

Bliss Lawyers Bulletin

Upcoming Events

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

Tomorrow's Law Firm: Opportunities & Challenges for Women

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

Getting on a Board--What Does it Take?

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

24th Annual Texas Minority Counsel Program, Gender Diversity and Profitability, Plenary Session

November 11, 2016
Dallas, TX
Hosted by The State Bar of Texas Office of Minority Affairs

10% Happier with Dan Harris

November 30, 2016
New York, NY

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

Bliss and the Stanford Women in Law Hackathon

Bliss' own Debbie Epstein Henry [participated](#) in the Women in Law Hackathon at Stanford Law School in June. Teams were tasked with developing innovative solutions to improve gender parity in law firms. Henry co-advised the team that ultimately won the competition, and developed an app that created objective and transparent criteria to evaluate attorneys and determine compensation. In Henry's words, "Attorneys that log their contributions immediately get feedback so they know how they should be spending time. That relative comparison has never been done during a compensation or evaluation process."

The 2016 Best Law Firms for Women

The 2016 Working Mother and Flex-Time Lawyers Best Law Firms for Women list, released in July 2016, saw increases in the percentage of firms with female rainmakers and the number of female non-equity partners. Bliss' Debbie Epstein Henry pointed out that it's a "greater level of awareness and commitment to make change" that "will enable women to propel to the next level...We are pleased to see firms competing to make their environments more hospitable for women to both work and thrive." A full list and executive summary of the law firms can be found [here](#).

How to Transition to Happiness

In August, the New York City Bar published Bliss' Randi Rosenblatt's [article](#) about her transition to happiness. She wrote about the importance of finding the path that allows a lawyer to be happy, even when initial goals do not present the contentment one expects. She provides insights from her own path to happiness, including how networking enabled her to learn what various career paths existed and the importance of valuing past experience and never regretting what may seem to have been a mistake. In Rosenblatt's words, "[i]f you are finding a need for something new, something different, and something sweeter, the commonality for us all is that bliss is out there - you just have to find it."

New Parental Leave Policies at Winston & Strawn

**Developing a
Healthy Appetite for Risk
in Your Career**

February 9, 2017
San Francisco, CA
Hosted by Ark Women
Legal

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 of leave to 20. Parents will no longer be required to designate a primary caregiver to receive the 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 through 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 and will hopefully inspire an industry-wide movement.

First Year Associate Salaries Rise to \$180K, Met with Mixed Emotions

In June, Cravath, Swaine & Moore [became](#) the first law firm to raise its associates' salaries, with first year associates' salaries increasing to \$180,000, with most large firms quick to follow. Not everyone supported this increase, however. Patrick Lamb at the ABA Journal [pointed out](#) that the pay hikes may be bad for business, with clients being the ones expected to pay for increased associate salaries and associates likely needing to work more billable hours to justify their increased cost. Bloomberg Law similarly [expressed concerns](#) that the salary hikes would come at the expense of diversity efforts, with new pressure for more billable hours resulting in fewer finding time to participate in the mentorship programs that help provide women attorneys and attorneys of color with a level playing field. However, in August, Carmen Castro-Pagan [wrote](#) that at many large firms the increase in salary was being accompanied by better benefits as well. Firms are offering benefits from flexible schedules and child care to student loan assistance programs and career and family coaching. Family-oriented and lifestyle improvement benefits are especially prominent in these new packages, suggesting that firms may be moving to retain top talent before increased billable hour requirements begin to take their toll.

Why General Counsel Say Diversity Is Good Business

We have heard many times that greater diversity within a firm not only is the right thing to do but also, it is good business. Thanks to the American Bar Association's discussion during their [August](#) Annual Meeting, we can better understand exactly *how* companies may benefit from appropriately using diversity and inclusion initiatives. A panel of four general counsel from the ABA CLE program - Mark Roellig of Mass Mutual Financial Group, Inc, Kim Rivera of HP Inc., Arthur Chong of Broadcom Corp., and Karen Roberts of Wal-Mart Stores - came together to discuss their experiences with Fortune 500 companies' efforts with diversity and inclusion. The panelists emphasized that not only were efforts to increase diversity "ethically, legally, morally and religiously the right thing to do," they also made "good business sense". Diversity and inclusion leads to a "more creative, more innovative, more engaged and at the end of the day...more productive" team. Additionally, Fortune 500 companies that prize diversity are more likely to use diverse and inclusive outside counsel - making it good business sense for law firms to prioritize their own inclusion initiatives.

How Some First Year Associates are Billing Zero Hours

The worst fear of an associate in their first years of practice is to have little to no hours billed. However, The American Lawyer [reports](#) that some first-year associates at DLA Piper are billing zero hours and are confident in their partner-track careers. These associates are part of DLA Piper's program that allows two first-year

associates to work entirely on pro bono matters for their first year - while still receiving the same salary and benefits as other first year associates. While DLA Piper values the experience to be gained through full-time dedication to pro bono work, some express concerns that these associates may miss out on the important relationship building with partners that is often critical to future success of a firm. However, one program alumna said that she is "not at all behind. If anything, [she is] probably more practice-ready."

What Successful Women do to Make the Most of Their Time

Time is one of the most stressful aspects of life to manage. There is never enough of it which makes every second matter. Thanks to Laura Vanderkam, time management just became a little easier. The Chicago Tribune [interviewed](#) Vanderkam, author of *168 Hours: You Have More Time Than You Think*, *What The Most Successful People Do Before Breakfast* and *I Know How She Does It: How Successful Women Make the Most of Their Time*, to find out how those at the top manage their time. Going beyond the redundant agenda and digital calendars, Vanderkam discusses the importance of rethinking the way we talk about work-life balance, and keeping a time log to realize how much time you actually spend on various tasks. Most importantly, she emphasizes making sure to always look at the big picture. "There can be stressful days in the middle of a very good life...If you look at the big picture, you will see a lot more joy in your life."

About Bliss Lawyers

Bliss Lawyers is an innovative legal model combining the benefits of secondment and virtual firms. Since our founding more than 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.

How Bliss Lawyers Works With Companies, Law Firms & Lawyers

What niche in the marketplace does Bliss Lawyers fill? 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 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 have not been able to due to lack of 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 at the client's request.

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