

Bliss Lawyers Bulletin

Employee Spotlights

Alice Stuart:

Alice joined Bliss Lawyers in 2015 as a transactional attorney for a global bank.

Who Alice Is: Alice is a corporate transactional attorney with significant experience in banking, finance, regulatory and compliance.

Previous Experience: Alice comes to Bliss Lawyers from a large New York law firm where she specialized in transactional matters for banks and financial institutions.

More About Alice:

Alice resides on the North Shore of Long Island. She enjoys travel, theater and gardening.

Joe Mendola:

Joe joined Bliss in March 2015.

Who Joe Is:

Joe is an attorney with expertise in corporate and securities law.

Previous Experience:

Before joining Bliss, Joe was a Chief Compliance Officer for a FINRA broker-dealer.

More About Joe:

Joe lives in Manhattan and enjoys reading and biking.

Upcoming Events

About Bliss Lawyers

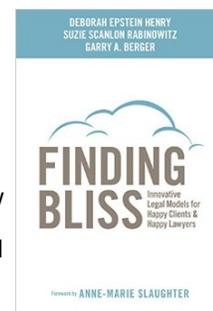
Bliss Lawyers is a new and innovative legal model combining the benefits of secondment and virtual firms. Since our founding more than four years ago, the business has expanded to service clients across the country, from New York to California. Our business started with secondments where we hire exceptional lawyers to work on temporary engagements at in-house legal departments and law firms. With a national network of over 15,000 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 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.



Bliss Lawyers' co-founder Debbie Epstein Henry is on a national book tour for *Finding Bliss*, a 2015 ABA best-selling book she co-authored with Bliss co-founders Suzie Scanlon Rabinowitz and Garry Berger. Debbie will be hosting and speaking at book tour and other upcoming events as follows:

Finding Bliss in the Future of Legal Service & Practice

December 1, 2015
New York, NY
Hosted by the New York City Bar Association

Blueprinting Women for Success: Developing Plans for Success in Sponsorship, Promotion, Networking, Leadership & Flexibility

January 6, 2016
Webinar
Hosted by the Pennsylvania Bar Institute

Finding Bliss in the Future of Legal Service & Practice

January 26, 2016
Washington, DC
Hosted by The George Washington University Law School

Developing a Health Appetite for Risk

February 11, 2016
San Francisco, CA
Hosted by Ark Group Women Legal

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

The Atlantic Features Bliss . . . twice!

Bliss' Debbie Epstein Henry was featured in The Atlantic in two articles by Leigh McMullan Abramson discussing new legal models and work/life balance. In the first [article](#), Abramson explores the prospect of being both an attorney and a committed parent. She posited that new mothers are often unable to maintain the demands of BigLaw during early parenthood and either quit, or work part-time.

Debbie points out that new model firms provide "a way for women to have non-stigmatized, alternative careers." New model firms cater to a flexible schedule and remote work, allowing women to pursue a career and be a new mom.

Abramson's second [article](#) examines how work/life balance is no longer "just for moms." While seeking work/life balance is often still taboo for men due to societal expectations, new model firms that provide full-time flex schedules appeal to attorneys across demographics. Debbie comments that after the recession, attorneys were more likely to explore alternative legal careers. Now, due to the rise of new model firms and the growing awareness of the benefits of alternative work, there is less of a stigma attached to working remotely -- opening the door to a more flexible work schedule for both women and men. Indeed, as Debbie is quoted in the article: "It used to be that working from home was something to hide from clients" "Now clients are thrilled because they know the lack of overhead means we can charge them less."

The Gig Economy

Anne-Marie Slaughter went to [Wired](#) in October to discuss the rise of the gig economy and how it allows workers - especially women - greater flexibility to pursue both a career and family. Slaughter discussed how the traditional 9 to 5 day forces workers into competition with each other, and often does not allow the flexibility caregivers need to balance work and life. Slaughter used Bliss Lawyers as an example of how career professionals can take advantage of the gig economy to achieve balance. What is needed to make the gig economy work for everyone are policies that support contract workers by providing health care and other benefits, and the ability for contract workers to request better conditions, better pay, and more consideration from their employers.

The Rise of the Four-Day Work Week

Debbie Epstein Henry was featured in an August New York Post [article](#) examining how flexible work schedules and the ability to work remotely are becoming more current and visible. Debbie comments that this idea of "full-time flex" is becoming more and more popular at large New York City law firms. She warns that "flexible" does not mean being off work, however, and that statistics show that opting for flex-time can unfortunately still mean missing out on potential raises and professional advancements.

WorkLife Law at UC Hastings Looks at Disruptive Innovation in Law

Joan Williams and her colleagues at WorkLife Law at UC Hastings examined new models of legal practice in a recent [report](#) that delved into how new models - including Bliss Lawyers - offer better work/life balance for attorneys and better rates for clients. New models are a resource for attorneys dissatisfied with law firms, offering a variety of flexible work options from full-time flex to reduced hours to the

opportunity to take off periods of time before returning to practice. This greater flexibility and balance may come at the cost of the high salaries traditionally associated with large law firms. However, that is gradually changing. The report predicts that new legal models will not supplant large law firms but rather work in parallel, offering attorneys a different and valued career path.

Men Nap, Zone Out During Meetings More Than Women

Debbie Epstein Henry was [featured](#) in a September Payscale article examining how men are more likely than women to "zone out" during meetings. Jen Hubley Lukwaltdt examines that while surveys show men are more likely to text, browse the Internet, or look at fantasy sports during meetings, men get a pass from those around them.

The risk is a real one as reflected in Debbie's quote in the article: "If a man's office is dark on a Wednesday afternoon, people assume he's at a closing. If a woman's office is dark, people assume she's at the playground[.]".

Why Are So Many Firms Trapped in 1995?

In October, Leigh McMullan Abramson continued her series in [The Atlantic](#) by looking at the outdated aspects of the legal industry, from hardcopy case files to tracking time in six-minute increments.

Abramson places the blame on the billable hour, but points out that large law firms' stagnation has opened the door for legal innovators who adapt the work of law to the new, improved mechanisms of work.

The Laws of Adaptation

An October [article](#) in Harvard Law Today examined how the legal profession needs to adapt in order to avoid being replaced by artificial intelligence - a phenomena already beginning in the medical field. Resistance to innovation seems to be built into the legal profession, but disruptors have made inroads into the practice of law in recent years. New training and education will be required to innovate in the legal profession. Law schools are already implementing courses that ask students to come together to identify and solve problems in law.

Have We Found the Happy Medium for Work/Life Balance?

In an [article](#) in the Huffington Post, Shane Ferro reports that large law firms may finally be changing due to the influence of new model firms. Staples of large law firms such as high overhead costs and billable hour requirements are now being seen as hindrances to be overcome through the application of innovative technology and more flexible schedules. Ferro suggests that the change is due to the rise in men interested in working a flexible schedule in order to spend time with family.

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 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 or if you are seeking a new permanent position, please [e-mail](#) us your resume and [join our team](#).

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



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



bliss lawyers ...it's not an oxymoron