

When you're hiring to fill data privacy, eDiscovery, legal AI or cybersecurity roles, you need four things: speed, flexibility, expertise, and influence. TruLegal delivers all four — plus a whole lot more. We enable our clients to compete more efficiently and effectively to successfully hire top-tier specialized talent.

### The Speed you Need to Win

Since 2020, the timescales at which people are willing and able to acquire talent have accelerated dramatically. The chart below shows the time it typically takes to hire at executive and midmarket levels and for contractors.



Speed is of critical importance. After 40 days, a mid-market professional will likely be entertaining multiple offers. TruLegal helps you compete at the speed you need by getting you resumes within 24-48 hours. Our sense of urgency carries through the entire hiring process: Using TruLegal also gives you access to fully dedicated administrative resources, which leads to you receiving resumes, scheduling interviews, and getting feedback faster than our competitors. Our scheduling team responds within 15 minutes between 8 a.m. and 7 p.m. Eastern, and interviews are typically booked within 24 hours.

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I know that when I give TruLegal a job order, I'm going to get 3-5 resumes very quickly. I'll interview 2 or 3, I'll call back 2, and I'll make an offer to 1.

**VICE PRESIDENT OF CLIENT SERVICES**  
GLOBAL ALTERNATIVE LEGAL SERVICES PROVIDER

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## Flexible Staff Augmentation

As a three-time Inc. 5000 fastest-growing company, TruLegal has not only weathered economic turbulence — we have grown through it. This is because we offer flexible staffing solutions, including retained executive search, direct hire contingent staffing, contract staffing, fractional augmentation, and contract-to-hire.

TruLegal maintains a perpetual roster of generalists and specialists in eDiscovery, data privacy, and cybersecurity. We have contractors in 46 states, dozens internationally, and the ability to augment in more than 75 countries worldwide.

For Venture Capital and Private Equity Portfolio Program customers, TruLegal also offers customized and curated access to immediately available contract talent.

## A History of Delivering Results

As the premier staffing services firm in cybersecurity, data privacy, and eDiscovery, and legal AI we take pride in being recognized by local and national organizations:



### 7x National Law Journal

Best Legal Recruiter and Best Legal Outplacement/Career Transition Coaching, Hall of Fame recipient



### 4x Inc. 5000

Fastest-growing national company in 2016, 2017, and 2021



### 2x Corporate Counsel

Best Legal Recruiter & Best Legal / Litigation Support Staffing Agency

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For more than a decade, we have used TruLegal's contract resources both for large projects and scalability, as well as for perpetual long-term utilization for second and third shift coverage. TruLegal contractors have touched all parts of our business and have been a fantastic way to provide high-caliber client services as we continue to rapidly grow as a company.

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CHIEF TECHNOLOGY OFFICER  
MAJOR ALTERNATIVE LEGAL SERVICES PROVIDER  
BAKER HOSTETLER

# Industry-Specific Expertise

TruLegal talent agents are subject matter experts in eDiscovery, data privacy, legal AI and cybersecurity. That intimate knowledge, combined with our proprietary pre-screening processes and custom technology self-assessments, enable us to deliver targeted talent options efficiently.

- **Depth:** 50+ years' combined executive experience staffing privacy, eDiscovery, and cybersecurity professionals. TRU talent agents have placed thousands of professionals.
- **Breadth:** TruLegal tracks the career movement and ambitions of more than 75K active & passive global job seekers — and counting.
- **Subject matter expertise:** Every single TruLegal team member — from frontline to senior executive — has received the IAPP's Foundations of Data Privacy and Protection training. Top executives hold additional certifications, including JDs, CIPM, and more.
- **Deep strategic partnerships** with ACEDS, the IAPP, and other leading training and education providers.
- **Skills assessments:** Proprietary, in-depth Relativity, OneTrust, Nuix, and LAW self-assessments that accompany resumes on candidate submissions, making it significantly easier for hiring managers to identify gaps in skillset confidence prior to interviewing.
- **Thought leadership:** TRU produces regular data privacy, ediscovery, and cybersecurity jobs reports, delivering metrics and analysis on compensation, geographic competition, speed of hire, work-from-home vs return to office, contract vs direct hire, and other job market trends and predictions.

## The TruLegal Scholarship Program

Since 2011, we've awarded more than 300 scholarships totaling more than \$300K worth of training and education to ambitious professionals.

Partners in our scholarship program include:

- Association of Certified eDiscovery
- Specialists (ACEDS) CDS
- DISCO EDT
- iCONECT
- International Association of Privacy Professionals (IAPP)
- Nuix OpenText
- Paraben Corporation
- Relativity
- Reveal-Brainspace

## Contract vs. FTE (Last 5 Years)



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I was looking for a high level of flexibility, diverse exposure to a wide range of job responsibilities, and an overall career shift that can only be achieved through a contract lifestyle — and TruLegal delivered over and above my expectations over the last five years.

**SENIOR VICE PRESIDENT  
MAJOR EDISCOVERY VENDOR**

TruLegal CONTRACTOR SINCE 2017

## The Power of Persuasion

TruLegal guides our clients and job seekers toward making smarter, healthier, wealthier, and mutually beneficial staffing decisions and career choices. TruLegal talent agents prep every candidate before every round of interviews to ensure our candidates put their best foot forward, and they rely on our unique perspective regarding their professional decisions.

TruLegal also coaches our clients on improving the interview process, attracting talent, understanding the competition, and negotiating efficiently. TruLegal provides a unique value that in-house talent acquisition cannot. In-house recruiters solicit talent to come work for their company, whereas TruLegal solicits talent for representation and helps job seekers maneuver through a variety of options to the best possible choice.

## The TruLegal Difference

TruLegal separates itself from other talent agencies through speed, flexibility, expertise, and influence. Combine this with our culture of kindness and we have earned the privilege of exclusively representing many of the best and brightest companies and individuals in our industries of expertise. Become part of a decade-long tradition of excellence and [engage TruLegal to help you build or grow your organization today.](#)

## BY THE NUMBERS

**37K+**

LinkedIn Followers

**100K+**

LinkedIn Connections

**97%**

Success rate of candidates meeting their guarantee

**92%**

Candidates who remain in their roles past one year

**4:1**

Referral to hire ratio

### About TruLegal

TruLegal (formerly TRU Staffing Partners) is a globally recognized, award-winning staffing agency specializing in representing AI-enabled talent for modern legal teams. With a network of relationships reaching over 100,000 legal professionals across 75+ countries, TruLegal has successfully placed thousands of attorneys, legal operations, litigation & eDiscovery, data privacy, cybersecurity and other legal professionals who focus on the intersection of technology and the law. For over fifteen years, TruLegal has provided FLEX contract talent, direct hire contingency staffing, and executive level search services to the Fortune 1000, AmLaw 200, and the community of providers that support the legal industry.

**trulegal**