

# WHO'S HIRING IN ARIZONA THIS YEAR

## OMEGA LEGAL SYSTEMS: 5 JOBS



Programmer David Johnson (left) and senior developer Jeff Sager review and debug code at Omega Legal Systems in Scottsdale.

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## New clients spur additions

By Betty Beard  
The Arizona Republic

Omega Legal Systems, a Scottsdale-based company that sells software to help law firms run more efficiently, expanded its workforce by about 12 percent over the past six months as the number of clients continued to grow.

In total, Omega added five workers. While that's not a lot of new positions, small companies collectively can have a major impact on employment trends. Small businesses make up more than 95 percent of all Arizona companies and create 60 to 80 percent of new jobs, according to the U.S. Small Business Administration.

Omega was founded 35 years ago by Don Gall, now the president and CEO, to create software to help midsize to large law firms handle their time management, billing and accounting. He has a doctorate degree from the Massachusetts Institute of Technology.

Gall said he added workers not because of a sudden burst of new business as the economy improved, but because of a steady attention to three basics that helped his firm grow.

"We believe that investing in employee retention, product development and client services enable us to stay ahead of our competitors," he said.

When he started, there were at least 30 to 40 other companies offering similar services. But because they couldn't adapt to technological changes, such as Microsoft Windows products, they shut

down, Gall said. His closest competitor is in the Los Angeles area, he added.

The number of Omega clients has grown by more than 28 percent, and sales revenue has increased by more than 500 percent over the past four fiscal years. As a result, the employee count has increased by 53 percent over the past five years to just under 50.

To retain employees, Omega lets them customize their work schedules and telecommute. That flexibility has helped Omega earn an Alfred P. Sloan Award for Business Excellence in Workplace Flexibility for the past three years.

Gall said it's been a good time to find workers, although he has been flooded with applications from unqualified people.

"Particularly in a down time, you get people applying for every job," he said.

He said he has been able to take his time to find the best hires, whether recent college graduates or experienced people who had been laid off from other companies.

The new jobs were mostly development, programming and project-management positions that were needed to support new sales.

But he has been surprised at the applicants who want large salaries.

"Everyone wants that. But in many cases, the salary they want, they are not qualified for, which is interesting in these times, where a number of people are out of work," Gall said.