



## staffing experience - international

Human Capital - Telecom Staffing

### Problem

WesTower Communications, a design/build tower company with operations across the entire North American continent, was awarded a major contract by Telus to build and augment hundreds of cell sites in Canada to prepare for the influx of an estimated 2.3 million visitors to the 2010 Vancouver Winter Olympics held in British Columbia. Despite considerable pressure to quickly identify and hire more than a hundred qualified tower climbers to support the mounting work orders, WesTower's president Mike Jarvis quickly determined that Canadian resources fell far short of WesTower's demand for talent. Further compounding the problem were Canada's many federal and provincial employment standards and requirements, making it almost impossible to hire out-of-country resources in the needed time frame.

### Solution

Mike called Ron Deese for advice. At the time, Ron was employed by a company not licensed to do business in Canada. Understanding the sensitive nature of the Canadian visa process, within days Ron presented WesTower with a proposal to quickly meet their needs for qualified talent. Drawing on his vast network of contacts within the US market, he and his team presented Mike with a plan to identify and pre-screen the qualified tower climbers WesTower needed. Further, Ron recommended that Mike present them to WesTower's US-based sister firm for hire. Once employed by WesTower in the US, an inter-company transfer to WesTower's Canadian operations would be legal. Moreover, it allowed WesTower in Canada to secure the specialized talent needed to stay on an aggressive schedule. In return, Ron's firm received compensation based on a negotiated "per person" hourly rate. Within six weeks, Ron's team delivered to WesTower's Canadian operations the first of more than fifty qualified tower climbers.

### About WesTower Communications

WesTower Communications was co-founded in 1989 as a design / build tower company. Through a keen focus on quality, safety, engineering solutions and responsive customer service, WesTower has enjoyed consistent expansion of its services and market share. In 1997, the company completed an initial public offering followed by the acquisition of several key telecommunication design / build firms in the United States and Canada. On January 1, 2009, WesTower expanded its services offering to include Professional Services through the hiring of key people having years of experience to organically grow this new service offering.

### About TelForce Professional Services

TelForce Group is a provider of professional services, consulting services, human capital, industry talent and technology and project solutions to the communications industry. Our services are integrated directly into our clients' business operations. TelForce identifies talent that stands out among their peers – people with a proven track record of creating value with every placement or assignment. From small privately held companies to large publicly traded organizations, the businesses we serve share a common goal – to hire the best professionals in the industry. Your success is the singular measure of our success.



### What Our Client Says

***“Ron and his team committed to the project immediately after the first phone call. Ron understood perfectly the impact an opportunity of this magnitude had on our business, and went quickly to work on creative problem solving. Within six weeks, Ron and his team delivered the first of more than fifty qualified, pre-screened tower climbers to us in Canada.”***

***Mike Jarvis  
President  
WesTower Communications***

TelForce Clients



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