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January 13, 2016

Dear Judges of the Business Record's Forty Under 40:

I am pleased to support Charles Hills' nomination for the Business Record's annual Forty Under 40 award.

As director of Family Promise of Greater Des Moines, a shelter for homeless families with children, I worked closely with Charles for five years in his capacity as staff attorney at Iowa Legal Aid. Before being reassigned a year ago to assisting low income patients at Blank Children's Hospital, Charles would come to the shelter, on a bi-weekly basis, to meet with parents who were in need of legal assistance.

Charles is a very astute lawyer who could easily be making multiple times more money working in a private law firm but is motivated by his values of fairness, justice and equal access to our legal system to work with low income and homeless persons at Iowa Legal Aid. I believe that Charles' professional successes are due, in part, to his ability to be personable, non-judgmental and communicate clearly complex concepts to persons of varying levels of education. I've observed parents being immediately at ease after meeting Charles and have heard their expressions of gratitude for the assistance he has provided them. Examples of how our families have benefited from Charles' assistance include a dad who received workers comp benefits, both mothers and fathers who've successfully secured child support and the resolution of a family's long time dispute with a utility company that allowed them to move into housing.

One of Charles' most significant achievements occurred in October of 2013 when he successfully defended before the Iowa District Court for Polk County an administrative hearing officer's ruling nullifying the City of Des Moines attempt to evict three homeless individuals camped under a bridge. Both the District Court and the administrative hearing officer supported Charles' argument that it was out of necessity that the individuals were camped under the bridge in the middle of winter due to overcrowding at local shelters.

For these reasons, I believe Charles Hill is very deserving of the Business Record's Forty Under 40 award.

Sincerely



Jim Cain
Director