

Deborah Epstein Henry

Deborah Epstein Henry is Founder and President of Flex-Time Lawyers LLC, a ten-year old national consulting firm advising on work/life balance, the retention and promotion of women and law firm restructure. Debbie has facilitated hundreds of programs to thousands of lawyers around the country, providing attendees with career guidance, support, education, networking opportunities and information to effect change. She has garnered extensive press coverage from *The New York Times*, NBC Nightly News with Brian Williams, National Public Radio, *The National Law Journal*, among numerous others.

In a partnership with the New York City Bar, Flex-Time Lawyers LLC introduced in 2006 "The Cheat Sheet," the ultimate guide to selecting, creating and ensuring a woman-friendly employer. Flex-Time Lawyers LLC has also teamed up with *Working Mother* magazine to conduct a national survey and announce an annual list of the Best Law Firms for Women. Flex-Time Lawyers LLC released in 2007 a means to redesign the billable hour called FACTS that has received national recognition through *The New York Times*. Most recently in 2009, Flex-Time Lawyers LLC launched with others a new initiative called Balanomics, making the economic link between work/life balance and employer profitability and bringing work/life balance into the diversity discussion.

Debbie is a Senior Fellow and Legal Industry Advisor to the "Hidden Brain Drain" Task Force for the Center for Work-Life Policy. She is a Liaison to the American Bar Association Commission on Women in the Profession and a consultant to the New York State Bar Association Committee for Lawyers in Transition. She sits on the on the Editorial Advisory Board of *Law360* and the Honorary Advisory Board of Pace University School of Law's *New Directions* program for attorneys seeking re-entry into the profession. She was named a 2007 "40 Under 40" by the *Philadelphia Business Journal* and a 2004 "Pennsylvania Lawyer on the Fast Track" by *American Lawyer Media*. Debbie received her B.A. in Psychology from Yale University and her J.D. *cum laude* from Brooklyn Law School. Following law school, she clerked for the Honorable Jacob Mishler in the United States District Court for the Eastern District of New York.

Debbie is married and the mother of three boys, ages 13, 11 and 8.