



# Case Study

## Balancing Compliance and Efficiency in Labor & Employment Records Management



### The Problem

Purpose Legal was engaged by a client to help manage the complexities of employee record handling, legal compliance, and litigation support. The client faced challenges in efficiently procuring, reviewing, and managing personnel records while ensuring compliance with federal and state laws. Additionally, enforcing confidentiality agreements and handling sensitive information posed significant risks to the client's reputation.

### The Purpose-Built Solution

Purpose Legal provided a comprehensive solution by streamlining the entire process, from record procurement to legal enforcement. Our team responded swiftly to legal subpoenas, managed internal investigations, and supported litigation by gathering the necessary records in a timely and efficient manner. We also handled regulatory requests with precision, ensuring all parties were well-coordinated.

We implemented a thorough review process to organize, categorize, and preserve personnel records securely. Our team enforced confidentiality agreements by drafting and

sending cease-and-desist letters to former employees, safeguarding the client's proprietary information. Additionally, we provided ongoing support and training to the client's team to ensure smooth operations.

### The Product

Purpose Legal's approach significantly reduced the client's response times, improved efficiency, and ensured compliance with legal and regulatory obligations. By centralizing coordination and communication, we minimized delays and resolved record-related issues quickly. Our rigorous confidentiality controls and proactive enforcement of agreements protected the client's business interests and strengthened their legal standing.

### The Praise

*"This process and the subpoena process are both working out very well... It is a huge efficiency for me."*

*"Please make sure Omen and the team know how much we appreciate all they do for us."*

*"Thank you for continuing to press on to retrieve these documents."*

*"I am equally thankful for all your help with getting the documents."*

Let's Work  
Together

PURPOSELEGAL.IO

Navigating today's complex legal landscape can be time-consuming. By leveraging our knowledge, technology, and experience, you can make informed decisions, mitigate risks, and strengthen your legal processes. Scan the QR code to set up a no-obligation consultation.



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