



Legal Work That Works for Real Life

Katharine Randall | Counsel | Virtual Office

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Flexibility is essential to me – and I have it here.

With a toddler at home and a husband who works long, in-person hours as a doctor, flexibility is critical. Being close to the Irvine office is a plus, but the ability to work remotely has been invaluable for managing daycare drop-offs and pickups. Not commuting 45 minutes to an hour each way has been a game changer.

I get to focus on substantive legal work – what I truly enjoy.

After nine years of practice, this role lets me concentrate on delivering high-quality legal work without feeling pulled in multiple directions. I handle a range of matters including pre-litigation demand letters, administrative responses, single-plaintiff and class action litigation defense, especially PAGA and Labor Code matters. I work with large corporations and mid-size clients, providing a wide variety of challenges.

It's collaborative across the board.

I regularly collaborate with attorneys from offices throughout California. The team dynamic is strong, and everyone is experienced, supportive, and genuinely kind. It's refreshing to work with people who are committed to the law but also value life outside of work.

The job offers sophisticated work without rigid career expectations.

In previous roles, I was expected to travel, speak at and attend conferences, and bring in clients to stay on the "partnership track." Here, I'm able to pursue meaningful legal work without those pressures. It's a great option for attorneys who still want to practice at a high level but on their own terms.

The Virtual Office (VO) model works.

The VO Lead helps manage assignments through a survey system that gauges your current capacity. Over time, I've built relationships with partners statewide. Now, many reach out to me directly with work opportunities, which we clear through the VO Lead. It's a flexible and responsive model that really works.

Fisher Phillips is resource-rich and supportive.

From knowledge management and the library team to litigation support and data analysts, the infrastructure here is outstanding. Whenever I need help, someone is available. I've also benefited from numerous internal seminars and MCLE trainings, some of which I've attended in person at the Irvine office.

The Firm has a genuinely positive and caring culture.

Hands down, I can confidently say this is different. There's a sense of spirit here—everyone you work with is treated as a team member and with respect and kindness. I've been doing this for a while and know you don't get that everywhere. It's the kind of place where people like practicing law and have fulfilling lives outside of it.

Meet Katharine Randall***Learn More About Our Virtual Office.***