

Shawn K. Duhaney

August 19, 2016

Dan Ruben, Executive Director
Equal Justice America
13540 East Boundary Road
Building II, Suite 204 Midlothian, VA 23112

Dear Mr. Ruben,

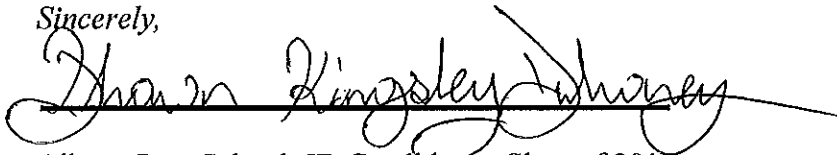
Thank you and all the staff at Equal Justice America for providing me with an opportunity to provide direct legal services to people of low socioeconomic backgrounds. My host-site, the Worker Justice Center of New York (WJCNY), pursues justice for those denied human rights with a focus on agricultural and other low-wage workers through legal representation, community empowerment and advocacy for institutional change. During my internship, I primarily worked on a case that involved a restaurant worker who was discriminated against and physically assaulted because of her national origin, race, and gender. My duties included, but were not limited to, finding controlling authority in our jurisdiction and answering legal questions raised by WJCNY staff attorneys. I used Lexis and Westlaw extensively in order to conduct legal research pertaining to client's particular legal issues, and also for fact-finding purposes. Additionally, I worked on cases that dealt with false imprisonment, wage theft, sexual harassment, assault, invasion of privacy, and the H2A guest-worker program.

One of the most significant roadblocks to the work done at WJCNY is getting government agencies to enforce their regulations and getting employers to comply with employment/labor laws. I learned that many low-wage workers, guest workers, and undocumented workers have to endure some of the most inhuman employment conditions imaginable, and that this problem will most likely continue since employers are aware of the challenges low-wage workers are forced to face due to their socioeconomic circumstance. These circumstances include being impoverished, uneducated, undocumented, and simply unable to advocate for their own rights. Furthermore, this type of inhumane treatment will not cease until Federal and state governments start actually penalizing employers who violate

labor laws; meaning the government and its applicable agencies need to practice "proactive regulation" by overseeing employer conduct and penalizing them for minor or substantial infractions of labor laws, rather than waiting for a victimized employee or advocacy group (i.e., WJCNY) to bring inhumane treatment to their attention.

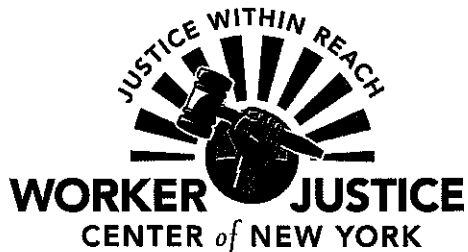
My internship focused primarily on developing my knowledge and critical thinking skills to help prepare me for the bar exam and to practice law. Before starting my internship, I did not know any lawyers on a personal level—unlike many of my classmates—so I did not have an individual in my life who experienced law school, the bar exam, life as an attorney, and who could tell me what to expect in law school and after I graduate. However, I am now good friends with my supervising attorney, who has officially assumed the role as my legal mentor. My supervising attorney has used her experience from law school and as a practitioner to give me invaluable advice about what classes I should take, and she also has advised me to make sure whatever I do in law school reflects what I want to do as an attorney. Moreover, she informed me about the drastic differences between working for a private firm compared to a non-profit organization that provides legal services. I now know that working at a firm holds the potential to be extremely profitable, but that it can also be extremely adverse on an attorney's health and well-being because of the lack of empathy and compassion from the governing body, and also because of the expectations put on attorneys to work 15 hours a day or risk losing their employment. After learning about my supervisor's "horror stories," and because of the great experience I have had at WJCNY, I am definitely more inclined to work for a non-profit organization after law school, or possibly even establish my own firm that places a heavy emphasis on ensuring all employees are treated humanely and respectfully.

Sincerely,

A handwritten signature in cursive script that reads "Dhanon Kingsley Wharney". The signature is written in black ink and is positioned above a horizontal line.

Albany Law School, JD Candidate - Class of 2017

"Out of Many, One People"



Kingston • Rochester

August 30, 2016

Equal Justice America
ATTN: Dan Ruben, Executive Director
13540 E Boundary Road
Midlothian, VA
23112

Re: Shawn Duhaney, Legal Fellow

Dear Mr. Ruben:

It was my absolute pleasure to work with Mr. Shawn Duhaney ("Shawn") this summer.

Shawn's passion for justice is palpable. I have worked with several summer associates, fellows and interns over the years, and in comparison, Shawn's work ethic, initiative and overall positive attitude are truly remarkable. There are interns who need constant guidance with respect to staying on task or completing their work. Shawn, however, is in a class of his own. He arrived to work early (before me!) almost every day, and would only leave after checking in with me to see if there was anything more he could do, and to provide an update on current projects.

Even more, when Shawn was at the office, it was clear he was here because he loves the law and seems to have a real passion for advocacy work. He is a skilled legal researcher and provided invaluable legal support and creative ideas to the WJCNY legal department. All in all, Shawn is a delight to work with, and greatly missed at WJCNY.

Sincerely,

Laura L. Revercomb