Agenda

- HawaiiPay Project and the Hawaii Information Portal
- Employee Self Service
- HR System Changes and Walkthrough
 - Removal of customizations and default values
 - Addition of Payroll related fields
- Questions & Answers



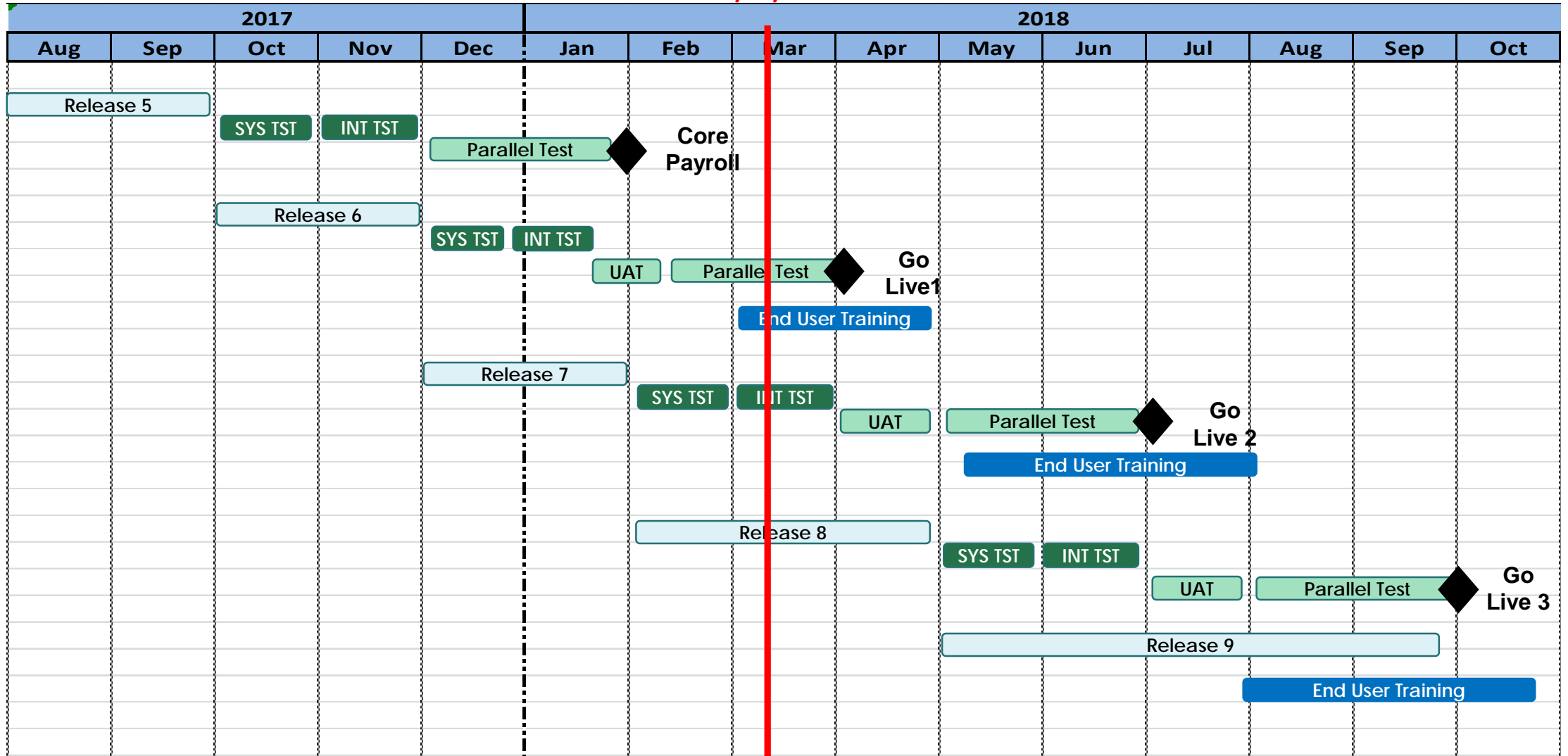
Hawaii Pay Project

- Payroll Modernization for the State of Hawaii
- Enterprise System for all State agencies
- Updated access for all
 - ✓ Employees
 - ✓ Human Resource Users
 - ✓ Payroll Users
- Resources: HawaiiPay Newsletter
 - ✓ <http://ags.hawaii.gov/hawaiipay/>
- Project Timeline



Timeline

3/15/2018





Hawaii Information Portal

- What is the Hawaii Information Portal (HIP)?
 - ✓ Employee Self Service
 - ✓ Human Resources Management System (HRMS)
 - ✓ New Payroll System
 - ✓ Repository for different things
 - Training Resources
 - Notifications and Deadlines





Hawaii Information Portal, cont.

- New Link for Access: hip.hawaii.gov
- New User ID: 8-Digit Employee ID (When you go live)
- Existing Queries and Run Controls will be migrated
- Favorites Menu will also be migrated



New Branding



Giving Employees a Better Tomorrow



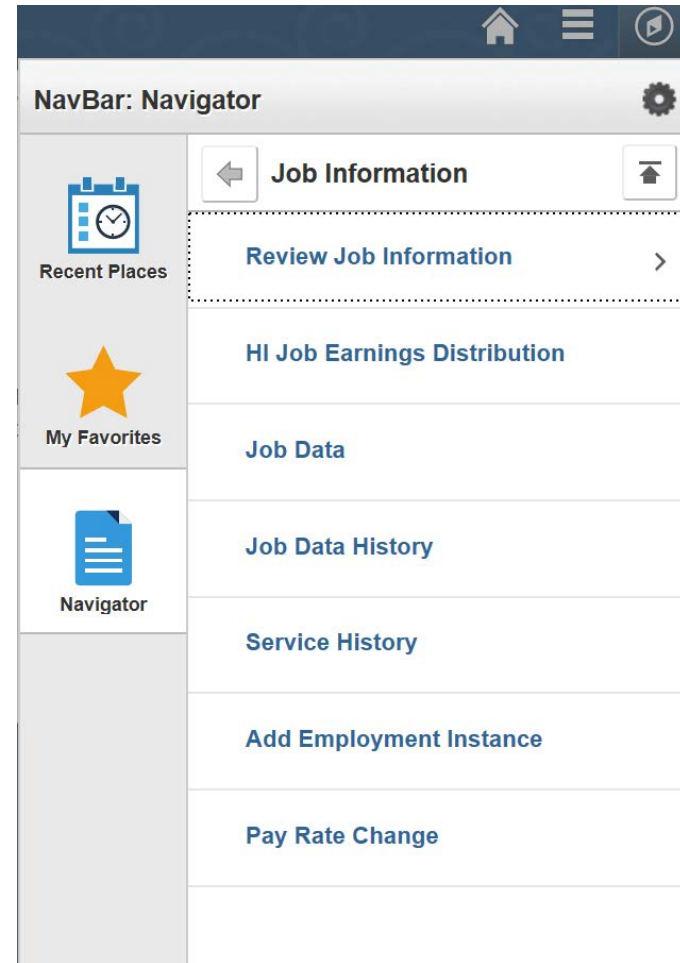
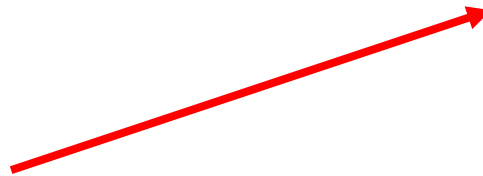
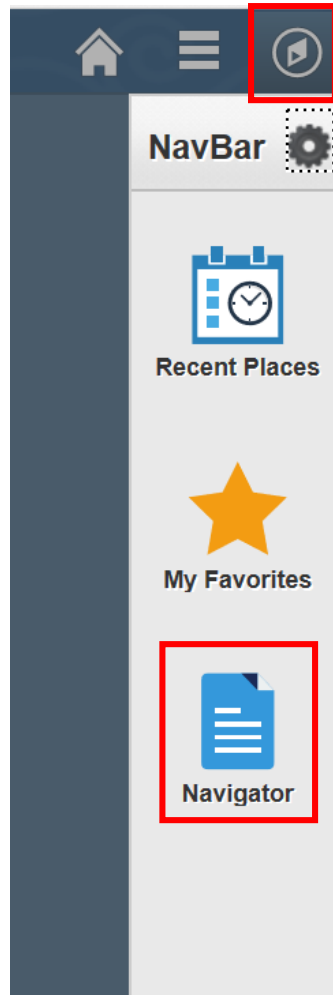
New Fluid Navigation Menu

▼ Payroll Processing

| | | | |
|------------------------------|-------------------------------|------------------------------|-----------------------|
| Reporting Console | Personal Data | Online PCS | Job Data |
| Query Manager | General Deductions | Employee Tax Data | Contact Us |



Fluid Navigation: NavBar Navigator





Fluid Navigation, cont.

Bread Crumb Navigation Menu:








Job Data

Enter any information you have and click Search. Leave fields blank for a list of all values.



Employee Self Service Menu

Employee Self-Service

| | | |
|--|--|--|
| <p>Pay Statements</p>  | <p>Personal Details</p>  | <p>Direct Deposit</p>  |
| <p>Self-Service Training</p>  | <p>Classic Home</p>  | |



Employee Self Service Transactions

Human Resource Users Will Have Access to Support:

- HOME address = Payroll address
- Emergency Contacts = New Access for HR Users (Optional Update)

Payroll Users Will Have Access to Support:

- W-4 & HW-4 Withholding Allowances
 - ✓ New Employees are defaulted to Single Marital Status with 0 Allowances
- Pay Statements
- W-2 Year End Tax Forms
- Direct Deposit Accounts





Employee Self Service Transactions, cont.

- ACH Direct Deposit Implementation
 - Employee Self Service replaces D-60 Form
 - New Form D-59 for users with accessibility needs
 - These are routed to department payroll users for processing
- Tax Withholding Forms
 - Federal (W-4) and State (HW-4)
 - New separation of marital status for withholding purposes





Employee Self Service

Employee Direct Deposit:

1. During conversion, employee's will have a defined window to enter their direct deposit accounts to replace their bank assignments & credit union deductions.
2. Once the conversion is completed, all new direct deposit accounts will go through a pre-notification process
 - Paper check issued for the 1st pay period after the change





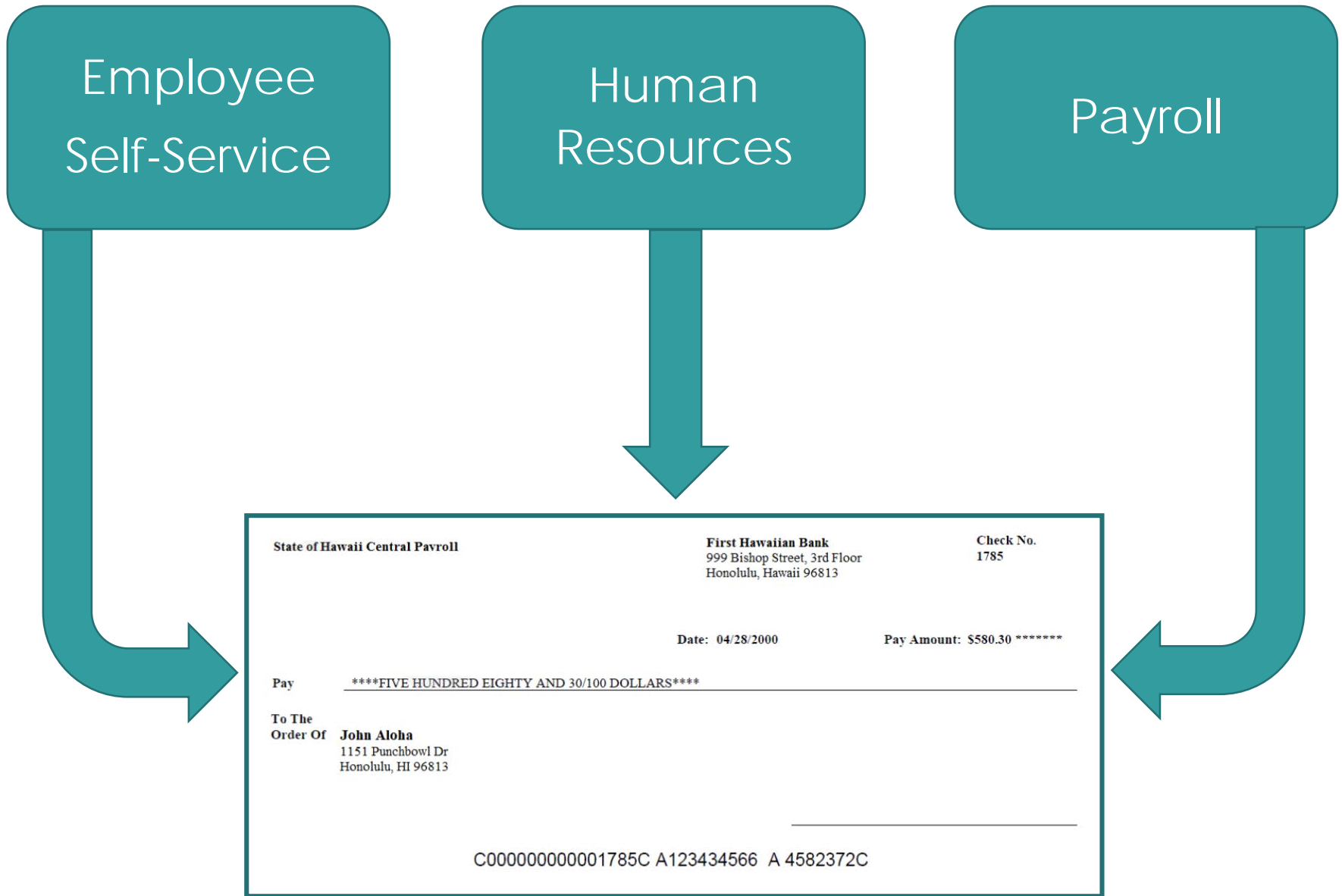
Employee Self Service Access

- Access is only authorized when employees are connected to the state network
 - ✓ Pay Statements are the only exception and can be viewed from anywhere
- Access granted overnight once a hire transaction is entered into Job Data to change their HR status to “Active”
- Access will stay active for 60 days after an employees termination date
 - ✓ Terminations should always be entered as the day after their last day worked
 - ✓ After 60 days, terminated employees will have their Direct Deposit and Deductions inactivated. If they are later rehired, these will need to be re-established by the employee



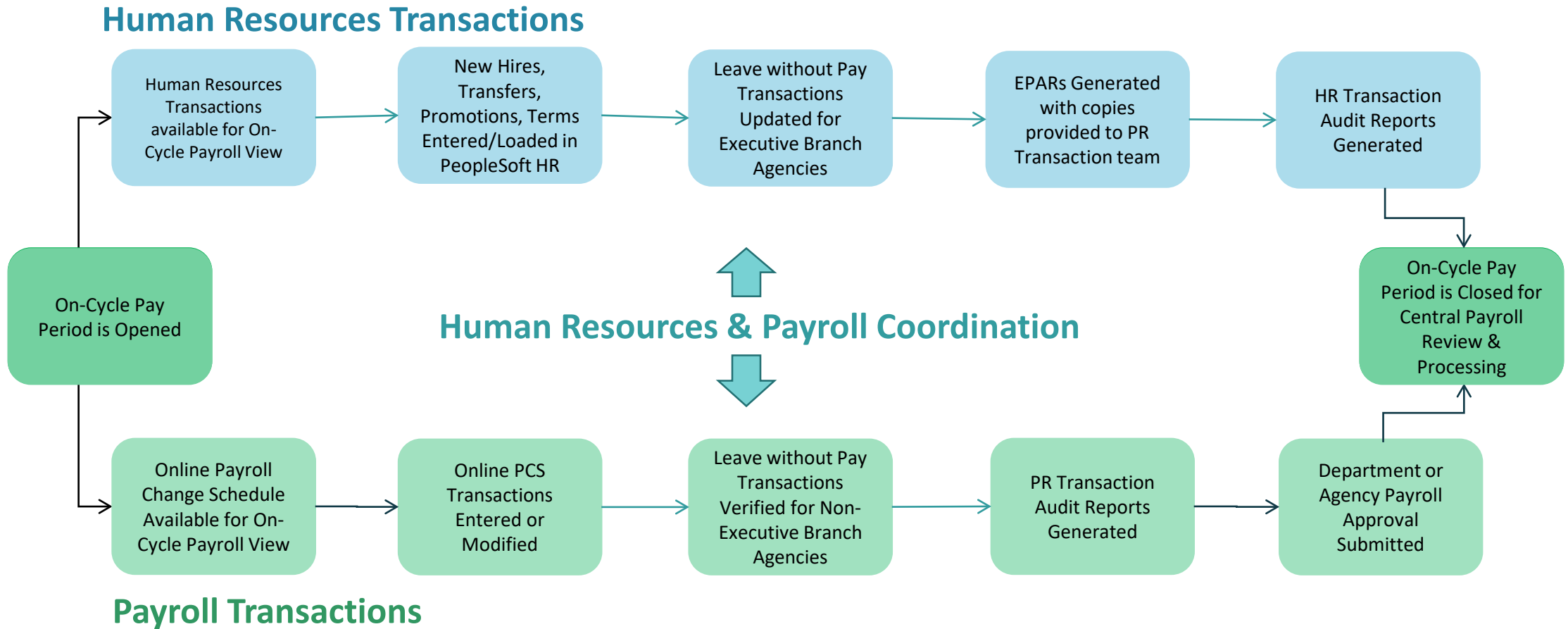
HR and Payroll Employee Onboarding

- Streamline Onboarding Process with Employee Self-Service
- No duplicative entry due to operating in the same system
- HR maintains responsibility in verifying hiring requirements are met and establishes the person in the system
- Payroll maintains responsibility in providing timely and accurate payroll
- HR and Payroll create a critical partnership





Hawaii Information Portal: On-Cycle Transaction Processing





Changes to Job Data for HR Users

- The following screens show all of the pages in Job Data and any changes that will be made with the implementation.
- Please note that these changes will roll out in different phases ending with when your agency is live in the new system for payroll.
- Some of these values are not changing, but will have new significance in the system.





PeopleSoft Delivered Job Data – Work Location

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

First Last Employee Empl ID Empl Record 0

Work Location ? Find First 1 of 1 Last

*Effective Date 01/01/2015 Go To Row + -

Effective Sequence 0

HR Status Active

Payroll Status Active

*Action Hire

Reason

*Job Indicator Primary Job

Current

Position Number 55817 Posn 55817

Override Position Data

Position Entry Date 01/01/2015

Position Management Record

Regulatory Region USA United States

Company 00E

Business Unit HI00E

Department 00E41

Department Entry Date 01/01/2015

Location HI00E

Establishment ID

Date Created 12/07/2016

Last Start Date 01/01/2015

Expected Job End Date

Spain

Japan

Job Data Employment Data Earnings Distribution Benefits Program Participation



Job Data – Current Work Location

Work Location Job Information Job Labor Payroll Salary Plan Compensation

Empl ID

Empl Record 0

Employee

Work Location ? Find First 1 of 2 Last

*Effective Date 01/01/2018 HR Active Payroll Status Active Go To Row

Effective Sequence 1 *Job Indicator Primary Job

*Action Conversion Appointment NTE Date

*Reason Conversion Leave NTE Date

Position Number Override Position Data Current

Position Entry Date 09/16/2015 Position Management Record

Regulatory Region STATE State of Hawaii

Company SOH State of Hawaii

Business Unit STATE State of Hawaii

Department 00028 Accounting & General Services

Department Entry Date 08/01/2008

Hawaii Org ID 05747 AGS/AcctngDiv/Pre Audit Br

Location 0204 Downtown

Establishment ID SOH SOH-Executive

Legal Authority

220 characters remaining

Job Comments

170 characters remaining

Date Created 01/29/2018 EPAR Print

Partial Pay Info

Partial Type

HRS: MIN:

Job Data Employment Data Earnings Distribution Benefits Program Participation



Job Data – New Work Location

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation | PAS | Hi Exec Job

Empl ID
Empl Record 0

Employee

Work Location ? Find First 1 of 2 Last

*Effective Date 01/01/2018 **HR Active Status** **Payroll Status Active** Go To Row + -

Effective Sequence 1 *Job Indicator Primary Job

*Action Conversion Appointment NTE Date

*Reason Conversion Leave NTE Date

Position Number Current

Override Position Data

Position Entry Date 09/16/2015 Position Management Record

Regulatory Region STATE State of Hawaii

Company SOH State of Hawaii

Business Unit STATE State of Hawaii

Department 00028 Accounting & General Services

Department Entry Date 08/01/2008

Hawaii Org ID 05747 AGS/AcctngDiv/Pre Audit Br

Location 0204 Downtown

Establishment ID SOH SOH-Executive

Legal Authority

220 characters remaining

Job Comments

170 characters remaining

Date Created 01/29/2018 EPAR Print

Partial Pay Info

Partial Type

HRS: MIN:

Job Data | Employment Data | Earnings Distribution | Benefits Program Participation



HR Status and Payroll Status

| HR Status | Payroll Status | Payroll Processing |
|-----------|---------------------|--------------------|
| Active | Active | Yes |
| Active | Leave of Absence | No |
| Active | Leave with Pay | Yes |
| Active | Suspended | No |
| | | |
| Inactive | Terminated | No |
| Inactive | Terminated with Pay | Yes |
| Inactive | Retired | No |
| Inactive | Retired with Pay | Yes |



Job Data – New Work Location

[Work Location](#) | [Job Information](#) | [Job Labor](#) | [Payroll](#) | [Salary Plan](#) | [Compensation](#) | [PAS](#) | [Hi Exec Job](#)

Employee Empl ID
Empl Record 0

Work Location Find First 1 of 2 Last

*Effective Date HR Active Payroll Status Active

Effective Sequence *Job Indicator

*Action *Reason

Position Number Current

Position Entry Date 09/16/2015 Position Management Record

| | | |
|-----------------------|------------------------------------|-------------------------------|
| Regulatory Region | STATE | State of Hawaii |
| Company | SOH | State of Hawaii |
| Business Unit | STATE | State of Hawaii |
| Department | 00028 | Accounting & General Services |
| Department Entry Date | 08/01/2008 | |
| Hawaii Org ID | <input type="text" value="05747"/> | AGS/AcctngDiv/Pre Audit Br |
| Location | 0204 | Downtown |
| Establishment ID | SOH | SOH-Executive |

Legal Authority

220 characters remaining

Job Comments

170 characters remaining

Date Created 01/29/2018

EPAR Print

Partial Pay Info

Partial Type

HRS: MIN:

[Job Data](#) [Employment Data](#) [Benefits Program Participation](#)



Job Data – Work Location Changes

- Position number field – Customization Removed
 - ✓ Still a required field, but it will be validated when the save button is selected Workforce Location page, Company field – remove customization
- Required Company = SOH – Customization Removed
- Appointment NTE Date field – moved to "HI Exec Job" custom page, Required for SOH
- Leave NTE Date field – move to "HI Exec Job" custom page, Required for SOH

Job Data – Job Information



[Work Location](#) |
 [Job Information](#) |
 [Job Labor](#) |
 [Payroll](#) |
 [Salary Plan](#) |
 [Compensation](#) |
 [PAS](#) |
 [Hi Exec Job](#)

Empl ID

Employee

Empl Record 0

Job Information ?
Find First ◀ 1 of 2 ▶ Last

| | |
|---------------------------|---------------------------|
| Effective Date 01/01/2018 | Go To Row |
| Effective Sequence 1 | Action Conversion |
| HR Status Active | Reason Conversion |
| Payroll Status Active | Job Indicator Primary Job |

Current

| | |
|--|---------------------|
| Job Code | Full/Part Full-Time |
| Entry Date 09/16/2015 | Officer Code None |
| Supervisor Level | Shift Rate |
| Reports To | Shift Factor |
| Civil Service Membership <input type="text" value="Permanent Member"/> | |
| *Empl Class <input type="text" value="Permanent"/> | |
| Regular Shift Not Applicable | |

Standard Hours ?

| | | | |
|----------------|----------|---------------|--------|
| Standard Hours | 40.00 | Work Period W | Weekly |
| FTE | 1.000000 | | |

USA

| | |
|-------------------------------------|----------------|
| FLSA Status No FLSA Required | Work Day Hours |
| EEO Class None of the Above | |

Job Data
Employment Data
Benefits Program Participation



Job Data – Current Job Labor

Work Location | Job Information | **Job Labor** | Payroll | Salary Plan | Compensation | PAS | Hi Exec Job

Employee
Empl ID
Empl Record 0

Labor Information ? Find First 1 of 1 Last

Effective Date 01/01/2017 Go To Row

Effective Sequence 0 **Action** Pay Rate Change

HR Status Active **Reason** NewSalarySchedule

Payroll Status Active **Job Indicator** Primary Job

Current

Bargaining Unit

Step Movement Date 07/06/2017

Performance Eval Date

Service Date 07/06/1998 [Calculate Service](#)

BU Service

As Of Date

Years

| Years | Months | Days |
|-------|--------|------|
| 19 | 7 | 27 |

Position Management Record

Union Code 03 **White Collar, Non-Supv**

Union Date 07/06/1998

Job Data | **Employment Data** | Earnings Distribution | Benefits Program Participation



Job Data – New Job Labor

[Work Location](#) [Job Information](#) [Job Labor](#) [Payroll](#) [Salary Plan](#) [Compensation](#) [PAS](#) [Hi Exec Job](#)

Employee Empl ID
Empl Record 0

Labor Information Find First 1 of 2 Last

[Go To Row](#)

| | |
|---------------------------|---------------------------|
| Effective Date 01/01/2018 | Action Conversion |
| Effective Sequence 1 | Reason Conversion |
| HR Status Active | Job Indicator Primary Job |
| Payroll Status Active | |

Bargaining Unit

BU Service

As Of Date

| Years | | |
|-------|--------|------|
| Years | Months | Days |
| 19 | 7 | 27 |

Position Management Record

Union Code 03 White Collar, Non-Supv

Union Date

[Job Data](#) [Employment Data](#) [Benefits Program Participation](#)



Job Data – Job Labor Changes

- Service Date field – This field should be required only where COMPANY = 'SOH'
- Performance Eval Date field – Field should now display on the custom HI Exec Job page
- Step Movement Date – Field should now display on the custom HI Exec Job page



Job Data – Current Payroll

Work Location | Job Information | Job Labor | **Payroll** | Salary Plan | Compensation | PAS | Hi Exec Job

Empl ID

Empl Record 0

Employee

Payroll Information ?

Find First 1 of 1 Last

Go To Row

Effective Date 01/01/2017

Effective Sequence 0

HR Status Active

Payroll Status Active

Action Pay Rate Change

Reason NewSalarySchedule

Job Indicator Primary Job

Current

*Payroll System Other

Correction/
Cancellation
Comments

254 characters remaining

Other Payroll System ?

Pay Group SOH State of Hawaii

Employee Type S Salaried

Tax Location Code SOH

GL Pay Type

Combination Code

Holiday Schedule SOH

FICA Status Subject

*ERS FICA Code H0 *ERS Group Code 11

Update Date 11/30/2016 11:44:07AM

Job Data

Employment Data

Earnings Distribution

Benefits Program Participation



Job Data – New Payroll

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation | PAS | Hi Exec Job

Empl ID

Employee

Empl Record 0

Payroll Information ? Find First 1 of 2 Last

Effective Date 01/01/2018

Effective Sequence 1

HR Status Active

Payroll Status Active

Action Conversion

Reason Conversion

Job Indicator Primary Job

Go To Row

Current

Payroll System Payroll for North America

Correction/
Cancellation
Comments

254 characters remaining

Payroll for North America ?

Pay Group AEX Executive Branch - ATF

Holiday Schedule SOH

Employee Type E Exception Hourly

Tax Location Code HI001 Hawaii Tax Location

FICA Status Subject

GL Pay Type

*Payroll Number M04 *Warrant Distribution 004 *ERS FICA Code H0 *ERS Group Code 11

Combination Code

Update Date 01/29/2018 5:02:43AM

Job Data

Employment Data

Benefits Program Participation



Job Data – Payroll Changes



- Payroll System Default of “Other” Removed
 - ✓ Payroll for North America selected ONLY when you go-live
 - ✓ Other selected when you are not yet live in the system
- Pay Group: Selection now needed of SOH, AEX or LEX
 - ✓ SOH = State of Hawaii (Not yet live in the new payroll system)
 - ✓ AEX = After the Fact Employee in the new payroll system
 - ✓ LEX = LAG Employee in the new payroll system
- Employee Type: If they are eligible for overtime, select Exception Hourly



Job Data – Payroll Changes, cont.

- Tax Location Code: If Pay Group AEX or LEX = HI001 Hawaii Tax Location; new will be added for multi-state tax employees
- ERS FICA and Group Code – Entry will drive Retirement Deductions
- Payroll Number and Warrant Distribution Code
 - ✓ Change in location
 - ✓ Valid values required for entry
- FICA Status – Subject, Medicare Only, None



Job Data – Payroll Changes, FICA Status

- Drives the type of taxes withheld from an employee’s pay check
- See ERS Class Code Tables for Determination

| | | | HYBRID PLAN (Effective 07/01/2006) | | | | | |
|------------------|------------|--|---------------------------------------|----------|------------|--------------|---------------|----------------|
| Group Code | | | Contribution Rate | | Class Code | | Wages subject | |
| General Grouping | Group Code | General Description | Employer | Employee | ERS | PAY/ PERS | Soc Sec Taxes | Medicare Taxes |
| State | 11 | State - General State - Directors / Deputy Directors | 15.00% | 6.00% | H0 | H0 | Yes | Yes |
| | 13 | 10-Month DOE Classified | 15.00% | 6.00% | H0 | H0 | Yes | Yes |
| Teacher | 21 | 10-Month DOE Certificated (except Principals & Vice Principals) | 15.00% | 6.00% | H0 | H0 | Yes | Yes |

- FICA Status = Subject (Soc Sec & Medicare = YES)
- FICA Status = Medicare Only (Soc Sec = NO & Medicare = YES)
- FICA Status = None (Soc Sec & Medicare = NO)



Job Data – Salary Plan

- Work Location
- Job Information
- Job Labor
- Payroll
- Salary Plan**
- Compensation
- PAS
- Hi Exec Job

Empl ID

Employee

Empl Record 0

Salary Plan ? Find | View All First 1 of 2 Last

Effective Date 01/01/2018 Go To Row

Effective Sequence 1 Action Conversion

HR Status Active Reason Conversion

Payroll Status Active Job Indicator Primary Job

Salary Admin Plan Current

Grade

Step

Grade Entry Date

Step Entry Date

Job Data Employment Data Benefits Program Participation



Job Data – Compensation

[Work Location](#) | [Job Information](#) | [Job Labor](#) | [Payroll](#) | [Salary Plan](#) | **Compensation** | [PAS](#) | [Hi Exec Job](#)

Empl ID
Empl Record 0

Employee

Compensation ? Find First 1 of 2 Last Go To Row

Effective Date 01/01/2018
 Effective Sequence 1
 HR Status Active
 Payroll Status Active

Action Conversion
 Reason Conversion
 Job Indicator Primary Job

Compensation Rate 4,049.000000 ? *Frequency M Monthly
 FTE Adjusted Comprate 4,049.000000

Comparative Information ?
Pay Rates ?
 Default Pay Components

Pay Components ? Personalize | Find | ? | ? First 1 of 1 Last

[Amounts](#) | [Controls](#) | [Changes](#) | [Conversion](#) ?

| *Rate Code | Seq | Comp Rate | Currency | Frequency | Percent | FTE Adjusted Comprate |
|-------------------------|-----|------------------------------|--------------------|------------------|---------|---|
| 1 NAANNL ? | 0 | 48,588.000000 ? | USD ? | A ? | | 48,588.000000 + - |

Calculate Compensation

[Job Data](#) | [Employment Data](#) | [Benefits Program Participation](#)



Job Data – HI Exec Job

To ensure that payroll processing would be NOT be compromised and to allow one system to meet the needs of all State agencies, these are the fields that have been moved to the new HI Exec Job page:

- Appointment NTE Date
- Next Step Movement Date
- Service Date
- Leave NTE Date
- Performance Evaluation Date
- Service History Page Link
- HI Job Earnings Distribution Link



Job Data – Employment Data

Employment Information | PAS | Hi Exec Job

Empl ID

Employee

Empl Record 0

Organizational Instance ?

| | | |
|---|------------------------------------|--|
| Organizational Instance Rcd 0 | Hire Date 09/01/2010 | <input type="checkbox"/> Override |
| Rehire Date 09/01/2010 | First Start Date 09/01/2010 | |
| Termination Date | Years | Months Days |
| Org Instance Service Date 09/01/2010 | 7 | 6 4 |

Organizational Assignment Data ?

Instance Record

| | | | |
|--|--------------|---------------|-------------|
| | Years | Months | Days |
| Home/Host Classification Home | Years | Months | Days |
| State Employment Date 09/01/2010 | 0 | 0 | 0 |
| Benefits Service Date 09/01/2010 <input type="checkbox"/> Override | 7 | 6 | 4 |

Job Data | Employment Data | Benefits Program Participation



Job Data – Benefit Program Participation

Benefit Program Participation | PAS | Hi Exec Job

Employee Empl ID
Empl Record 0

Benefit Status ? Find First 2 of 21 Last

Benefit Record Number

Go To Row

Effective Date 12/09/2017

Effective Sequence 1

Action Conversion

HR Status Active

Reason Conversion

Payroll Status Active

Job Indicator Primary Job

History

*Benefits System

Benefits Employee Status Active

Annual Benefits Base Rate USD

Benefits Administration Eligibility ?

BAS Group ID

Elig Fld 1

Elig Fld 2

Elig Fld 3

Elig Fld 4

Elig Fld 5

Elig Fld 6

Elig Fld 7

Elig Fld 8

Elig Fld 9

Benefit Program Participation ? Find | View All First 1 of 1 Last

*Effective Date

Currency Code USD

+ -

*Benefit Program

Sys delivered empty Ben Pgm

Job Data

Employment Data

Benefits Program Participation



HI Job Earnings Distribution (UAC)

HI Job Earnings Distribution

Employee _____ Empl ID _____
Empl Record 0

Job Data

Find First 1 of 1 Last
*Effective Date 12/09/2017 Go To Row
Effective Sequence 0
Action Data Change
Reason Code Employee/PosnDataUpdate
Job Indicator Primary Job

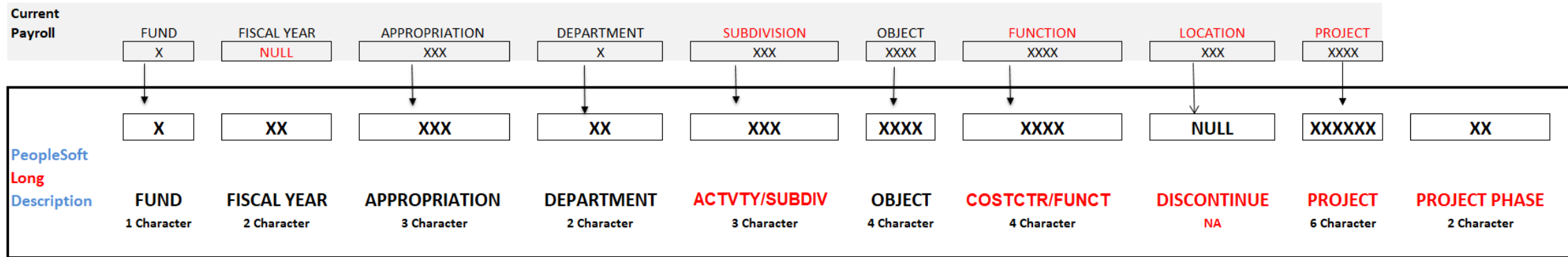
Compensation Rate 9,667.000000
Standard Hours 40.00
Work Period Weekly
Compensation Frequency Monthly

UAC Find | View All First 1 of 1 Last
Uniform Accounting Code 22G18010M8502000 Percent: 100.000

*Tran: Fund: *Year: Appr: *Dept: Sub: Source: Function: Location: Project:



Updated UAC Structure – Coming Soon!



- Department moving from 1 to 2 characters
- Location Field going away
- Project moving from 4 to 6 characters
- Project Phase added with 2 characters



Service History Page

- Stress-free transaction input into HRMS
- Easy to read Employee Personnel Action Reports (EPARs)
- Summarized Leave Without Pay (LWOP) reports
- Simple Deferral adjustment to Service Computation Dates (SCD) and Step Movement Dates (SMD)



Service History Page, cont.

- Purpose
- Job Data vs. Service History
 - ✓ Job Data = 2 pay periods or more
 - ✓ Service History = Less than 2 pay periods
- Leave Action/Reason Codes
- Auto-Adjusted Service Date and Next Step Movement Date
 - ✓ Effective Dated Rows
- Comments



Service History Page, cont.

- Reporting Capabilities and the As Of Date

Service History

Employee: Department/ Agency: As Of Date: 03/05/2018

Empl ID: Division/ Branch:

Empl Record: 0 FTE: 1.000000

Personalize | Find | View All | | First ◀ 1 of 1 ▶ Last

| | Entry Date | Action | Reason | Start Date | First Day Partial Hrs | First Day Partial Min | End Date | Last Day Partial Hrs | Last Day Partial Min | Ongoing Partial | Deferred Svc Days | Adjusted Service Date | Deferred Step Mvmnt Days | Next Step Mvmnt Date | Comments | | |
|---|------------|--------|--------------------------------|------------|-----------------------|-----------------------|----------|----------------------|----------------------|--------------------------|-------------------|-----------------------|--------------------------|----------------------|----------|--|--|
| 1 | 02/16/2018 | LOA | Parent of Critically Ill Child | 02/01/2018 | | | | | | <input type="checkbox"/> | | 11/17/1991 | | 10/17/2018 | | | |

Job Data

Don't Forget your EPARS!



Removal of Corrects History

- What does this mean for HR Users?
- All transactions saved become part of an employees history
- No deletion of an employee record
- When should a sequence row be added in Job Data?
- When to create a new row in Job Data?



Job Data Sequencing Row Examples

- ✓ Employee A hired effective 3/15/18
 - ✓ An error to the employees warrant distribution is identified
 - ✓ Action to take: Add another 3/15/18 effective row, Sequence 1

- ✓ Employee B has a step increase processed effective 1/1/18
 - ✓ On 3/1/18 an error is identified in the amount
 - ✓ Action to take: Add another 1/1/18 effective row, Sequence 1 to correct the rate
 - Correct History access is only needed if a row in job data after 1/1/18 exists, but before the current date was already completed in Job Data.



Moving Toward Implementation

- Important Dates and Timeline to Remember:

March 22, 2018:

1. Service History Page is Live
2. Job Earnings Distribution Page is Live
3. Correct History Access is Removed
4. Payroll Related Customizations are removed from Position and Job Data





Moving Toward Implementation

- Important Dates and Timeline to Remember:

March 27, 2018:

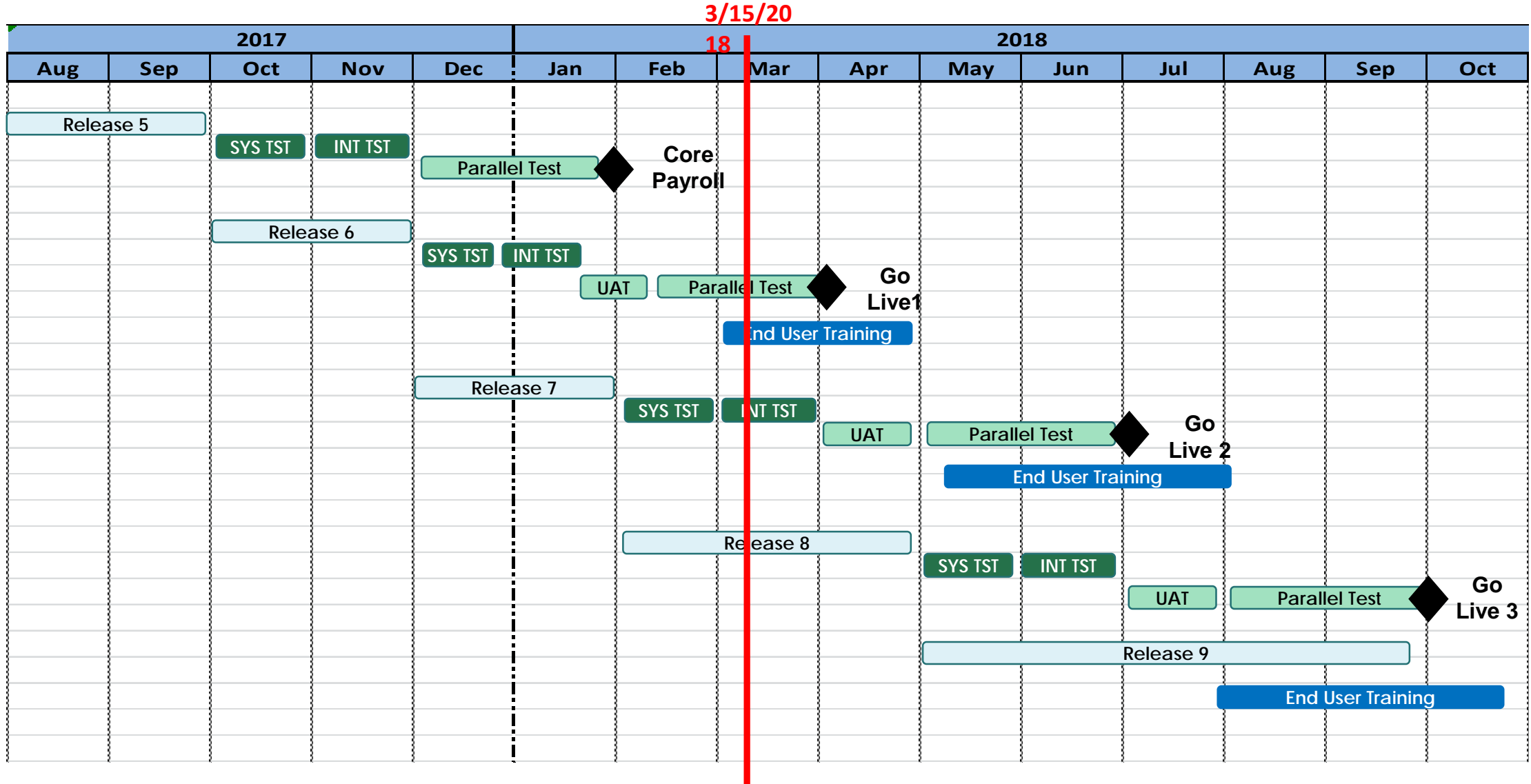
1. New Payroll Related Field Values are Active
 - Payroll System, Pay Group, FICA Status, etc.

April 2, 2018:

1. Hawaii Information Portal is launched
2. Payroll is Live for DAGS and DHRD Only



Timeline





What is the Testing Phase?

- **User Acceptance Testing (UAT)** – HR will start the UAT by inputting mock HR Transactions into the new payroll system. **Payroll** will then take the HR transactions and apply it to the new online payroll change schedule in a UAT Test environment.
- **Parallel Testing** – **Payroll** and **HR Users** from every department will need to recreate 25% of a processed pay check. Date of pay check provided by the project.





Questions and Answers

- Mahalo for your time!

