



Summer 2015

## Bliss Lawyers Bulletin

### Bliss is Hiring!

#### We Are Hiring!

Bliss Lawyers is seeking to hire a Director of Business Development to handle the day-to-day business development efforts and expansion of the Company. This is an extraordinary opportunity for a lawyer with demonstrated business development experience to oversee and refine the Company's sales operations. The successful candidate will partner with the Company's Co-Founders as a high-performance management team. This is a full-time position that will principally be performed remotely; however, the successful candidate must be based in the tri-state area due to expected regular visits with Company clients in this region.

If you are interested in applying for this opportunity, please [email a resume to careers@blisslawyers.com](mailto:careers@blisslawyers.com).

### Employee Spotlights

**Gabby G:** Gabby joined Bliss Lawyers in June as an intern to learn about the legal industry and how a business

### About Bliss Lawyers

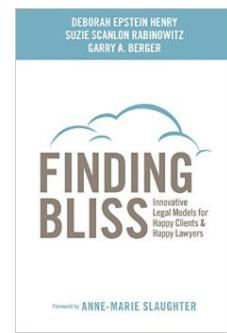
Bliss Lawyers is a new and innovative legal model combining the benefits of secondment and virtual firms. Since our founding four years ago, the business has expanded to service clients across the country, from New York to California. Our business started with secondments where we hire exceptional lawyers to work on temporary engagements at in-house legal departments and law firms. With a national network of nearly 20,000 lawyers, we have expanded to also provide temp to perm engagements as well as direct hire placements with our clients. 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 women-owned business. We are committed to creating a diverse workforce and we are proud to be an equal opportunity employer.

Follow us on [Twitter](#), [LinkedIn](#) 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 already is in its second printing and it is among the best-selling ABA Flagship books for 2015. *Finding Bliss* 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



is run.

**Who Gabby Is:** Gabby is a sophomore at The George Washington University.

**Future Plans:** "I can't say I have a dream job, but I can say I have a lot of dreams. What my internship at Bliss Lawyers is helping me do is refine exactly what I find fulfilling and interesting. Bliss Lawyers has provided me with insights into the legal industry and the ability to observe how a virtual business operates."

**More About Gabby:** Gabby lives in Ridgefield, Connecticut and attends school in Washington, D.C. In her spare time, Gabby enjoys spending time with her friends and family, traveling and meeting new people!

## 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:

### Denver Finding Bliss Book Launch

September 16, 2015  
Denver, CO  
Hosted by Wheeler Trigg O'Donnell LLP

### Finding Bliss in the Future of Legal Service & Practice

September 17, 2015  
Denver, CO  
Hosted by the Rocky Mountain Legal Marketing Association

### Navigating a Successful Return in Uncharted Waters

September 21, 2015  
New York, NY  
Hosted by Pace University School of Law New Directions Program

### Finding Bliss in the Future

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

## The Finding Bliss Book Tour!

Bliss' own Debbie Epstein Henry has been busy on the *Finding Bliss* book tour! At [Wharton](#) at the University of Pennsylvania, Debbie was interviewed by Stew Friedman to discuss new legal models. In the interview, they discussed the drawbacks of the billable hour and explored how lawyers can find more happiness in their work. Meanwhile, ThompsonHine LLP [hosted](#) the Cleveland launch of the book. Crain's generous [feature](#) of the event captured the discussion of the issues firms encounter adapting to the new legal landscape, with a focus on the seven key themes explored in *Finding Bliss*. Debbie further delved into creative solutions to the problems lawyers encounter in the new legal landscape in a [talk](#) hosted by the New York State Bar Association's Lawyers in Transition program.

## Work-Life Balance Experts: Do They Need More Balance In Their Lives?

Bliss' own Debbie Epstein Henry was [featured](#) in a May Fortune article exploring why work-life balance experts focus on finding happiness in the corporate world after fleeing traditional business environments themselves. As Debbie pointed out, her personal dissatisfaction in the traditional law firm setting drove her to find ways to change law firms to be more welcoming to women and be more responsive to the needs of clients. A strong interest in finding innovative ways to overcome the legal industry's traditional pitfalls naturally led her to "seek out an independent perch from which to write and research."

## Law Schools Plan to Implement Program to Train Recent Grads

A recent [article](#) in *The Washington Post* examined how law schools are starting to fund "legal incubators" for recent graduates to gain real-world, hands-on legal experience. Critics of the program believe that law schools may be implementing this program in order to simply raise their employment statistics after graduation, and point out that the opportunity is only available to a select few. However, participating schools insist that the overarching theme of the program is to encourage participants to use the business model implemented in the program for their future practices, with a focus on helping underserved communities.

## A Safety Net for Law Grads

In an [article](#) from the *New York Times* titled, "Brooklyn Law School Offers a Safety Net for New Students," Ileana Najarro explores Brooklyn Law's new decision to refund 15% of total tuition costs to any graduates who have not found a full-time job nine months after graduating. The new program is an attempt to encourage students weighing the pros and cons of law school in the current legal marketplace, while also giving graduates time to find the right job, rather than the first job available.

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

**of Legal Service & Practice**

September 25, 2015

Chicago, IL

Hosted by the Greater  
Chicago Chapter Educational  
Conference**Law & A Flexible Work  
Schedule: Negotiating For  
Better Work-Life Balance**

October 1, 2015

New York, NY

Hosted by The WIN Summit,  
The Negotiation Institute**Finding Bliss in the Future  
of Legal Service & Practice**

October 8, 2015

Novi, MI

Hosted by the State Bar of  
Michigan**Finding Bliss in the Future  
of Legal Service & Practice**

October 8, 2015

Ann Arbor, MI

Hosted by the University of  
Michigan Law School**Back to the Future**

October 23, 2015

Columbia, SC

Hosted by the South Carolina  
Women Lawyers Association**2015 Best Law Firms for  
Women**

October 29, 2015

Chicago, IL

Hosted by Working Mother &  
Flex-Time Lawyers**Finding Your Bliss**

February 18, 2016

Scottsdale, AZ

Hosted by DRI Women in the  
Law Seminar**International Women's  
Seminar**

June 1, 2016

Vienna, Austria

Hosted by DRI

**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 change based on the evolving market demands. That explains the growth of our business to provide temp to perm engagements as well as direct hire placements with our clients. With respect to our secondments, we include below the typical scenarios where we provide sophisticated lawyers to work at our in-house legal department and law firm clients.

- 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 or have significant pursuits outside of law 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