

## Bliss Lawyers Bulletin

### Employee Spotlights

**Oliver R.** joined Bliss Lawyers as an employee in 2016 and he is working in-house for Bliss as a derivatives attorney for a global bank.

#### Who Oliver Is:

Oliver is a derivatives attorney with both management experience and legal technology acumen.

#### Previous

**Experience:** Oliver comes to Bliss from an elite hedge fund where he specialized in counterparty relation documentation.

#### More About Oliver:

Oliver lives in the New Jersey suburbs. When not working, he enjoys spending time with his wife and children. In his "truly" free time, he enjoys fly fishing.

**Andrea A.:** Andrea joined Bliss Lawyers in June 2016 as a compliance attorney for a global apparel company based in New York.

**Who Andrea Is:** Andrea is a financial crimes and regulatory enforcement attorney.

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

### A Roundtable with Warren Buffet and Bliss

Suzie Scanlon, Bliss Co-Founder and Managing Director, was invited to participate in a roundtable discussion with Warren Buffet, Lloyd Blankfein, Michael Bloomberg and Jack Dorsey to discuss the growth and success of Bliss Lawyers in connection with the firm's participation in the Goldman Sachs 10,000 Small Businesses Program. Bliss Lawyers was invited with a small group of other businesses to represent the 6,400 businesses that completed the program across the country. Goldman Sachs launched the 10,000 Small Businesses program—a \$500 million initiative—in 2009 to help entrepreneurs expand their companies. By investing in education and support services for small business owners, the program aims to create jobs and economic opportunity. Bliss Lawyers has created more than 100 new jobs and expanded its network to more than 15,000 attorneys nationwide. After the roundtable discussion, as [reported](#) in The Business Insider, Warren Buffett urged all business owners not to satisfy their customers, but to instead delight them. The message certainly resonated with the team at Bliss Lawyers that has embraced its tag line "Happy Clients. Happy Lawyers."

### The Importance of Responsive Initiative

Bliss' own Debbie Epstein Henry wrote an [article](#) for Best Lawyers discussing the concept of "Responsive Initiative," which she defines as "the ability to create something new by reacting faster and more effectively than anyone else in the marketplace to a force or thing that already exists and presents itself." Henry discusses how Responsive Initiative is a way for those who are hesitant about or unaware of an opportunity to seize the chance in front of them. It is a means to act and not stagnate waiting to come up with the next big idea. Responsive Initiative encourages you to focus on why people are seeking you out and what need you are already fulfilling for them. It is this combination of awareness and pursuit that can propel you into the marketplace ready to provide a distinguishable service everyone needs but no one is yet offering.

### The Rise of Legal Apps

In May, Melissa Heelan Stanzione [wrote](#) for Bloomberg BNA about the new impetus for legal apps in the marketplace—and the law firms that are trying to meet that need. Mayer Brown and Latham & Watkins, for example, are launching and developing multiple apps

### Previous Experience:

Andrea comes to Bliss after spending nearly a decade at a global financial services company, where she specialized in financial crimes, regulatory enforcement, internal and government investigations, anti-corruption, economic sanctions and anti-money laundering. Prior to that, Andrea was an associate at two large, international law firms, handling government and internal investigations, white collar criminal defense and complex commercial litigation.

### More About Andrea:

Andrea lives in New Jersey. In her spare time, Andrea is an avid traveler and enjoys yoga, music and theater.

### Upcoming Events

Bliss Lawyers' co-founder Debbie Epstein Henry and Director of Business Development Randi Rosenblatt will be hosting and speaking at the following upcoming events:

#### What it is Like to Practice Law as a Woman

July 13, 2016  
New York, NY  
Hosted by the New York Women's Bar Association and the New York City Bar

#### Transitioning Practice Areas Within the Law

September 13, 2016  
New York, NY  
Hosted by The New York City Bar Association

#### Best Law Firms for Women Gala Awards Event

September 21, 2016  
Chicago, IL  
Hosted by Working Mother & Flex-Time Lawyers LLC

#### Interview of Illinois Attorney General, Lisa Madigan

September 27, 2016  
Chicago, IL  
Executives Club of Chicago

that meet practical market needs. It is this focus on practicality that has allowed the apps to succeed, while also allowing firms to demonstrate their expertise in a particular practice area. Other firms have used apps that support client relations to demonstrate their strength, showing that they "understand the challenges" their clients face and thus understand "the value of widely accessible, cross-platform resources." The interest of firms in creating mobile content is part of digital marketing initiatives in the new legal marketplace.

### New Parental Leave Policies at Winston & Strawn

The Huffington Post [reported](#) in May that Winston & Strawn is now offering gender neutral parental leave to its associates and senior attorneys, and also raising the number of paid weeks to twenty.

Parents will no longer be required to designate a primary caregiver to receive the bulk of time off. Winston is the first law firm to publicly announce a parental leave policy this expansive. It is also creating ways to ease the transition between parental leave and returning to the office, such as designated liaisons, career coaching, and reduced billable-hour requirements. These new policies are part of the firm's efforts to attract and retain high level attorneys that are hopefully the start of an industry-wide movement.

### The Debate Over Non-Attorney Investment in Law Firms

In May, Alison Frankel at Reuters [summarized](#) the ongoing debate about whether non-lawyers should be permitted to invest in law firms.

The overwhelming majority of those who responded to the ABA's request for comments were opposed to the introduction of alternative business structures. While proponents suggest that new ownership models will allow for an increase in services and jobs, others don't believe firms "can retain core professional principles if they are partly owned by non-lawyers." Internationally, however, it is becoming increasingly common for non-attorneys to hold ownership stakes in law firms. The debate is ongoing, with Frankel predicting more to come on the subject.

### Associates Getting Emotional Fitness Training

Claire Bushey at Crain's Chicago Business took a [look](#) at the new wellness training Kirkland & Ellis is offering to all of its US attorneys.

The program, originally piloted in Chicago, offers yoga, meditation, and wellness training that provide associates with the tools to deal with stress and hopefully increase retention rates. Program leader Eric Langshur believes that "well-being is a skill that can be trained," hopefully leading to increased happiness in the legal industry.

### About Bliss Lawyers

Bliss Lawyers is a new and innovative legal model combining the benefits of secondment and virtual firms. Since our founding 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

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

October 19, 2016  
St. Louis, MO  
Hosted by ALA Gateway Law Firm Leadership Event

**DirectWomen Alumnae Event**

October 20, 2016  
New York, NY  
Hosted by DirectWomen

**"Because of Sex" with Gillian Thomas**

November 3, 2016  
New York, NY  
Hosted by The Yale Club

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.

**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 across 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](#).

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

**From the**

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



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



bliss lawyers ...it's not an oxymoron