



Spring 2014

Bliss Lawyers Bulletin

Attorney Spotlights

Jeanne S: Jeanne joined Bliss Lawyers in March 2014 as a corporate/transactional attorney for a major New York corporate law firm.

Who Jeanne Is: Jeanne previously worked as an associate for the same law firm. Jeanne works for Bliss Lawyers' law firm division that provides customized solutions to support law firm needs for high caliber temporary lawyers.

Previous Experience: Jeanne was previously a law firm attorney for over 16 years at a large firm specializing in general corporate/transactional and governance matters including Sarbanes, Dodd-Frank and other compliance matters for public and private companies and securities transactions such as private and public debt offerings, mergers and acquisitions and bank financings.

More About Jeanne: Jeanne lives in Brooklyn,

About Bliss Lawyers

Bliss Lawyers is a pioneer in providing a superior solution to the delivery of legal services. We are a new legal model combining the benefits of secondment and virtual firms. With a national network of over 10,000 lawyers, we hire exceptional lawyers to work on temporary engagements at our in-house legal department clients and law firms. 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 woman-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.

Attorneys Across America: Featuring Suzie Scanlon

Bliss Lawyers co-founder Suzie Scanlon is profiled in [Ms. JD](#) in a new series of blog posts focusing on women attorneys across America. In the interview, Suzie describes her work for Fortune 500 corporations, start-up companies and everything in-between. Suzie also discusses the uniqueness of Bliss Lawyers. Explains Suzie, "[t]he culture of Bliss Lawyers, which is a new legal model, is captured by our tag line which is 'Happy Clients. Happy Lawyers.' The logic is that if lawyers are happy, they'll be more engaged in their work and be able to deliver top-notch work to clients. We believe that happiness is an achievable goal in the legal profession based on our own personal experiences."

Giving Equal Footing So Everyone Can Perform and Succeed - Deborah Epstein Henry on Work and Life

Bliss Lawyers co-founder Debbie Epstein Henry was interviewed on Work and Life, a two-hour radio program hosted by Stew Friedman, director of the Wharton Work/Life Integration Project, on Sirius XM's Channel 111, Business

New York. In her spare time, Jeanne enjoys doing pro bono work for her neighborhood food coops and community supported agriculture (CSA) groups. Soon she will be volunteering with New York City's pilot food scraps composting program. She also is enrolled at Columbia University's master of science program in sustainability management.

Karen F: Karen joined Bliss Lawyers in 2012 as a transactional attorney for one of Bliss' large investment banking client. After her year-long assignment, Bliss identified a new and exciting engagement for Karen at a financial services company where she is currently working.

Who Karen Is: Karen is a legal generalist with considerable intellectual property and technology law experience.

Previous Experience: Prior to coming to Bliss Lawyers, Karen served as general counsel for a fire safety products company.

More About Karen: Karen lives in Manhattan. In her spare time she likes to hike, kayak, cook and play golf.

Upcoming Events

Bliss Lawyers co-founder Deborah Epstein Henry will be hosting and speaking at several upcoming events as follows:

Opus X: Thrive Conference.

A moderator for a panel entitled Innovating for

Radio Powered by Wharton. The interview explored many topics around work/life including Debbie's goal of providing alternative ways to practice mainstream law. She believes lawyers can be successful outside of the traditional linear equity partner track. On an individual level, Debbie aims to have different ways to evaluate success. She relayed that it is imperative for employers to move away from the traditional way of billing clients and instead focus on different models that service client relationships. Elaborating, Debbie described how improving work/life is about unpacking the employment model and providing a variety of options, in addition to refocusing the career path. Debbie believes there are many ways to practice law in a fulfilling way, having individual satisfaction but also delivering better legal services to clients. To listen to the interview, click [here](#).

Happy Clients, Happy Lawyers: Why One Virtual Firm is Bliss

A new publication from The Center for Talent Innovation, *How Diversity Drives Innovation. A Compendium of Best Practices* (2014) describes the birth of Bliss Lawyers. In 2011, co-founder Debbie Epstein Henry joined forces with Suzie Scanlon and Garry Berger, fellow attorneys who had launched a virtual law firm, Berger Legal, nine years earlier. Berger and Scanlon's impressive roster of corporate clients combined with Epstein Henry's robust network of clients and lawyers created a new kind of legal business and it quickly became clear that the Bliss Lawyers sum was greater than its parts. The article describes Bliss with a readily accessible network of A-list talent for Fortune 500 as well as fast-growing companies across industry sectors. To read the whole article, please click [here](#).

Has the Perma-Temp Job Market Arrived?

According to the [Wall Street Journal](#), many labor experts see the surge in temp jobs and contract work in the United States as a sign of a long-term shift in the employment market away from permanent jobs. In March 2014, more than 2.8 million workers, or 2.5 percent of the U.S. workforce, held temporary jobs, up from 1.7 million in 2009. According to *The Journal*, temp jobs allow employers to quickly staff up in periods of growth or shrink during a contraction. The trend has implications for the legal market as well as the blue collar sector.

The Message From Harvard: "New Law" is Replacing "Biglaw" - How Will the Profession Respond

A recent symposium presented by The Program on the Legal Profession at Harvard Law School included a day-long workshop on Disruptive Innovation in the Market for Legal Services. The conference featuring leaders in the legal field delved into the great restructuring that is taking place in the legal profession. The biggest take-away from the workshop was the challenge to "Biglaw" as a sustainable business model. The message was that an emerging "New Law" order is upon us and that order includes flexible legal secondment models akin to Bliss Lawyers.

How Bliss Lawyers Works Best With Companies & Lawyers

What niche in the marketplace does Bliss Lawyers fill? The roles we provide to our clients continue to evolve based on the market demand. However, the most frequent ways we currently support our clients is by providing

Inclusion in Washington DC on Thursday, May 15th. For details, please [email](#) Renee Newell.

DELVACCA: A keynote presentation entitled, *Blueprinting Women for Success*, at the Association of Corporate Counsel's (ACC's) event for its Greater Philadelphia, Lehigh Valley, Southern New Jersey and Delaware chapter. The event will be held on Thursday, May 22nd in Philadelphia. For more information please [email](#) Renee Newell.

Women in Law: Policy Perspectives and Personal

Progression. A speaker at the New York County Lawyers' Association's meeting on women in law on Friday, May 30th in New York. [Click here](#) to register.

Ark Group: Women Legal 2014. A moderator for a panel entitled *What General Counsel Want - Challenges and Opportunities Ahead* at the Ark Group Women Legal 2014 conference on Tuesday, June 3rd in New York. [Click here](#) to register.

Law & Reorder Quarterly Event: Happiness for Lawyers: Interviewing special guest Gretchen Rubin at the quarterly Law & Reorder event hosted by Kirkland & Ellis LLP, in New York on Thursday, June 26th. For more information please [email](#) Renee Newell.

sophisticated lawyers to work at our in-house legal department and law firm clients in these principal scenarios:

- Fill in for staffing gaps due to parental leave and medical leave;
- Help companies through reorganizations and transitions;
- Build out legal departments 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; and,
- Afford companies 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 for the companies on a permanent basis.

If you are a legal department or law firm interested in learning more about Bliss Lawyers and its services, please [e-mail](#) us to schedule a call or meeting.

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 and want more flexibility and control in the way in which they work;
- Lawyers at the other arc of their career who are not ready to retire but who want more choice and flexibility in how and where they practice; 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, M&A, trusts & estates, employment, intellectual property, and real estate and with 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 at the in-house legal department or law firm 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**



Suzie Scanlon



Garry Berger



bliss lawyers ...it's not an oxymoron