



Summer 2014

## Bliss Lawyers Bulletin

### Attorney Spotlights

#### Jessica T.:

Jessica joined Bliss Lawyers in July 2014 as a corporate/ transactional attorney for an international financial institution.

#### Who Jessica Is:

Jessica spent a large part of her career working on the middle market banking and lending sector for various law firms and, after establishing her own practice in 2008, she became a corporate generalist.

#### Previous Experience:

Jessica spent 8 years working for various mid-sized and large New York City law firms as a corporate/transactional associate with an emphasis on banking and lending and with the sports and entertainment industries. She then operated a solo practice for 5 years, representing many technology, videogame, virtual world, and software companies in all aspects of their businesses. Jessica closed her practice when offered the opportunity to work as the sole in-house counsel for a Westchester based nonprofit.

#### More About Jessica:

Jessica lives in Westchester County, New York. In her spare time, she is very involved with the New York State Bar Association as well as the Westchester County Bar Association. She is also an active alumna of both her law school and undergraduate institutions.

### 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.

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

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

#### Law & Reorder Quarterly Event: Happiness for Lawyers

Bliss co-founder Debbie Epstein Henry led an interview and discussion with Gretchen Rubin, author of six books, including New York Times best-sellers, *The Happiness Project* and *Happier at Home*. A lawyer as well as author, Rubin's insights into finding happiness and practicing law captivated the 200 in-person attendees and hundreds of international webcast attendees, who enjoyed the easy rapport between Rubin and Epstein Henry, and penetrating questions that got to the heart of happiness in the workplace. Attendees left the event feeling empowered by concrete examples of how to find happiness personally and professionally.

If you missed the live presentation, we hope you enjoy listening in on the [recording](#).

#### Bliss Co-Founder Speaks About Women, the Workplace,

## Upcoming Events

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

### **Women's Professionalism: Appearance and Reality**

August 18

The Pennsylvania Bar Institute will host a national webinar with Debbie Epstein Henry as a panelist.

### **The First Chair Conference Awards and Gala**

August 27

Chicago, Illinois

The First Chair will host a panel on new legal models moderated by Debbie Epstein Henry.

### **Navigating a Successful Return in Uncharted Waters**

September 9

New York, New York

Debbie Epstein Henry will be the keynote speaker at Pace University School of Law's New Directions Program event.

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

September 16

Chicago, Illinois

Flex-Time Lawyers and Working Mother will host and celebrate the year's best law firms for women.

### **Best Law Firms for Women: 2014 Findings, Trends & Best Practices**

September 30

New York, New York

Debbie Epstein Henry will present the 2014 Best Law Firms for Women data with a representative of Working Mother and moderate a panel of winning law firm representatives at an event hosted by Law & Reorder and Latham & Watkins.

### **The Confidence Code with Claire Shipman**

December 4

New York, New York and international webcast

Debbie Epstein Henry will interview Claire Shipman at an event hosted by Law & Reorder and Kirkland & Ellis.

## and How to Return to Practice

An April [article](#) in *Perspectives* by Hannah Hayes quotes Bliss Lawyers co-founder Debbie Epstein Henry in a discussion of women lawyers attempting to re-enter the workplace after a hiatus. In the piece, Debbie explains employer hesitations over hiring a lawyer who has taken a break from work, and explains how Bliss Lawyers' unique model provides a solution for accomplished attorneys seeking to re-enter the workforce and restart their legal careers.

## Center for Talent Innovation Takes a Look at Bliss

In February, the Center for Talent Innovation [profiled](#) Bliss Lawyers, examining the innovations of Bliss' combined virtual and secondment models. The article explores how Bliss is able to deliver the best talent at the best price while valuing diversity and helping mothers re-enter the workforce.

## The Rise of the Pricing Officer in Big Law

In July, the *AmLaw Daily* [looked](#) at its latest Legal Intelligencer survey and found that 76 percent of big firms now employ a Pricing Officer in response to client demands for creative and more cost effective billing. The survey predicts that if the trend becomes permanent - and AmLaw believes it will - law firms will begin doing business differently. Among the changes, law firm business development strategies will resemble those of corporations, the billable hour will lose importance, partners will conform to firm-wide practices, reliance on non-lawyer experts will rise, and, most importantly, greater emphasis will be placed on value rather than price.

## Small Firms are on the Rise with the Help of Tech

A July *Forbes* [article](#) features Basha Rubin, CEO of Priori, who believes that technological innovation, in conjunction with client wariness of overpriced large firms, will drive the growth of small firms. Associates are increasingly valuing flexibility and more engaging work over working for a name brand, and these lawyers are helping to drive the legal industry revolution.

## Women and Negotiation: A New Study

A June Harvard Business review [study](#) examined the persistent

problem of women's reluctance to negotiate on their own behalf - this time with a focus on salary offers. Researchers found that the social cost of negotiation is higher for women than for men, and women who negotiate salary often suffer from negative perceptions. However, women who negotiated for others rather than themselves suffered no ill-effects - showing that the negative perceptions associated with women and negotiation are focused on those women who advocate for their own interest.

## 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 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 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 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; and
- Afford 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 for the companies or law firms 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 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; 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