

## EPIQ SYSTEMS ADDS E-DISCOVERY DIRECTOR TO NAVIGATE COMPLEX, CROSS-BORDER E-DISCOVERY

Bishu Solomon Girma will join Epiq's Toronto office as director of e-discovery solutions after four years of e-discovery management at Deloitte Canada.

BY RICCI DIPSHAN

Legal technology and services provider Epiq Systems announced the addition of Bishu Solomon Girma as its director of e-discovery solutions for its Canadian operations. The position is based out of the company's Toronto office, where Solomon Girma will primarily focus on aiding clients in complex and data-intensive e-discovery projects.

Solomon Girma cited her prior four years of e-discovery management at Deloitte Canada, which she noted encompassed "hands-on management of large documents that required teams for complex commercial litigation and regulatory investigations," as pivotal in preparing her for the task.

"I worked my way up from being a contract attorney [managing] one review process to managing more review projects and being full time in terms of oversight of these large-scale complex reviews—from [managing] my first team of 30 people to managing projects which involved 200 people across multiple jurisdictions," she said.

As director of Epiq's Canadian operations, Solomon Girma will also focus on enhancing the company's brand presence in the Canadian market. "We have a team that has been very talented and successful in developing Epiq's brand in Canada over the past few years, and my role in this

position is going to be to continue to establish this presence and make sure the Canadian market is aware of our services," she said.

A central part of this responsibility will be managing cross-border e-discovery cases from Canada and the United States, which Solomon Girma notes can be complex, given the distinct e-discovery regulations and cultures in both countries.

Whereas the "U.S. relies more heavily on ... court ruling for guidance in terms of what the requirements are in the e-discovery process for preservation, collection, and production," she said, "in Canada, we rely more heavily on principles and industry standards, like the Sedona principles and the Ontario guidelines on e-discovery, and working groups."

While such cross-border litigation can be daunting, Solomon Girma is optimistic that in-house counsel is capable of closely working with service providers given what she has seen as modern-day counsel's increasing knowledge of e-discovery processes.

"What I've seen over the last few years is this growing sophistication and understanding of the e-discovery process and the steps that are [needed] to complete the entire spectrum of services" necessary for the lifespan of the case, she explained.



Bishu Solomon Girma, director of eDiscovery solutions for Epiq's Canadian operations

*Richard Freedman*

"This growing sophistication has allowed in-house counsel to look at e-discovery as a whole less of this cost burden to their business," she added. "Their departments are looked at as cost centers so they are really trying to be as efficient as possible," she added.

Yet Solomon Girma is confident in the capability of in-house counsel, due to many deciding to add to their departments "people who specialize in particular e-discovery, so that they do have someone internally who understands the process."