

Continued from the reverse side...

Beyond privacy, the rise of social media and online platforms has reshaped defamation law, cybercrimes, intellectual property enforcement, and the nature of business disputes. The legal issues that arrive on our doorstep today would have been difficult to describe in 1996 because the technology that created them did not yet exist.



One Constant in Thirty Years of Change

The legal landscape will continue to shift. Artificial intelligence is already raising new questions about intellectual

property ownership, efficiency versus reliability, liability for AI-generated decisions, and the enforceability of AI-drafted contracts. The law will adapt, as it always has.

What does not change is the value of having counsel who knows your business, understands the current environment, and is positioned to move when the law moves. That has been the Firm's commitment since 1996. It remains our commitment today.

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TEAM SPOTLIGHT

JANET REID

FIRM ADMINISTRATOR

30 Years: We celebrate our Firm Administrator, who has been with H&S since day one

As H&S marks 30 years, we shine a light on someone who has been part of the story since the very beginning. From the earliest, leanest days to the thriving firm we are today, Janet has been a constant. We are deeply thankful for her dedication, her integrity, her intelligence, and her heart. In her own words, here is a look back at the journey.

The Early Days and a Leap of Faith

"I remember working impossible hours and carrying an enormous amount of stress. One evening, Mark asked me how I was holding up, and I just burst into tears. I was so exhausted. Technology was nothing like it is today, so 30 years ago there was very little I could do remotely. Most of the work had to be done in the office. I was commuting from St. George, Utah, once a week, which made for 14 to 15 hour days in Vegas. The early days were rough, but everyone was happy and motivated to put in the hard work. We knew we were building something that would be great. There was never a doubt about that."

Witnessing 30 Years of Evolution

"Honestly, I still look around and think, 'Wow, we are really building something huge here.' Every time I believe the firm has finally settled into its own, the next thing I know, we are growing again."

On the Founders and the Team

"Mark and John have strengths in completely different areas, which is exactly what makes them such a well-balanced partnership. Their friendship and mutual respect have carried the firm through stressful situations that could have ended other partnerships. I am always amazed at how genuinely they care for our clients. They are willing to work all night on a case, when needed. With them, it has never been only about the money, and that has always impressed me."

A Few Reflections

"I have been extremely fortunate to be part of the H&S team for so long. My three words to describe the H&S journey over the past 30 years? Exhilarating, exhausting, and fulfilling!"



HUTCHISON & STEFFEN

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More information about our attorneys can be found on HUTCHLEGAL.COM.

LEGAL MATTERS

SUMMER 2026

A MESSAGE FROM



Mark A. Hutchison & John T. Steffen

FOUNDERS, HUTCHISON & STEFFEN, PLLC

This Fourth of July, we find ourselves pausing longer than usual.

America turns 250. Our Firm turns 30. The two milestones share this year, and in many ways, they share the same story.

In 1996, we set out to build a boutique litigation firm in downtown Las Vegas. Nevada was our home. The law was our calling. We had two lawyers, a shared conviction that clients deserved something better, and a belief that this State had room for a Firm that would fight for them with everything it had.

Thirty years later, Hutchison & Steffen has grown into one of Nevada's leading full-service law firms. More than 60 attorneys. Offices in Las Vegas and Reno. Dozens of practice areas. Thousands of clients whose legal matters define our purpose every single day.

But the number we are most proud of is not on any balance sheet. It is the number of people whose lives this Firm has touched - clients who received a fair outcome, families who obtained justice, businesses that gained a fair fight, and

communities that secured something back when our attorneys showed up to serve.

That commitment to service is the thread that runs from America's founding to our own. Liberty and the rule of law are not abstractions. They are fought for, one case at a time, one client at a time, by attorneys who believe those principles matter.

This issue of our newsletter reflects on three decades of doing exactly that. You will read about how the legal landscape has shifted since we opened our doors in 1996 - the changing landscape of LLCs and how businesses are protected, the seismic changes in employment law, the entirely new legal questions that digital life has created. You will also read about our people, whose commitment to this community has never been an afterthought.

To our clients: Thank you for the trust you have placed in us for 30 years. To our team: You are the heart of this Firm, exactly as you have always been.

HERE IS TO 30 YEARS. HERE IS TO AMERICA AT 250. AND HERE IS TO THE WORK STILL AHEAD.

HUTCHISON & STEFFEN

ATTORNEYS

A FULL-SERVICE, AV-RATED LAW FIRM

MORE THAN THE LAW:

Thirty Years of Community

COMMUNITY COMMITMENT —
THE OTHER SIDE OF OUR STORY

A law firm is measured, first and foremost, by the quality of its legal work. But the firms that endure – the ones that become genuinely woven into the fabric of a place – are measured by something more.

Hutchison & Steffen has spent 30 years building both.

From the beginning, the Firm attracted attorneys who understood that a legal career and a life of service were not in competition with one another. That belief has shaped the culture quietly and consistently, producing an organization whose impact on Nevada extends well beyond the courtroom.

A FIRM THAT HAS HELPED SHAPE THE STATE

One of the most distinctive aspects of Hutchison & Steffen's 30-year history is the breadth of public service represented within its ranks. Over three decades, the Firm's attorneys have included a former Governor, a former Lieutenant Governor, a former university regent, former members of the Nevada Gaming Commission, former and current Nevada Supreme Court Justices, a former General Counsel to the Nevada Governor, a former Chairman of the Nevada Public Utilities Commission, former and current District Court Judges, the former General Counsel of the University System of Nevada, a former Clark County Planning Commissioner, and former Presidents of the Federal Bar Association, among others.

That record is not a coincidence. It reflects a Firm that has always valued attorneys who see their responsibilities as extending beyond the client in front of them – and clients who benefit, in turn, from counsel with deep roots in how this State works.

ACCESS TO JUSTICE

Among the Firm's most enduring commitments is its pro bono program. Year after year, Hutchison & Steffen attorneys have directed thousands of hours of legal services to individuals who could not otherwise afford representation, coordinating much of that work through the Legal Aid Center of Southern Nevada.

That commitment earned the Firm the Legal Aid Center's Pro Bono Law Firm of the Year designation – the organization's highest honor. Individual attorneys have been recognized as well, through the Rising Star award, Pro Bono Attorney of the Year (multiple times), and the 100 Hour Club. The recognition matters. What matters more is that this important work continues regardless of it.

THE DAYS THAT STAY WITH YOU

Some of the Firm's most meaningful community work does not make headlines. For more than a decade, Partner Todd Moody has participated in Nevada Adoption Day, working alongside the Clark County Department of Family Services to help foster families complete the legal process of welcoming a child permanently into their home.

The legal work involved is straightforward. The significance to the families is not. Todd has helped hundreds of families reach that moment, and he continues to do so each year because these families don't become families without his commitment to them.

SERVING NORTHERN NEVADA

The Firm's community commitment extends statewide. In Northern Nevada, Partner Joseph C. Reynolds has built a distinguished record of public and community service that spans higher

education, state government, and civic organizations throughout the Reno area. His work – and the work of the Firm's Appellate Group – supports clients focused on expanding access to education, defending civil liberties, protecting public safety, and fostering community growth.

Many of these clients are organizations and public institutions. For them, Hutchison & Steffen is not simply outside counsel. The Firm provides the legal foundation that allows them to operate, grow, and pursue the work that matters most to the communities they serve.

THE PEOPLE BEHIND THE PRACTICE

Thirty years of community involvement at this depth reflects something specific about the people who have chosen to build their careers here. It is not a program. It is a culture – one that was present at the founding and has been carried forward by every attorney and team member who joined the Firm since.

That same investment in people shows up internally. Hutchison & Steffen has always believed that the attorneys and staff who serve clients through the most difficult moments of their lives deserve an organization that takes their own wellbeing seriously in return. The result is a Firm whose people are not only committed to their clients and their communities, but to one another.

At 30 years, that is perhaps the accomplishment we are most proud of. Not just what the Firm has built – but who has built it, and how they have chosen to live and work for others.

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The early years



2025



2004 Las Vegas Office



THEN & NOW: How the Legal Landscape for Businesses Has Transformed Since 1996

A Legal Retrospective

30 YEARS

OF CHANGE



When Hutchison & Steffen opened its doors in downtown Las Vegas in 1996, the internet was a novelty, remote work was rare, and many business owners were still weighing whether to form an LLC. The law has not remained static since. Three decades later, the questions clients bring us have changed in ways we could not have fully anticipated – and so have the answers.

Here is a look at some of the most significant legal shifts we have witnessed across the life of this Firm.

Protecting Businesses: The LLC Revolution

In the mid-1990s, the LLC was still relatively new. Nevada had adopted LLC legislation, but corporate structures – C-corps and S-corps – remained the default for most business owners. Many attorneys, including the ones advising small businesses, were still working through the nuances of pass-through taxation and operating agreements.

Today, the LLC is the dominant structure for closely held businesses in Nevada and across the country. Its flexibility in management, taxation elections, and liability protection made it the vehicle of choice for entrepreneurs at every level. But the evolution did not stop there. Single-member LLCs, series LLCs, and sophisticated operating agreements with carefully negotiated buy-sell provisions have introduced layers of planning complexity that simply did not exist in 1996. What was once a simple formation question is now a full planning conversation.

Employment Law: A Seismic Shift

In 1996, employment law was still largely a framework built around the physical workplace. Handbooks were printed. Policies were

posted on bulletin boards. The employer-employee relationship was, for most businesses, a local, in-person arrangement.

The last decade – and especially the years since 2020 – turned that framework inside out. Remote and hybrid work created multistate employment exposure for businesses that had never considered it before. A Nevada employer with two remote employees in California and Colorado may now carry compliance obligations in three states simultaneously: wage and hour laws, leave requirements, noncompete enforceability, and tax withholding.

The National Labor Relations Board's evolving positions on independent contractor classification, the expansion of protected categories under federal and state anti-discrimination law, and the growing scrutiny of noncompete agreements have collectively made employment law one of the most active and consequential practice areas for businesses of all sizes. What employers could once manage informally now requires documented policies, legal review, and in many cases, proactive counsel before problems arise.

Technology, Data, and Business Liability

In 1996, a data breach was not a recognized category of legal risk. Today, it is one of the most significant exposures a business can face. Nevada's data privacy law requires businesses that collect personal information from Nevada residents to provide opt-out rights and maintain reasonable security procedures. Federal sector-specific regulations – HIPAA for healthcare, Gramm-Leach-Bliley Act for financial services – layer additional obligations on top of state requirements.

Continues on the reverse side...