



**Santy**  
17 hrs

Santy is hiring! Check out our open positions here:

Social Media Intern: <http://bit.ly/1kLXGYw>

Graphic Design Apprentice: <http://bit.ly/1IQpRn4>

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**Mike Chichester** Do you not understand the law regarding unpaid internships? One of the requirements is "The employer that provides the training derives no immediate advantage from the activities of the intern."  
<http://www.dol.gov/e-laws/esa/flsa/scope/br15.asp>

Based on the Responsibilities section, your social media internship is most certainly in violation. Do the right thing and pay your interns at least minimum wage.

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Michael Chichester @MikeChichester · May 29

Hey @SantyIntegrated, stop violating US law by hiring unpaid interns to do social media work for clients. [santy.com/resources/soci...](http://santy.com/resources/soci...)

4

REVIEWS



Mike Chichester

★ 06/02/2014

Santy has UNPAID interns doing social media for their clients, I don't recommend you work there and I don't recommend you bring your business to them.

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Hi Harvest Snaps. I noticed that Santy Integrated does your social media and I wanted to let you know that unpaid interns may be working on your Facebook/Twitter, despite US labor laws that require employers receive no direct benefit from the work of unpaid interns. These unpaid interns take place of paid workers, effectively lowering the market wage and job opportunities available. I hope you will ask Santy to not have their unpaid interns work on Harvest Snaps and discourage this hiring practice.



Michael Chichester @MikeChichester · Jun 3

I want @SantyIntegrated to publicly say "We did unpaid internships wrong before. We'll do them right in future."  
@EricGlatt @AudreyHirschl

2

View conversation



Michael Chichester @MikeChichester · Jun 3

.@SantyIntegrated does appear to have changed their Social Media Intern Responsibilities. Original doc...  
[imgur.com/gRULhIL](http://imgur.com/gRULhIL) @EricGlatt

4

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