

Bliss Lawyers Bulletin

Employee Spotlights

Lisa S:

Lisa joined Bliss Lawyers in January 2016 as a Director of Privacy for a health care company.

Who Lisa Is: Lisa is a health care attorney and a registered nurse.

Previous Experience: Lisa comes to Bliss from private practice where she specialized in providing legal services and operational consulting to hospitals, physicians' offices, and medical billing companies.

More About Lisa:

Lisa lives in Rockford, Illinois. In her spare time, she enjoys spending time with her family and walking her retired racing greyhound.

Donovan B.: Donovan joined Bliss Lawyers in March 2016 as a contributing editor for a growth company providing modern learning for attorneys and business people.

Who Donovan Is: Donovan is a corporate generalist with particular expertise in counseling emerging companies, M&A and corporate governance.

Previous Experience: Donovan comes to Bliss from private practice where

About Bliss Lawyers

Bliss Lawyers is a new and innovative legal model combining the benefits of secondment and virtual firms. Since our founding nearly five 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 clients the luxury of "extended interviews" where attorneys start on a temporary basis to ensure they are a good fit prior to the client hiring them directly as permanent employees. Bliss also handles more traditional direct hire placements. Our virtual platform allows us to pass considerable cost savings on to our clients while providing generous compensation packages to 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.

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

Bliss Lawyers Hires Director of Business Development as Demand for Alternative Legal Solutions Drives Continued Growth

Bliss Lawyers is pleased to [announce](#) that it has hired Randi Rosenblatt as its new Director of Business Development. Rosenblatt joins Bliss from Heineken USA, where she served as Senior Counsel, Director. Prior to that, she practiced as a corporate attorney at Schiff Hardin LLP and Watson Farley and Williams LLP. With both in-house and large law firm experience, Rosenblatt has "a deep appreciation of Bliss' increasing dominance in the legal market."

Diversity and the Law Firm Talent Drain

Bliss' own Debbie Epstein Henry moderated a panel in December at the New York City Bar exploring why law firms are shedding talent to in-house legal departments. Bloomberg BNA [featured](#) the event and noted that diversity was the main focus of the discussion, with Bristol-Myers Squibb's General Counsel, Sandra Leung, pointing out

he specialized in corporate law. Donovan was a corporate partner at two Am-Law 100 firms in New York, and general counsel of a prominent, pioneering VoIP company.

More About

Donovan: Donovan left New York to spend a year living in Maine to learn the craft of professional wooden boatbuilding. He lives in Kennebunkport where he splits his time between legal work and building large, wooden cruising boats. His present project is a 36 foot sport fisherman modeled after Ernest Hemingway's beloved boat, the Pilar.

Upcoming Events

Bliss Lawyers' co-founder Debbie Epstein Henry will be hosting and speaking at the following upcoming events:

Forum of Executive Women--Developing a Healthy Appetite for Risk in your Career

April 8, 2016
Philadelphia, PA
Hosted by the Forum of Executive Women

Gender, Emotion & Power in the Workplace

April 12, 2016
New York, NY
Hosted by Law & Reorder and O'Melveny & Myers LLP

Developing a Healthy Appetite for Risk in Your Career

May 19, 2016
Chicago, IL
Hosted by Ark Group Women Legal

International Women's Seminar

June 1, 2016
Vienna, Austria
Hosted by DRI

Women in Law Hackathon

June 23-24, 2016
Palo Alto, CA
Hosted by Diversity Lab, Stanford Law School &

that by cultivating diversity, in-house legal departments often attract top talent from law firms. Davis Polk's Thomas Reid noted that law firms are making strides with diversity initiatives, though statistically the numbers are not yet there. Reid emphasized that change must come from the top and from "a desire to be engaged in everyone's career."

Diversity and a Happier Legal Profession

Debbie Epstein Henry was featured in a January [article](#) by Anne-Marie Slaughter on diversity in the legal workplace. Slaughter spoke at the Leadership Council on Legal Diversity and discussed a different kind of diversity. In looking at a legal landscape where many associates are unhappy and law firms lose talent due to brutal hours and no time for a life outside of law, Slaughter emphasized the importance of diversity among attorneys as well as diversity in ways of working. "Different people, from different backgrounds and with different life experiences, who have not been schooled in the traditional ways of legal practice through their fathers, uncles, and brothers, are far freer to reimagine what could be." Henry is held out as an example of one such reimagining. Slaughter points out that those not mired in tradition for the sake of tradition suggest new ideas, such as eliminating the billable hour. With new innovations and diversity in types of working, associates would be free to also pursue lives outside of law--leading to happier and more productive lawyers both at home and at work.

Do you have suggestions and examples of ways of working that could improve lawyers' happiness in their careers? If so, let us know by [e-mail!](#)

Large Firms Partner with New Legal Models

In November, Mark Cohen took to Bloomberg BNA to [examine](#) the increasing number of partnerships between large law firms and new legal models. Cohen sees such partnerships as a sign that law firms are trying to restructure and reconfigure their business models to meet client demands. With market trends suggesting that the changes in corporate legal departments are "structural, rather than cyclical," law firms must re-position themselves to meet new client needs in the changing legal marketplace.

The End of Lawyers?

In January, John Markoff of the New York Times [took on](#) the idea that lawyers and other professionals are at an imminent risk of being displaced from the work force by new technology and the rise of artificial intelligence. There is a difference, Markoff emphasized, between task automation and job automation. While a certain task may be better completed by a new-age robot, a recent McKinsey study found that less than 5% of jobs are capable of being fully automated within the next three to five years. An increasing number of studies are finding that automation more likely prompts workplace change rather than displacement. Robots may be able to do automated tasks, but humans will still be required for creativity, adaptability, and problem-solving. Furthermore, automation is likely to make the largest inroads in currently underserved legal markets--changing the nature of an attorney's work, rather than replacing the attorney entirely.

Non-Lawyer Professionals Can Now Provide Legal Services

Finding Bliss in the Future of Legal Service & Practice

October 19, 2016

St. Louis, MO

Hosted by ALA Gateway Law Firm Leadership Event

In February, the ABA approved a [resolution](#) that allows non-attorneys to provide legal services to underserved communities. After much debate, a divided ABA passed Resolution 105 that provided standards and guidelines for the provision of non-traditional legal services.

Critics voiced concerns that non-attorneys would not be held to the core values and ethical standards of the legal profession. However, some states, recognizing existing gaps in legal coverage and shortfalls in legal access, have already moved forward with programs allowing for non-attorneys to provide legal services under certain circumstances.

How do you envision the provision of non-traditional legal services will change the practice of law? [E-mail](#) us as we would welcome your thoughts.

Lawyers Will Need to Work Harder for Billable Hours

At [Wired](#), Julie Greenberg examined the rise of technology in the legal profession and what it means for attorneys. Greenberg noted that the profession was traditionally resistant to change because the structure of law firms made them a poor investment for venture capitalists and others who would look to innovate in the industry.

Furthermore, the nature of the billable hour is such that measures to increase efficiency would mean measures to decrease the billable hour--something many lawyers did not want to see. The financial crisis provided an impetus for change, however, leading to the adoption of new technologies that increased both efficiency and equal access to the law. Greenberg echoes John Markoff in noting that attorneys will not be replaced by new technology, but instead, as venture capitalists enter the legal tech space and push for increasingly efficient measures, lawyers may need to start working even harder for their billable hours.

Has technology impacted your practice of law either positively or negatively? [E-mail](#) us and let us know!

Here is a little more information about Bliss Lawyers:

How Bliss Lawyers Works 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. Relying principally on flat fees, our agile model continues to meet the ever-changing demands of our clients and the legal marketplace.

Examples of the secondment needs Bliss fulfills include:

- Helping clients through reorganizations and transitions;
- Building out legal departments and law firms to cover shifting work flows due to employee departures or work fluctuations;
- Bringing in subject matter experts in changing and/or specified areas of law, e.g., Volcker Rule, ERISA, etc.;
- Providing cost-effective alternatives, especially when employers are undergoing hiring freezes;
- Affording clients the luxury of "extended interviews";
- Filling in for staffing gaps due to parental and other medical leaves;
- Facilitating direct hires with companies and law firms; and
- Managing the employment aspect of consulting personnel.

If you would like to learn more about how Bliss Lawyers' services can benefit your organization, please [email](#) us so that we can schedule a

time to speak about how we can work together.

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 careers 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 themselves; 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, tax, 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 one 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 the 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 A. Berger ~ Suzie Scanlon
Rabinowitz**



bliss lawyers ...it's not an oxymoron