

# Working Together

By: Jeanette Derby

At the risk of sounding cliché, everyone at Legal E genuinely hopes this message finds you, your families and your colleagues in good health. These are scary times for everyone. Business and financial interests aside, I am certain your primary concern is the same as mine: ensuring your employees are as safe and healthy as possible, and able to meet the needs of your own clients.

As company executives, I know we all have tough decisions ahead as we look to mitigate the health and economic turmoil of these truly unprecedented times. Always forward-thinking, business continuity has always been among Legal E's highest priorities and with a well-curated Disaster Plan in place, we have remained nimble and fully functional to assist with operational challenges and address shifting needs of our industry and the business community. Under the Legal E Disaster Plan, our team has been working remotely since Thursday, March 12th, without disruption to business operations by taking full advantage of our VoIP phone/intercom system, long-standing cloud-based database, remote access to email, and videoconferencing with candidates. This preparedness has permitted Legal E representatives to communicate regularly with clients, here and on a national level, and with prospective candidates concerning available services, scheduling updates, and to process payroll without delay.

Skype, Zoom, and other teleconferencing options have provided clients and candidates the opportunity to continue striving to attain hiring goals in anticipation of the reopening of offices and potential surge in legal industry demands. Legal E's prudent planning and maximizing of technology resources allows us to remain accessible by both email and phone to assist with targeted staffing needs, connect with prospective job-seekers, and coordinate client-to-candidate interviews via phone as well as teleconferencing. Sylvie Strauss, SHRM-SCP, is Legal E's National Client Service Manager and recently stated, "As with the recent adjustments to Form I-9 directives to encourage and aid safe onboarding, the Legal E team has always been persistent in pursuing regulation modifications and upholding thorough process integrity as essential elements to deliver reliable, client-centric, service partnering."

To date, our team has received a highly positive response regarding the use of remote interviewing methods and the majority of candidates have confirmed their capability to telework until conditions improve and offices reopen. As the business community adapts, we all look toward innovative leaders to offer reassuring solutions to current and future business needs. Legal E remains committed to providing high-quality traditional services as well as alternative solutions of contract and direct hire needs to support continued staffing initiatives while supporting safe practices for all. Now, more than ever, we hope you will view Legal E as an extension of your own team and allow us to demonstrate our adaptability and unwavering devotion to excellence as your needs arise. Working together, we can stay safe and be resilient for our community and for the greater good.

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