

# CASE STUDY #3

## ABOUT OUR CLIENT

### ELECTRICAL CONSTRUCTION

- Top electrical contractor in Atlanta, GA
- 70 years in business
- 1,262 employees statewide
- 100's of concurrent electrical projects
- IBEW union contractor
- *No in-house recruiting department*



EAST PARK AVENUE

TALENT CONSULTING

**Glassdoor  
rating increase  
from 3.6 to 5.0**

## BOTTLENECKS

- \$40K per quarter in staffing agencies
- Losing business due to staffing shortages
- 30+ recurring electrician vacancies
- No job posting or advertising
- Lack companywide talent strategy
- 60+ vacancies/staffing shortage

## ACHIEVEMENTS

- Hired in-house recruiter
- Implemented end-to-end hiring playbook for exempt and non-exempt
- 36 non-exempt hires in 90 days
- Grew union by 17%
- Cut staffing agency costs by 45%



### RECRUITMENT AUDIT

360° evaluation of the company's hiring process



### INFRASTRUCTURE

Implemented high performing hiring & retention framework



### SKILLS TRAINING

Upskilling program for recruiters & hiring managers

**Fully staffed corporate  
vacancies**

EPATALENT.COM



*"Excellent, well done. I am still blown away..." - Miller C., President*