

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

August 26, 2017

Dear Mr. Ruben,

My name is Sara Hundt and I was honored to have received an Equal Justice America fellowship to support my 2L summer internship at Legal Aid at Work in San Francisco, California. I thoroughly enjoyed my summer, which I spent working on employment discrimination. I worked on a variety of projects—ranging from litigation, to direct services, to research and writing tasks. The types of legal topics also varied, covering race discrimination, disability discrimination, wage and hour theft, federal and state statutory violations, and constitutional violations. I appreciated the chance to learn about such diverse topics, and engage in the law from myriad angles and modes of participation.

Working at Legal Aid at Work as a legal clerk means spending a significant portion of my time interacting with clients. I worked with clients via a legal hotline, where clients called in with questions about their legal rights and options for various worker's rights problems. Some clients, in lieu of phone calls, came in to our office for in-person consultations, and I was able to work with clients there, under attorney supervision. I also worked with clients in person via our bimonthly wage claim clinics. Finally, I worked in person with clients with whom my office was supporting single party litigation, prepping clients for upcoming court proceedings or accompanying them to depositions. In all cases, the clients with whom I worked were low-income individuals, and the majority were minorities. Many of my clients were also Spanish-speaking. Everyone with whom I worked turned to Legal Aid at Work because they were, to some degree, experiencing a dilemma or crisis at work, or with a prospective employer. These individuals needed affirmation that their concerns were valid, and in most cases, were unsure what legal rights they had, but felt like they had been wronged in some way. For some clients, my interaction with them involved explaining what options they did or did not have—the latter being particularly challenging. However, even in these situations, I felt like I was helpful because I was able to alert clients to what rights they had, what discrimination, for instance, may look like, and what to do should they experience it in the future.

In other situations, clients did suffer legal violations of the law, and I was able to provide actionable next steps towards righting the wrong. For instance, one Spanish-speaking client that I reached through our wage claim clinic had experienced numerous wage and hour theft violations over several years, and I was able to let her know about her rights to unpaid wages. I drafted her wage claim and was able to send to her in the city in which she lived so that she could file it locally. This experience felt particularly rewarding because of the nature with which I interacted with the client—using my Spanish language skills and speaking with her over the phone. I know

that my office's telephonic clinical services helped reach a client who otherwise may have had limited legal options, given her distance from our office. I felt like the fact that the attorneys who passed the case on to me went out of their way to make our office's services accessible to the client, rather than simply refer her to another organization, which could have further delayed the client receiving aid (and therefore experiencing further running out of the clock in terms of the statute of limitations for her claims).

Another particularly inspiring and rewarding client experience involved a woman experiencing difficulty asserting her rights to a reasonable accommodation for a psychological disability. Reasonable accommodation issues can be very personally challenging for clients, as asserting rights in the workplace often puts clients in an uncomfortable position in re their employers, as they have to defend their rights without seeming hostile or ungrateful. Even though it would be unlawful for an employer to fire a client because of their request for an accommodation, that is often the reaction employer's sadly take. With the help from our office in terms of what language and written summaries of the law to provide, the client was able to find a way to assert her rights and avoid negative confrontations with her employer. I felt like the client gained confidence in her legal rights and options, and was empowered through our discussions to stick up for herself. This positive experience for the client meant a lot to me, because I could really hear the positive change in the client's attitude, hearing her sense of hopelessness diminish and be replaced by positivity and strength.

Overall, I learned a lot this summer and was grateful for the financial support from EJA to pursue my passion for social justice work. Thank you very much for this generous fellowship.

Sincerely,
Sara Hundt
UC Berkeley, School of Law (Boalt Hall)
J.D. Candidate, Class of 2018

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Via Email to Katie@equaljusticeamerica.org

August 25, 2017

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

Re: Sara Hundt

Dear Mr. Ruben:

Legal Aid at Work is pleased to submit this letter evaluating Sara Hunt's Equal Justice America fellowship with our office.

By way of background, Legal Aid at Work provides a wide variety of assistance to low-income and unemployed people. Our services respond to client and community needs at every level: engaging in outreach and education; directing Workers' Rights Clinic sites at locations throughout the state; advocating for clients in administrative agencies and before the courts; and litigating issues of importance to low-wage workers. Each year, we serve several thousand workers. And this year, our organization celebrated 101 years of uninterrupted service to the community. Sara spent her summer in the Disability Rights Program, the program that I direct. The Disability Rights Program works to advance the civil rights of people with disabilities in the workplace, schools, and in other areas. We represent people with disabilities through direct representation, individual lawsuits, class action lawsuits, advocacy and by providing self-help tools and technical assistance.

Sara assisted us with all facets of our work including direct services, limited representation, and litigation including legal research and writing. With regard to direct services, all of our summer law clerks staff our weekly telephone Workers' Rights Clinic which provides legal advice and referrals for clients throughout the state with questions about any aspect of employment law. Sara conducted intakes efficiently and succinctly presented her

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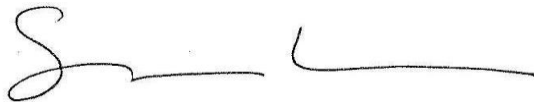
summary and recommendations to the supervising attorney. Sara also staffed our disability rights helpline which is a toll-free number for people with disabilities to ask questions about employment law and disability access issues.

Our office's litigation happened to be particularly heavy this summer and Sara was able to quickly jump in and provide substantial contributions. She drafted written discovery in a race and disability discrimination matter and attended a case management conference, settlement conference and deposition in that case. She also researched and drafted a legal memo addressing discrete issues with the disability claim.

Sara was also extensively involved in a potential disparate impact case our office is investigating and drafted a tort claim, demand letter and litigation memo which she confidently presented to our office's legal staff.

All in all, Sara was thoughtful and diligent in her contributions and provided invaluable support to our office. I have no doubt that she will be an excellent public interest advocate and we thank Equal Justice America for your support of Sara's fellowship. If you have any questions about her fellowship, please do not hesitate to contact me at 415-864-8848, ext. 269. Thank you for your time and attention.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Jinny Kim', with a long horizontal flourish extending to the right.

Jinny Kim