



## CASE STUDY

# Interim legal talent as a long term solution.



### Unique Situation?

We can help. Our talent solutions are bespoke. We can work within whatever parameters you have.

Ten years and fifty legal professionals for a Fortune 500 corporation.

**The Challenge:** The Corporate Legal Department of a Fortune 500 corporation was experiencing growth and an ongoing demand of high volume deadline driven work but was unable to hire full time due to budget constraints and head count freezes. The group faced additional challenges due to the immediate need for highly specialized talent on a long-term basis and the company mandated assignment term limits. Because of the specialized nature of the work and the time required for training, it was important that the temporary attorneys and paralegals commit to long-term assignments in order to produce consistency in work product.

**The Solution:** Trustpoint recruiters developed a solid referral network of patent professionals, attorneys and paralegals, willing to make a long term commitment in return for challenging and predictable work. This exclusive partnership allowed Trustpoint to develop a unique and effective program to retain the necessary temporary talent. Over the course of 10 years, we placed over 50 legal professionals in long term positions while developing a program to reinforce separate employer status which included monthly site visits and one-on-one meetings with our team members. At the height of our relationship, our temporary placements comprised a large proportion of the group's total employee headcount. The average length of assignment was over three years.

**The Value:** Under a SOW, we developed a customized recruitment and retention strategy resulting in low turnover of temporary talent on long-term assignments. This translated to greater efficiencies in work production and compelling cost savings over time.