



# The TRU Difference

Speed | Flexibility | Expertise | Influence

When you're hiring to fill data privacy, ediscovery, or cybersecurity roles, you need four things: speed, flexibility, expertise, and influence. TRU Staffing Partners 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.



I know that when I give TRU 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

Speed is of critical importance. After 40 days, a mid-market professional will likely be entertaining multiple offers. TRU 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 TRU also gives you access to fully dedicated administrative resources, which leads to you receiving resumes, scheduling interviews, and getting feedback extremely quickly. Our scheduling team responds within 15 minutes between 8 a.m. and 7 p.m. Eastern, and interviews are typically booked within 24 hours.



## Flexible Staff Augmentation

As a three-time Inc. 5000 fastest-growing company, TRU 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.

TRU 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 customers, TRU offers a [portfolio partnership program](#), which includes customized and curated access to immediately available contract talent.

## TRU contractors get benefits.

TRU contractors are part of the TRU team and can participate in the same benefits as TRU corporate employees:

- 401K with immediate eligibility and 4% matching after 12 months of employment
- W-2 employees
- Health and vision insurance plan
- Voluntary supplementary benefits
- Flexible spending account

## A History of Delivering Results

As the premier staffing services firm in cybersecurity, data privacy, and ediscovery, 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



**3x**

**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 TRU Staffing Partners' contract resources both for large projects and scalability, as well as for perpetual long-term utilization for second and third shift coverage. TRU 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.

**CHIEF TECHNOLOGY OFFICER  
MAJOR ALTERNATIVE LEGAL SERVICES PROVIDER  
BAKER HOSTETLER**

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## Industry-Specific Expertise

TRU talent agents are subject matter experts in ediscovery, data privacy, 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.

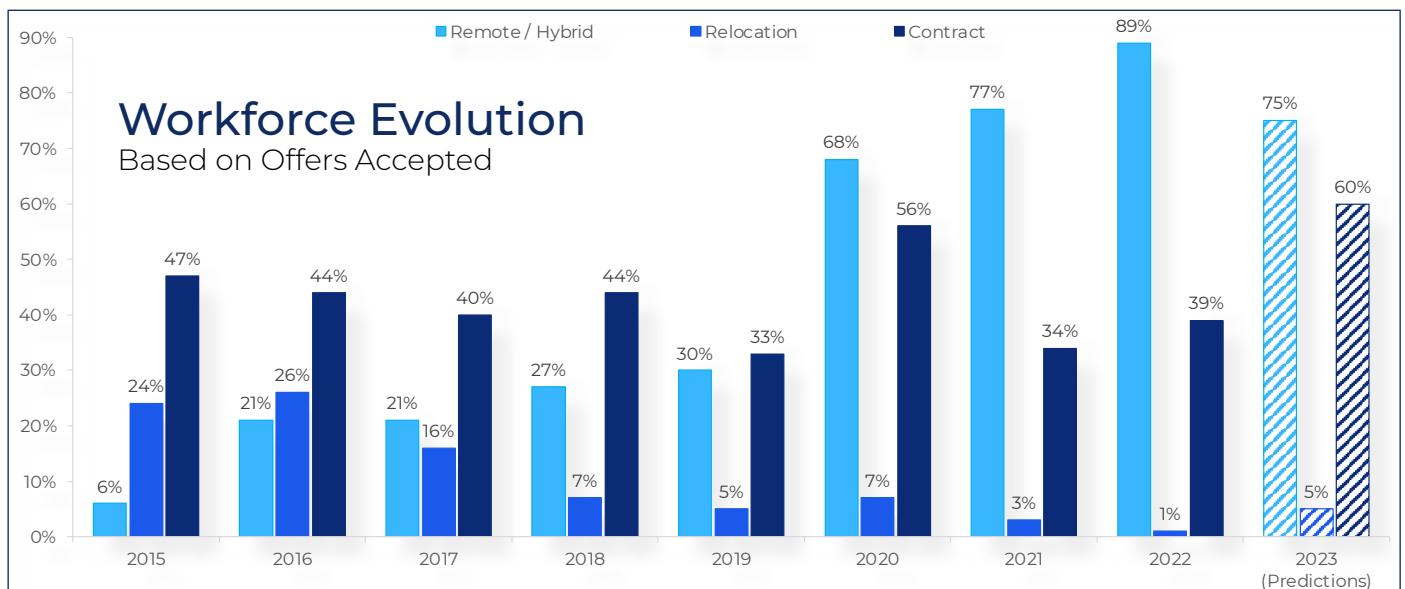
- **Depth:** 50+ years' combined executive experience staffing privacy, ediscovery, and cybersecurity professionals. TRU talent agents have placed thousands of professionals.
- **Breadth:** TRU tracks the career movement and ambitions of more than 75K active and passive global job seekers — and counting.
- **Subject matter expertise:** Every single TRU 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 TRU 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
- iCONNECT
- International Association of Privacy Professionals (IAPP)
- Nuix
- OpenText
- Paraben Corporation
- Relativity
- Reveal-Brainspace



TRU has been tracking the changes in remote, relocation, and contract staffing trends since 2015.



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 TRU delivered over and above my expectations over the last five years.

**SENIOR VICE PRESIDENT  
MAJOR EDISCOVERY VENDOR**

TRU CONTRACTOR SINCE 2017

## The Power of Persuasion

TRU guides our clients and job seekers toward making smarter, healthier, wealthier, and mutually beneficial staffing decisions and career choices. TRU 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.

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

## The TRU Difference

TRU 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 TRU Staffing Partners](#) to help you build or grow your organization today.

### BY THE NUMBERS

**27K+**

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

### [TRU Staffing Partners](#)

TRU Staffing Partners is a globally recognized, award-winning contract staffing and executive placement search firm representing talent and opportunities in data privacy, ediscovery, and cybersecurity. TRU represents tens of thousands of active and passive job seekers and has successfully placed thousands of professionals in the Fortune 1000, Am Law 200, and global software, service provider, and consulting firm communities.

