



Winter 2015

# Bliss Lawyers Bulletin

## Attorney Spotlights

**Adrian N.:** Adrian joined Bliss Lawyers in October 2014 and provides specialized legal services to a hedge fund.

**Who Adrian Is:** Adrian is an energy regulatory attorney.

**Previous Experience:** Adrian comes to Bliss from a large global energy company where she was Assistant General Counsel working on state and federal energy regulatory matters. She became a stay-at-home mom for a period of years and now works for Bliss on a part-time, telecommuting basis.

**More About Adrian:** Adrian lives in northern New Jersey and in her spare time enjoys cooking, running, and spending time with her family.

## Upcoming Events

Bliss Lawyers' co-founder Debbie Epstein Henry is on a national book tour for *Finding Bliss*. She will be hosting and speaking at book tour and other upcoming events as follows:

## Women Counsel

## About Bliss Lawyers

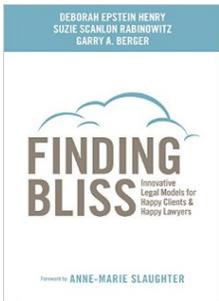
Bliss Lawyers is a pioneer in providing a superior solution to the delivery of legal services. We are a new legal model combining the benefits of secondment and virtual firms. With a national network of over 10,000 lawyers, we hire exceptional lawyers to work on temporary engagements at in-house legal departments and law firms. Our virtual platform allows us to pass considerable cost savings on to our clients while providing generous compensation packages for our employees. Bliss Lawyers is a certified majority woman-owned business. We are committed to creating a diverse workforce and we are proud to be an equal opportunity employer.

Follow us on [Twitter](#), [Linked In](#) and [Facebook](#).

## Here are some notable highlights and headlines that Bliss has been following:

## Finding Bliss

After years on the frontier of the changing legal and technological landscape, Bliss Lawyers' co-founders Debbie Epstein Henry, Suzie Scanlon Rabinowitz and Garry Berger have channeled their experiences and insights into a new book, *Finding Bliss: Innovative Legal Models for Happy Clients & Happy Lawyers*, which was released by the American Bar Association in January 2015. The book explores seven key themes to improve legal practice and client service, including: innovation; value; predictability and trust; flexibility; talent development; diversity and inclusion; and relationship building. Through the book's seven themes, *Finding Bliss* tackles the answers to how traditional and new model firms can more effectively deliver legal services and align the skills of the legal talent pool to better meet clients' needs. With a combination of innovative foresight and penetrating understanding, *Finding Bliss* provides wisdom and inspiration of how to successfully navigate this critical moment of upheaval and opportunity facing the



**Collaboration: How In-House and Outside Counsel Can Help Advance Each Other's Career**

February 12, 2015  
San Francisco, CA  
Hosted by Ark Group  
Women Legal.

**New York Book Launch, Finding Bliss in the Future of Legal Service & Practice. Moderated panel by Debbie Epstein Henry with Bliss co-founder panelists Suzie Scanlon Rabinowitz and Garry Berger and Columbia Law School Dean of Students, Michelle Greenberg-Kobrin**

February 24, 2015  
New York, NY  
Hosted by Columbia Law School

**Law & Reorder Quarterly Event: Finding Bliss in the Future of Legal Service & Practice Interview of Debbie Epstein Henry by Anne-Marie Slaughter**

March 3, 2015  
New York, NY  
Hosted by Kirkland & Ellis LLP

**Chicago Finding Bliss Book Launch**

March 11, 2015  
Chicago, IL  
Hosted by Katten Muchin Rosenman LLP and the Coalition of Women's Initiatives in Law

**Future of the Legal Profession**

March 12, 2015  
Chicago, IL  
Hosted by the American Bar Association Bar Leadership Institute

**Finding Bliss: Innovative Legal Models for Happy Clients & Happy Lawyers**

March 24, 2015  
Cambridge, MA  
Hosted by Harvard Law School

legal profession. The result? Happy Clients and Happy Lawyers.

**The New York book launch of *Finding Bliss* is on Tuesday, February 24 from 6 - 8 pm at Columbia Law School. At the event, Bliss co-founder Debbie Epstein Henry will moderate a panel discussion with Bliss co-founder panelists Suzie Scanlon Rabinowitz and Garry Berger, and Columbia Law School Dean of Students, Michelle Greenberg-Kobrin. To register to attend the event and learn more, please [e-mail Renee Newell](#).**

Future of the profession events surrounding the book's findings have already taken place in Philadelphia and Washington, DC and others are scheduled for New York, Chicago, Atlanta, Newark, Richmond and more. To host or learn more about the *Finding Bliss* book tour, please e-mail [Debbie Epstein Henry](#).

**Law School Enrollment Continues its Historic Decline**

In December 2014, a *National Law Journal* [article](#) examined recent ABA numbers on law school enrollment. Enrollment is at its lowest point since 1973—despite there being 53 more law schools today. Overall, the number of students entering law school is down nearly 28 percent over the past 4 years. This significant decline impacts the operations of many U.S. law schools from a financial perspective and will have repercussions throughout the legal industry in the coming years as fewer lawyers enter the job market.

**Women At Work**

Adam Grant and Sheryl Sandberg began a new series in *The New York Times* in December 2014 examining issues around women in the workplace. They began the series with an [article](#) that explored why making people aware of their biases paradoxically can often lead to an increase in stereotyping and discrimination. The authors followed up in January with an [article](#) examining the problems surrounding women speaking up in the workplace, and the solutions managers have employed to encourage women to speak up as much as their male peers.

**Alternative Legal Models May Help Keep Women in Law**

The *ABA Journal* [reports](#) that while large law firms are still struggling to retain female lawyers, many women are finding refuge in new legal models. These new models are often free from the culture and structure that pushes women out of traditional law firms, providing more flexibility and the ability to shape one's own career path outside of a traditional hierarchy. New legal models take a variety of forms, but some of the more frequent characteristics of these new organizations include: lower hourly rates, composition of attorneys with large law firm experience, no billable hour requirements, work flexibility, low overhead and alternative compensation models.

**The Legal Profession's Elites**

*The New Yorker* recently [profiled](#) the "Legal One Percent," the lawyers at the top of the large law firm pyramid who continue to see increases

**Atlanta Finding Bliss Book Launch**

March 31, 2015  
Atlanta, GA  
Hosted by Kilpatrick Townsend LLP

**2015 Women's Power Summit on Law & Leadership**

April 15, 2015  
Austin, TX  
Hosted by Center for Women in Law.

**Future of the Legal Profession**

October 8, 2015  
Novi, MI  
Hosted by the Michigan State Bar Association

in revenue while those at the bottom-like recent law school graduates-are unable to find jobs. Author Jeffrey Toobin suggests that the rich getting richer and the poor getting poorer is part of the legal education system. Law students are saddled with debt, but those from top tier law schools will likely get jobs at top firms where they will continue to prosper despite overall declines in the legal market. Students from middle and lower tier schools, however, do not have the pedigree to get the large law firm jobs and they still have the law school debt.

**Law & Reorder Quarterly Event: The Confidence Code with Claire Shipman**

On January 15, 2015, Bliss Co-Founder Debbie Epstein Henry interviewed *Good Morning America* journalist and best-selling co-author of *The Confidence Code*, Claire Shipman. Here is a [link](#) to the interview on women and confidence.

**Here is a little more information about Bliss Lawyers:**

**How Bliss Lawyers Works Best With Companies, Law Firms & Lawyers**

What niche in the marketplace does Bliss Lawyers fill? The solutions we provide for our clients continue to evolve based on the market demand. However, the most frequent ways we currently work is by providing sophisticated lawyers to work at our in-house legal department and law firm clients in these principal scenarios:

- Help clients through reorganizations and transitions;
- Build out legal departments and law firms to cover shifting work flows due to sudden employee departures or otherwise;
- Bring in subject matter experts in evolving and/or specified areas of law, e.g., Volker Rule, new regulations, ERISA, etc.;
- Provide cost-effective alternatives to outside counsel spend when companies are undergoing hiring freezes;
- Give clients the luxury of "extended interviews" by having attorneys start on a temporary basis as Bliss employees to ensure they are a good fit prior to hiring them directly; and,
- Fill in for staffing gaps due to parental and medical leaves, sabbaticals, etc.

What types of lawyers does Bliss Lawyers seek to hire? The backgrounds of the lawyers we hire continue to evolve based on our clients' needs. However, most often, we seek experienced, well-credentialed lawyers, ideally with large law firm and in-house experience as well as graduation from a top national law school.

Representative profiles of our well-credentialed lawyers include:

- Lawyers with varied in-house legal department experience who are interested in expanding the industries in which they work;
- Lawyers with less linear career paths who have left the profession for a period of time voluntarily or involuntarily;
- Lawyers who are entrepreneurial and want more flexibility and control in the way in which they work;
- Lawyers at the senior arc of their career who are not ready to retire but who want more choice and flexibility in how, when and where they practice;
- Lawyers in transition who are seeking new roles and/or the

- opportunity to reinvent; and,
- Law firm lawyers who have been trying to transition to in-house practice and cannot do so without in-house experience.

We regularly have openings across the country for lawyers in a range of practice areas, including corporate, litigation, compliance, licensing, mergers and acquisitions, trusts and estates, employment, intellectual property, and real estate. Our attorneys have experience in numerous industries, including financial services, technology, media, research and development, healthcare, energy, and consumer products. Positions vary from part-time to full-time and typically last from three months to more than a year, with some of the positions converting into permanent employment. Most of our lawyers work on site at our clients offices but some of our lawyers telecommute.

If you are seeking an opportunity to do challenging legal work in an in-house legal department or law firm on an engagement basis, with the possibility of converting your engagement into permanent employment, please [e-mail](#) us your resume and [join our team](#).

**From the**  
**[Bliss Lawyers Co-Founders](#)**



**Deborah Epstein Henry ~ Garry Berger ~ Suzie Scanlon**



bliss lawyers ...it's not an oxymoron