



August 22, 2013

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

Dear Mr. Ruben:

I am writing to let you know how much Community Action Program Legal Services, Inc. (CAPLAW) greatly enjoyed and benefited from our summer with Equal Justice America fellow Cody Friesz.

CAPLAW is a nonprofit organization that offers legal assistance and training to the nationwide network of Community Action Agencies (CAAs), nonprofit organizations and local government entities that work to reduce poverty, revitalize low-income communities, and empower low-income individuals and families to become fully self-sufficient through advocacy and services.

Cody's time with CAPLAW was extremely productive. The quality of his work was outstanding and he exuded great passion not only for the entities we serve but also for the public interest community. While Cody was here, he researched, analyzed and prepared materials about issues of great importance and consequence to our organization, the CAAs we work with and the low-income clients they serve. Cody wrote an abundance of articles and legal alerts that analyzed and presented complicated legal concepts in an understandable and accessible way. The articles and legal alerts he worked on are (or will be) published in CAPLAW's bi-annual newsletter, in monthly e-bulletins and on the website. The variety of legal topics addressed in the articles and legal alerts include: the new Health Care Reform "Pay or Play" mandate and employer reporting requirements; federal agency administrative decisions regarding the disallowance of grant funds and the termination of grant funded programs; the U.S. Supreme Court's Defense of Marriage Act rulings; and new employer requirements under the Health Insurance Portability and Accountability Act (HIPAA). Cody also assisted in updating PowerPoint presentations used by CAPLAW attorneys in trainings and in locating additional resources for CAPLAW's website. He was instrumental in researching and helping to address client legal inquiries involving employee benefits, governance requirements of certain Housing and Urban Development grants, record retention obligations and HIPAA compliance. His thorough research and keen analysis of the legal issues he addressed enabled CAPLAW to promptly and confidently advise CAAs on their options, rights and responsibilities.

178 Tremont – Boston, Massachusetts, 02111-1093 ~ Tel (617) 357-6915 ~ Fax (617) 350-7899 ~ www.capl原因.org

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With every task Cody took on, he quickly identified the relevant legal issues and grasped the practical implications for the clients we serve. Both his writing and oral skills are excellent. He is a very clear and concise writer and speaker who is able synthesize the current law and recent development relating to an issue and succinctly convey orally and in writing the relevance of such laws and developments to CAAs. Additionally, Cody is an extremely hard-working, personable individual with a wonderful sense of humor and strong sense of professionalism. Working with Cody on any project was always a pleasure.

CAPLAW is deeply grateful for the support we received from Equal Justice America. This support enabled CAPLAW to address critical legal issues facing CAAs and their clients and to provide Cody with an opportunity to hone his legal research, writing and consultation skills while learning about public interest law.

The on-going fundraising by Equal Justice America is an incredible benefit to CAPLAW and greatly increases our organization's ability to recruit truly exceptional legal fellows such as Cody.

Sincerely,

Allison Ma'luf,
Associate General Counsel