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## **Littler Mendelson FTA Program Provides Flexibility, Career Advancement**

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By Amber Isom-Thompson, Littler Mendelson



All my life, the law and family have been deeply intertwined.

I was born while my parents were attending law school — before my mother became a state trial court judge and my father a solo practitioner. Some of my earliest memories involve discussions of legal issues around the kitchen table.

Today, I maintain that family legal tradition, and my parents' commitment to family, by practicing law in a way that allows me to spend more time with my two daughters than my parents ever could have dreamed possible. I do it by working as an Early Case Evaluation FlexTime Attorney (FTA) at Littler, the world's largest employment and labor law practice representing management. The firm's FTA program, made possible by our technology-connected era, allows me to advance my legal career while having the flexibility to spend more time with my family.

I made the decision to become an FTA in late 2014, about three years after Littler combined with Kiesewetter Wise Kaplan Prather in Memphis. I spent more than a decade practicing with Kiesewetter Wise and was a shareholder at Littler. Ever since my first daughter was born, I have been focused on having a work-life balance that fits best with my priorities. When I learned Littler's FTA program was expanding, I thought an FTA position would pair well with my priorities, giving me the opportunity to continue using the skills and experience I gained in my practice of law.

The FTA program is part of Littler CaseSmart, a technology platform for resolving administrative agency charges, single-plaintiff employment litigation, and wage and hour class and collective actions. Through the platform, Littler uses a combination of technology, alternative staffing, and legal project management to handle matters in a more cost-effective and efficient manner, while providing data-driven insights to spot patterns of potential business risk and areas of improvement.

I have really enjoyed working with an amazing team of experienced, highly-skilled FTAs. Littler FTAs are U.S.-based attorneys that have an average of more than 13 years of legal experience who focus on specific tasks within the legal process, such as early case investigation, brief writing, research and discovery. We coordinate with each other in our separate roles, and with the case teams, which include shareholders and associates, to meet the needs of each case.

As an Early Case Evaluation FTA, I am able to focus on the investigation aspects of litigation, including reviewing documents and interviewing witnesses, as well as drafting summaries of the facts and legal analysis in the Early Case Evaluation reports. Those tasks have always been favorites of mine. I doubt I'd be as satisfied with the FTA program if it didn't allow me to continue honing my legal skills.

It's also been exciting to be part of something relatively new and evolving. The platform was founded in 2010 by Littler Shareholder Scott Forman, who is widely regarded as a leading innovator in the legal industry. Initially, the platform was designed to manage administrative agency charges. Since then, it has grown significantly and now includes single plaintiff litigation and class action defense. This growth has expanded the FTA career track providing opportunities to advance within the program to various managerial roles.

There are definitely advantages to not having to go to the office each day, but I initially was concerned that working from home would make me feel isolated and not part of a team. Neither concern proved warranted, as I've developed strong relationships within the firm.

The FTA program is perfect for lawyers who want challenging work along with more flexible schedules and the ability to work from home. Before I made the switch, I wanted to be a parent who could pick up my kids at the end of the school day. Since becoming an FTA, I am able to take a break from my work day to happily greet my kids when the school bell rings, establishing a work-life balance I may not otherwise have had.

***Amber Isom-Thompson*** is a FlexTime Attorney at Littler Mendelson, based in Tennessee. She has extensive experience representing employers in the defense of employment-related claims dealing with unlawful discrimination, wrongful discharge, violation of federal and state employment statutes and wage and hour issues, among other areas.