



Tena R. Cox

Director of Billing

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Tena leads the firm's billing function with a focus on accuracy, efficiency, and service. She works closely with her team and colleagues across the firm to support a smooth billing experience for clients while strengthening processes and maintaining the high standards expected by the firm.

Tena is committed to driving continuous improvement by identifying and implementing process enhancements that boost efficiency while maintaining high accuracy standards.

Tena brings more than 30 years of law firm experience to her role, including 20 years in legal billing. Her background gives her a strong understanding of billing operations, client service, and the importance of collaboration. Before joining McNeess, she spent 24 years at Blumling & Gusk, LLP in Pittsburgh, including 17 years as billing manager. Following the firm's 2021 merger with McNeess, she joined McNeess as a billing coordinator. Her leadership and knowledge led to her appointment as interim billing manager in 2023 and promotion to Director of Billing, where she continues to strengthen the firm's billing function.

Tena is also actively involved in firmwide initiatives that reflect her commitment to connection, growth, and shared values. She serves as a member of the REACH Committee, participated in the focus group that helped create the firm's revamped core values, and mentors newly appointed directors.

Education

- Cheyney University of Pennsylvania
- Duff's Business Institute, associate degree

Recognition

- Mark Van Blargen Outstanding Colleague Award, 2025

Professional and community involvement

- Aderant Expert Users Committee