



## CASE STUDY

# Finding the Talent to solve the problem.

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### Under Pressure?

Your deadline might seem impossible, but the right talent solves most problems.

## Thinking nationally solves a local deadlock.

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**The Challenge:** A Global Construction Company was involved in “bet-the-company” international litigation. Electronic data included a significant volume of German documents requiring translation and the parties were under strict court imposed discovery deadlines. Strong business reasons were driving our client to host the project in the D.C. market, where their project manager was located and where German fluent talent was expected to be plentiful. Four days into the review, the volume of discoverable data increased significantly and the parties requested an extension of the discovery deadline which was denied. During this time, there were several global litigation matters taking place, also requiring German fluent legal professionals. Available talent was suddenly in short supply and market pay rates increased overnight. The estimated cost of the project quickly exceeded the available budget. Soon cost concerns were replaced by the realization that it might be impossible to meet the discovery deadline.

**The Solution:** Recognizing the scarcity of qualified talent in the D.C. area, the Trustpoint team proposed hosting the project in several carefully identified markets including New York, Chicago and Troy, MI. Because of our national presence and well-established referral network, the recruitment team was able to identify qualified talent in all four markets. Given the availability of competing projects and the strong demand for German fluent language skills, there were real concerns over candidate retention. Our team provided a solution by offering reviewers incentives for travel and lodging in exchange for a commitment to work a minimum of 50/hours week. The project launched as scheduled with rolling starts taking place in all four markets.

**The Value:** Within days, the review team grew from five reviewers in D.C. to 72 reviewers working in Chicago, D.C., New York and Troy, MI. The majority of the team worked overtime and the document review and translation project was completed in advance of the court imposed discovery deadline.