

# CASE STUDY #4

## ABOUT OUR CLIENT

### PRIVATE LAW FIRM

- One-person environment law & civil litigation firm in Monroe, NC
- One key vacancy (Legal Assistant) with repeated turnover due to bad hires
- Staffing agencies too expensive



**Reallocated 60+ hours to billable activities**

## BOTTLENECKS

- Misuse of modern-day recruiting tools like LinkedIn, Indeed.com & CareerBuilder
- Lacked time to manage hiring process
- Discomfort with human resources activities
- Disinterest in interviewing/recruiting
- Backlogged dictations & document filing
- Unbilled clients totaling \$25K+ income lost

## ACHIEVEMENTS

- Hired Legal Assistant with free resources
- Avoided \$8,500+ in recruiting costs
- Lowered time-to-fill by 18 days
- Educated attorney on interviewing skills
- Implemented a repeatable process for future hiring needs



### INFRASTRUCTURE

Implemented high performing hiring & retention framework



### SEARCH & SUPPORT

Coached client on what talent looks like, where to find it, and how to attract



### ONBOARDING

Orientation program ensured assimilation & productivity

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*"Thank you so much. I am very glad we are to this point. I couldn't have done it without you and I am Thankful for ALL your efforts. I know it hasn't been easy either finding candidates or working with me but I think we might have a diamond in the rough. Thank you very much." - Chris D. Partner, Lead Attorney*

