



CASE STUDY

Interim Employment Counsel Support

Client maintained seamless day-to-day employment operations, safeguarded institutional knowledge, and ensured business continuity during a critical leadership transition by engaging OGC's Employment, Labor & Immigration Practice Lead Patricia Lantzy to provide interim and fractional employment counsel support.

LEADERSHIP CHANGE

INTEGRATION

BUSINESS CONTINUITY



THE CHALLENGE

Managing a Leadership Gap

Following a post-merger integration, the client faced a sudden leadership gap when their long-time Deputy General Counsel for Employment departed. The GC needed time to conduct a thoughtful search and avoid a “panic hire,” while maintaining continuity for the business. With deep employment law experience and prior in-house background, Lantzy stepped in on an interim basis to bridge the gap.

THE SOLUTION

Seamless Integration

Lantzy seamlessly integrated with the client’s legal team, collaborating with legal and non-legal staff, and working alongside dozens of HR and Labor Relations employees and business operations leaders across the company over a nine-month period.

Onboarding: To capture institutional knowledge, identify key players and align on coverage, Lantzy held a series of introductory meetings over several weeks with:

- The GC and key stakeholders to strategize and plan logistics for interim coverage
- The departing DGC to gather organizational knowledge and understand the role’s routine and deliverables
- HR Business Partners and other internal clients to confirm contacts and processes, and gain insights about their roles and the company’s workforce

Process: Lantzy stepped into the Deputy GC’s role, providing timely and efficient support on HR/employment matters in partnership with the company’s GC and legal team by:

- Serving as the primary point of contact for internal clients, with the GC’s designated internal “traffic cop” copied on all communications
- Following up on each request via email, phone, or video meeting, and providing regular status updates to the GC as requested
- Collaborating with OGC’s ELI team to assist when needed with immigration matters or location-specific (e.g., California law) issues

SCOPE OF SERVICES

The Total Package

- Counseling HR and Business Managers on employee issues, leaves of absence, internal investigations, discipline and terminations
- Preparing offer letters, commission sales plans, performance improvement plans, termination notices, separation agreements, and other employment agreements
- Reviewing new-hire candidates' existing NDAs/restrictive covenants agreements, and advising HR on non-compete and non-solicitation issues
- Drafting and updating various policies
- Conducting training sessions for HR and the company's operations managers
- Reviewing and responding to EEO charges, attorney demand letters, and inquiries by regulators
- Handling special projects as requested



THE OUTCOME

Time and Flexibility

This interim employment counsel support bridged a critical gap without the commitment or risk of a rushed full-time hire, giving the GC the time and flexibility to find the right long-term fit for the legal team. With the new DGC now on-board, Lantzy and OGC's Employment, Labor & Immigration team remain at the disposal of the in-house legal team for consultations and the occasional "gut-check," and continue to advise on complex employment-related matters upon request.

Need Practical Legal Counsel That Understands Your Business?

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At OGC, we don't just provide legal advice—we deliver solutions that support your business goals. For in-house legal teams navigating staffing transitions, we can serve as interim and fractional counsel across an array of practice areas, including employment, privacy and IP, to help maintain seamless day-to-day operations and business continuity.

By making our clients' lives easier, we can drive greater value for them. Find out how OGC can support your company with real-world solutions. We're here to help strategically, practically, and cost-effectively.

Get in touch to find out how OGC can support your business with responsive, real-world legal solutions.



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