

Business Immigration Law CLE Program on January 19

Free for CCBA Members (current for the 2023 membership year)

See page 13



COMMUNIQUE

THE OFFICIAL PUBLICATION OF THE CLARK COUNTY BAR ASSOCIATION

JANUARY 2023

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The Five Things Issue



Five Tips for Re-committing to Civility and Comradery

By CCBA President
Brandon Kemble, Esq.

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Why only *five* things?

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**CCBA Member
Appreciation Day**
January 25, 2023
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CCBA President ('23) Brandon
Kemle at Piero's Italian Cuisine.
Photo courtesy of Stephanie Abbott.

About the Five Things Issue

The Five Things issue offers an author the opportunity to highlight five things relevant to their chosen topic. Authors are to be quick, to the point, and to keep the length of their piece to less than 500 words. This restricted format is designed to keep the page count in check for the first issue (January) in our budgetary year. It has also proven to be a popular challenge for authors. They must choose only five things, stay focused, and address the topic within the restricted word count.

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COMMUNIQUE

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contained in this publication represent the views of the authors and do not necessarily reflect the opinions of the Clark County Bar Association. All legal and other issues discussed are not for the purpose of answering specific legal questions. Attorneys and others are strongly advised to independently research all issues.

For more information about our publication's editorial calendar, deadlines, editorial policy, author guidelines, ad rates, ad specifications, and deadlines, contact the publisher at Clark County Bar Association, 717 S. 8th Street, Las Vegas, Nevada, 89101-7006. Phone: (702) 387-6011.

Editorial Calendar

Cover Date	Topic of Articles	Closing Date
January 2023	Five Things	12/1/2022
February 2023	Civil Rights	1/2/2023
March 2023	Sports Law	2/1/2023
April 2023	Administrative Law	3/1/2023
May 2023	Natural Resources	4/1/2023
June/July 2023	Membership Matters	5/1/2023
August 2023	Real Estate	7/1/2023
September 2023	Legislative Wrap-up	8/1/2023
October 2023	Gig Economy	9/1/2023
November 2023	Gaming Law	10/2/2023
December 2023	Pro Bono	11/1/2023

*The combined June/July issue will be released in June. The editorial calendars, schedules, editorial policies, and writer's guidelines for the *Communiqué* are subject to change without notice.

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Advertising info

Space is available for select businesses to showcase their professional services and products in an advertisement in upcoming issues of *Communiqué*. Contact: StephanieAbbott@clarkcountybar.org, (702) 387-6011.

CCBA Member Appreciation Day Set for January 25, 2023

We will be hosting a special event to show appreciation for members of our legal community at the CCBA's office on Wednesday, January 25, 2023. Members of the Clark County Bar and Nevada Bar are invited to attend this open-house event and learn more about Clark County Bar activities and services.

Activities:

- Complimentary coffee and snacks (9:30 a.m. to 3:00 p.m.)
- Professional portrait session (9:30 a.m. to 2 p.m.)
- Pizza lunch (12:00 to 1:00 p.m.)

Sponsors:

- Bank of Nevada
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Drop-ins are welcome; RSVPs preferred for pizza lunch and portraits. Portrait sittings will be held every 10-15 minutes. CCBA members will be offered discounted pricing on the purchase of professional portraits. There is no admission fee to attend the CCBA's Member Appreciation Day event.

Sponsorship opportunities available. For more information and to RSVP, contact Donna at donnaw@clarkcountybar.org or 702-387-6011. **e**



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Five Tips for Re-committing to Civility and Comradery

By Brandon Kemble, Esq.

Hello friends. It's my honor to serve as your president for the next year. I want to start by thanking Nedda Ghandi for her service this last year. Nedda presided over the CCBA as we came out of the pandemic, and I am grateful for the work she did bringing us back together as a legal community.

The world changed during the pandemic. We all got more comfortable working from home and making virtual court appearances, which might make us more efficient lawyers and save our clients some money, but we all know what we lost during the pandemic as lawyers. We made fewer professional friends, and we had less fun as a group of lawyers. We might have become a little less civil.

A few months ago, I spoke to the new admittees to our bar. I asked them to help preserve what most of us know to be special about our bar – the friendly, small bar feel we have been able to maintain as Clark County has so quickly grown around us. To do my part, I am re-committing to civility and comradery this year. I am starting from scratch and assuming I know nothing about life and the law, which is probably closer to the truth anyway. I found these five civility tips from the Hon. Paul M. Warner useful:

1. It's a long road without a turn in it. What goes around, comes around. This is the best reason for civility. Everyone needs a little extra consideration from opposing counsel occasionally. If it doesn't prejudice your case or client, do it.

2. Don't be so concerned with winning the battle that you lose the war. Just because the other side wants it, doesn't mean you should automatically oppose it. Sometimes, it can be win-win, especially for settlement purposes and civil discovery disputes.
3. Never mistake reasonableness for weakness. The really good lawyers can be tough as nails on the issues and yet always remain civil and courteous. Strive to be one.
4. Waste not, want not. Incivility, and the behaviors that constitute it, almost always result in wasted resources of time and money—the lawyer's time, the client's money, and both time and money for the courts.
5. If you don't write it or say it, you don't have to explain it. "Poison pen" emails and letters feel good to write but rarely should be sent. Outrageous language and accusations in briefs are the functional equivalent of shouting in court. Don't dignify such boorish behaviors by responding to them.

The full article, Civility and Professionalism, including a few more useful tips, can be found here: <https://www.fedbar.org/wp-content/uploads/2015/08/Ten-Tips-pdf-1.pdf>. I asked the new admittees for one more thing. I asked them to come have some fun with the members of this bar. I think that's the best way to save our civility. So, I am asking you to come have some fun with us at one of our upcoming social or learning events. I hope to see you soon. 🍷



Brandon Kemble is an Assistant City Attorney in the Civil Division with the City of Henderson. Brandon handles litigation for the City and provides legal advice and legislative support for various City departments. Brandon serves as the CCBA President through December 2023.

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40 Year Club Bar Luncheon Highlights

Over 140 people registered to attend the Clark County Bar Association's 40 Year Club Luncheon and Annual Meeting held at Panevino Italian Grill on December 8, 2022. CCBA's incoming president Brandon Kemble welcomed guests and introduced the representatives from sponsoring businesses:

- **Michael Wallace** and Kimberly MacClafferty from Bank of Nevada
- **Christina Carl** from Worldwide Litigation Services
- **Michael Dillon** from Dillon Health
- **John Burke** from First Legal
- **Marcus Cusick** from Cusick Insurance Brokers

Master of Ceremonies, CCBA Past President Dan Polsenberg entertained the crowd with his impressions of former US presidents and walked around the room to engage members of the bar in the celebration of the 40 Year Club.

The 40 Year Club Luncheon celebrates CCBA members practicing law in Nevada for 40, 45, 50, and 55 years. For 2022, we inducted CCBA members who were admitted in 1982 to practice law in Nevada and honored members admitted in 1977, 1972, 1967, and 1962. See below for the list of inductees and honorees for 2022.

Inductees (Admitted 1982):

- **Jeffrey Albregts**
- **George Bochanis** of George T. Bochanis, Ltd.
- **Gary Booker** of Booker Law Firm
- **Thomas Davis, II** of Howard & Howard Attorneys PLLC
- **Paul Eisinger** of Thorndal Armstrong Delk Balkenbush & Eisinger
- **Harry Gensler** of Harry R Gensler, Attorney at Law
- **Mark Goldstein** of Bailey Kennedy, LLP
- **Harry Marquis** of Harry Paul Marquis, Chtd.
- **Daniel O'Brien**
- **Daniel Polsenberg** of Lewis Roca
- **Bruce Schupp** of Bruce D. Schupp, Chtd.
- **James Patrick Shea** of Shea Larsen
- **Thomas Sheets** of Thomas R Sheets, Attorney at Law
- **John Swendseid** of Sherman & Howard LLC.
- **Andrew Urban, Jr.** of Andrew J. Urban, Chtd.
- **Michael Villani**
- **D. Lanny Waite**
- **Marshal Willick** of Willick Law Group

Honorees (Admitted 1977):

- **Phillip Aurbach** of Marquis Aurbach, Chtd.
- **Edward Bernstein** of Edward M. Bernstein & Associates



Dan Waite and Jeff Albregts



Joe Brown and Bill Urga



Gregory Gilbert and J. Stephen Peek



40 Year Club Members at 40 Year Club Luncheon (back row, left-right): Harry Marquis, Jeffrey Albregts, Jerome Blut, Justice Kristina Pickering, Phillip Aurbach, Thomas Sheets, Richard Wright, Martin Kravitz, and CCBA President ('23) Brandon Kemble.
Front row (l-r): Mark Goldstein, John Thorndal, Dan Polsenberg, John Patrick Shea, Tom Davis, and Marshal Willick.





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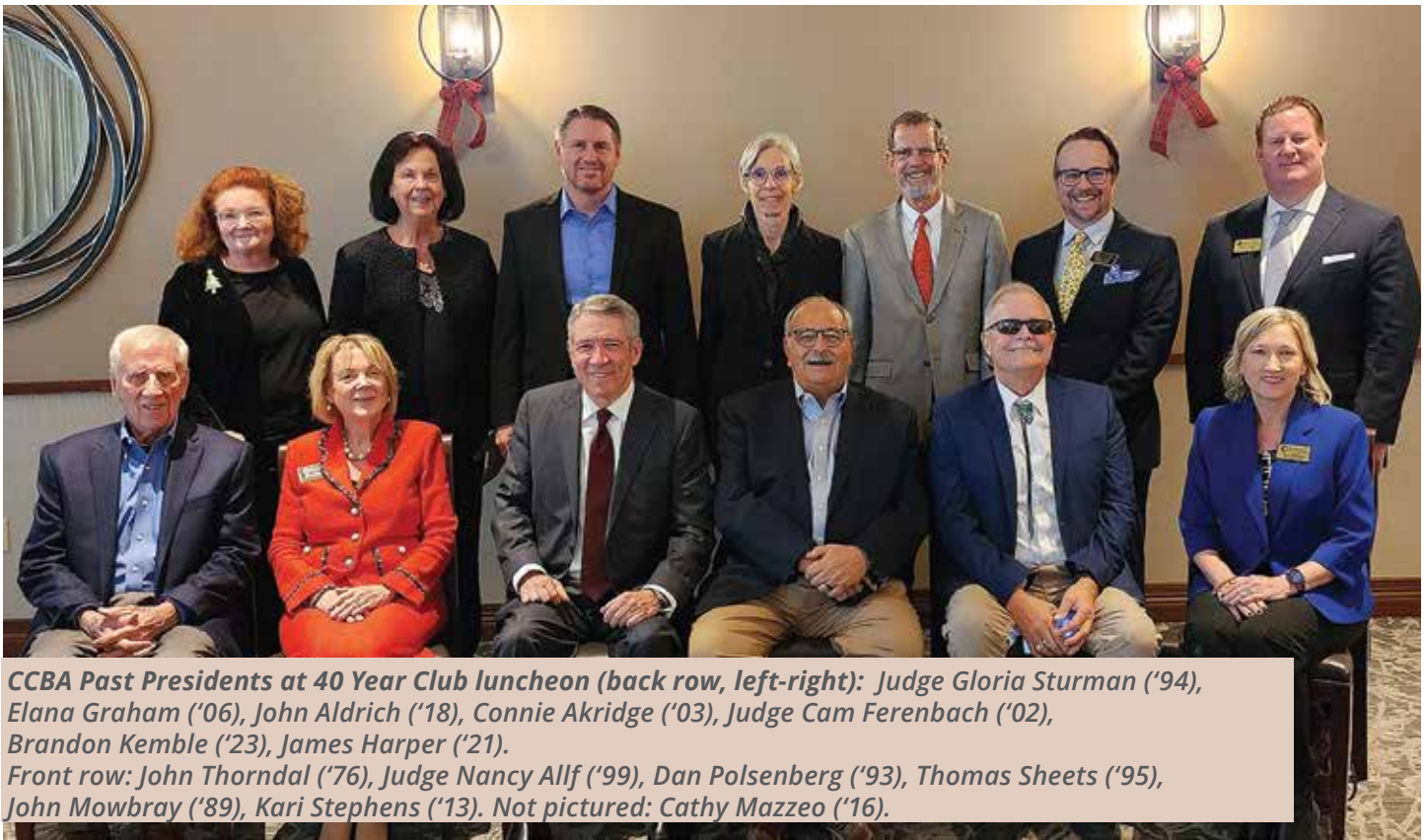
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CCBA Past Presidents at 40 Year Club luncheon (back row, left-right): Judge Gloria Sturman ('94), Elana Graham ('06), John Aldrich ('18), Connie Akridge ('03), Judge Cam Ferenbach ('02), Brandon Kemble ('23), James Harper ('21). **Front row:** John Thorndal ('76), Judge Nancy Alf ('99), Dan Polsenberg ('93), Thomas Sheets ('95), John Mowbray ('89), Kari Stephens ('13). **Not pictured:** Cathy Mazzeo ('16).

Luncheon *continued from page 10*

- **Martin Kravitz** of Kravitz Schnitzer & Johnson, Chtd.
- **Sally Loehrer**
- **Justice Kristina Pickering** of Nevada Supreme Court
- **Bradley Richardson** of Nye County District Attorney's Office
- **Laurence Speiser** of Laurence A. Speiser, Ltd.
- **David Stoebling** of Law Office of David Stoebling

Honorees (Admitted 1972):


- **Paul Hejmanowski** of Hejmanowski & McCrea LLC
- **William Jansen**
- **K. Michael Leavitt** of Law Offices of K. Michael Leavitt
- **John O'Reilly** of O'Reilly Law Group, LLC
- **J. Stephen Peek** of Holland & Hart LLP
- **Richard Wright** of Wright Marsh & Levy

Honorees (Admitted 1967):

- **Jerome Blut** of Jerome L. Blut, Chtd.
- **Jeffrey Shaner** of Jeffrey Ian Shaner, Ltd.
- **John Thorndal** of Thorndal Armstrong Delk Balkenbush & Eisinger, PC

Honorees (Admitted 1962):

- **Robert List** of Jolley Urga Woodbury & Holthus

Additional photo highlights can be seen in a shared album online at <https://photos.app.goo.gl/pnDVK44UNhMrfYND6>. 

Special thanks to 40 Year Club Luncheon sponsors



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Clark County Bar Leaders Elected for 2023

On December 8, 2022, the Clark County Bar Association (CCBA) held the election of members to serve on the association's board of directors during 2023. The following bar members were elected to serve on the CCBA Board of Directors through December 31, 2024:

- **Heather Anderson-Fintak** of Southern Nevada Health District
- **Christena Georgas-Burns** of Legal Aid Center of Southern Nevada
- **Paul Lal** of NV Energy

They will serve on the 2023 CCBA Board of Directors with their colleagues whose terms expire December 31, 2023:

- **Brandon Kemble** of City of Henderson – *President*
- **Paul Ray** of Paul C. Ray, Chtd. – *President-Elect*
- **Joel Henriod** of Lewis Roca – *Secretary/Treasurer*
- **Mark Blackman** of Barrett Daffin Frappier Treder & Weiss
- **Annette Bradley** of B & B Realty Investment Group
- **Jacquelyn Franco** of Backus Carranza
- **James T. Leavitt** of Leavitt Legal Services, PC
- **Alia A. Najjar, M.D.** of Ladah Law Firm, PLLC
- **Will Sykes** of Claggett & Sykes Law Firm
- **The Honorable Bita Yeager** of Eighth Judicial District Court, Dept. 1 – *Judicial Appointee*
- **Past President ('22) Nedda Ghandi** of Ghandi Deeter Blackham Law – *Ex Officio*

The CCBA's incoming president Brandon Kemble commented, "The CCBA's success is owed to the folks who are willing to pitch in and share their time and talents. I am looking forward to working with this new group of exceptional individuals and am excited about the direction of the CCBA. I want to give a special thank you to everyone who sought election and thank those who took the time and effort to participate in the elective process."

Brandon Kemble is an Assistant City Attorney in the Civil Division with the City of Henderson. Brandon handles litigation for the City and provides legal advice and legislative support for various City departments.

Members of the CCBA Board of Directors are expected to be sworn in during the Clark County Bar Luncheon. Event details to be announced. For more information, contact Donna at the CCBA office, donnaw@clarkcounty-bar.org or (702) 387-6011. **C**



Brandon Kemble



Paul Ray



Joel Henriod



Heather Anderson-Fintak



Mark Blackman



Jacquelyn Franco



Annette Bradley



Paul Lal



Christena Georgas-Burns



Alia Najjar, MD



James T. Leavitt



Will Sykes



Nedda Ghandi



Hon. Bita Yeager



Blanket the Homeless at Las Vegas Rescue Mission (l-r): Mariteresa Rivera-Rogers, Joseph Ostunio, Amanda Brookhyser, Steph Abbott, and Amanda's fiancé.

Blanket the Homeless 2022 Highlights

During 2022, the CCBA collected monies for the Blanket the Homeless program, an annual community service activity to provide rescue blankets to local homeless people. The CCBA gifted 360 new individually wrapped rescue blankets to these organizations:

- U.S. Vets-Las Vegas
- Las Vegas Rescue Mission
- Vegas Outfitters closet at Las Vegas Municipal Court

Special thanks to bar members who signed up to volunteer at activities where blankets were distributed and/or donated towards the CCBA's efforts this year. The list is long and not limited to those thoughtful people listed at right.

Any remaining funds that were donated for the Blanket the Homeless program during 2022 will be used towards the program in 2023.

Support Blanket the Homeless program in 2023

Please help us to make a larger impact. The CCBA will be collecting monies throughout the year and will order blankets in the fall. The blankets will be given to agencies serving homeless people in Clark County.

Donations can be made on in a variety of ways:

- 2023 CCBA membership form
- The CCBA's website <https://clarkcountybar.org/community-service-activities/blanket-the-homeless/>
- Cash, check, or credit card to Clark County Bar Association, 717 S. 8th Street, Las Vegas, NV 89101. Phone: (702) 387-6011. Please tag payments for "Blanket the Homeless." Donations to the CCBA are non-tax-deductible as the CCBA is a 501(c)(6) non-profit organization.

Thank you! 🇸

Thank you!

Alicia May
Amanda Brookhyser
Amy Buchanan
Anonymous (several)
Augusta Massey
Candace Carlyon
Carrie Primas
Christiana Dupont
Christopher Jorgensen
Dawn Throne (Judge)
Elody Tignor
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Business Immigration Law CLE Program Free for CCBA Members on January 19, 2023

CLE Program

Pricing of the live event is included with the 2023 CCBA membership.

On January 19, 2023, Las Vegas immigration attorney Margo Chernysheva will make a special presentation for the continuing legal education of Nevada lawyers in a program produced by the Clark County Bar Association and sponsored by Bank of Nevada and Las Vegas Legal Video.

Margo is the Owner of MC Law Group and works with employers, investors, families, and immigrants who are seeking visas, permanent U.S. residency, asylum status, and naturalized U.S. citizenship.

Margo earned her first undergraduate degree in music from Tchaikovsky Music College and her second dual Bachelor degrees in Economics and International Business from Quinnipiac College. She earned her J.D. from the William S. Boyd School of Law at the University of Nevada, Las Vegas. Margo is a certified Immigration Law Specialist by the California State Bar of Examiners and is a Chair of the Fee Dispute Committee at the Nevada State Bar. She is fluent in Russian and Armenian, and her staff is fluent in a variety of European languages.

She is a President-emeritus of the Nevada chapter of the American Immigration Lawyers Association and she was named one of the Ten Best Immigration Attorneys for 2018-2020 by the American Institute of Legal Counsel.

Her extensive background in immigration law enables her to effectively assist U.S.-based employers, international investors, immigration court defendants, those seeking investor visas and employment sponsorship as well as waivers of inadmissibility, and those who need visas for fiancées and family members.

She will present “Five Reasons You Should Refer an International Client to Consult a Business Immigration Attorney” and discuss matters relevant to:

- Business Management
- Working/Schooling/Investing
- Changing Status
- Criminal Charges
- Tax Liabilities

This program is produced by Kathia Quiros of GWP Immigration Law and the CCBA’s CLE Committee. CCBA’s CLE programs are sponsored by the Bank of Nevada and Las Vegas Legal Video.

The presentation will offer 1.0 CLE credit (NV) to CCBA members only online via Zoom, from 12:00 to 1:15 p.m., Thursday, January 19, 2023. Pricing of the live webcast event is included with the 2023 CCBA membership. CCBA



Margo Chernysheva

membership will be verified upon RSVP. During the event, attendance will be taken and only those members in attendance will have their attendance reported to the NV CLE Board.

The event will be recorded for use in the CCBA’s audio/visual library. The recorded versions of the program will be offered for rental use at a small fee (to cover administrative costs).

For more information and to RSVP for this event, contact Donna Wiessner at Donnaw@clarkcounty-bar.org, (702) 387-6011. **C**

CCBA’s CLE programming sponsors



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Business Court Bench-Bar Meeting

When: Thursday, January 12, 2023, Noon to 1:00 p.m.

Where: Courtroom 16A at the Regional Justice Center, 200 Lewis Ave, Las Vegas, Nevada. Additionally, the meeting will be streamed live at <http://www.clarkcountycourts.us/>.

Civil Bench Bar Meeting

When: Tuesday, February 14, 2023

Where: Online via Zoom

What: Learn what's happening at the court and discuss any modifications of processes in the civil department. For more info, send inquiries to EJDCBenchBar@gmail.com.

Las Vegas Justice Court Administrative Order #22-10

On November 18, 2022, the Las Vegas Justice Court Chief Justice Melissa Saragosa filed an order in the administrative matter regarding interim traffic rules for the Las Vegas Township Justice Court. See Administrative Order #22-10.

Administrative Order #22-10 cites an order in the matter of the enactment of local rules for the Las Vegas Justice Court Relating to Traffic Citations filed by the Supreme Court of Nevada, in response to a petition from LVJC Chief Judge Melissa Saragosa. See ADKT 0604.

Also, Administrative Order #22-10 cites the need for the proposed rules to be in place for the coming effective date of Assembly Bill 116 (2021) which is January 1, 2023.

Also, per Administrative Order #22-10,

"... the proposed rules attached as an exhibit hereto will become effective on an interim basis only on January 1, 2023; and it is further ordered that this Administrative Order shall expire on the date that the Las Vegas Justice Court's proposed traffic rules become effective in Part 7 of the Las Vegas Justice Court Rules of Practice (LVJCLRP) by order of the Supreme Court of Nevada."

For more information and to get a copy of the order, visit the court's website at <https://www.lasvegasjusticecourt.us/index.php>.

Las Vegas Justice Court Administrative Order #22-09 - Amended

On December 1, 2022, the Las Vegas Justice Court filed an amended order in the administrative matter regarding fees imposed by the Justice Court of the Las Vegas Township. See Administrative Order #22-09 (Amended) (PDF). The order is effective December 1, 2022 and immediately supersedes Administrative Order #11-12.

Administrative Order #22-09 (Amended) includes an updated schedule of fees that shall be charged by the Las Vegas Justice Court as they are critical to maintain operations and provide access to justice. Fees are related to all court divisions, civil actions, civil traffic infractions, small claims,

summary evictions, and specialty court participation. An excerpt from the order is listed below.

"Section 1 - General - Fees Applicable in all Court Divisions

(1) For postage and mailing (when the requester of records does not provide a self-addressed, stamped envelope)--**\$2.00**;

(2) For each point-of-sale transaction--**\$5.50**;¹

(3) For the non-expedited retrieval of a file from off-site storage for copies, research, or any other reason--**\$10.00**;

(4) For a copy of a JAVS recording of a court proceeding--**\$25.00**;

(5) For registering with the Court for community service in lieu of fines, fees, or civil penalties--**\$25.00**;

(6) For issuing a check returned for insufficient funds ("NSF Fee")--**\$35.00**;

(7) For rush or same-day file retrieval from off-site storage--**\$35.00**;

(8) For collecting, posting, and acting upon cash bail posted for the release of a person from custody at the Clark County Detention Center--**\$40 per transaction**;

(9) For attorney access to the Odyssey Case-Management System--**\$150.00 annually**.

Section 2 - Civil Actions, Civil Traffic Infractions, Small Claims, and Summary Evictions

(1) For the filing of an application for default judgment --**\$15.00**;

(2) For the filing of a motion for summary judgment--**\$15.00**;

(3) For the filing of an amended complaint for summary eviction--**\$25.00**;

(4) For the filing of a renewal of judgment--**\$25.00**.

Section 3 - Specialty Court Participation Fees

(1) For missing a drug screen or testing positive on a drug screen--**\$25.00**;
(2) For missing a required appointment in a specialty court program--**\$75.00**;
(3) For performing and evaluating/assessing for eligibility for a specialty court program--**\$100.00**;
(4) For missing a treatment facility's initial evaluation--**\$150.00**;
(5) For the veterans' treatment court program fee--**\$600.00**;
(6) For the drug court program fee--**\$750.00**;
(7) For the DUI serious offender program fee--**\$800.00**.
IT IS FURTHER ORDERED that this Administrative Order will become effective on November 10, 2022; and
IT IS FURTHER ORDERED that this Administrative Order immediately supersedes Adminis-

trative Order #11-12.

¹Of this amount, \$5.00 is paid to the vendor, and \$0.50 is retained by the Court."


For more information and to get a copy of the order, visit the court's website at <https://www.lasvegasjusticecourt.us/index.php>.

US District Court Magistrate in Southern Nevada to Retire

On December 5, 2022, the United States District Court District of Nevada Chief Judge Miranda M. Du released information related to the retirement of Magistrate Judge Cam Ferenbach.

"The United States District Court for the District of Nevada announces that United States Magistrate

Judge Cam Ferenbach will be retiring on January 7, 2024. He assumed his duties on October 8, 2011. Before his appointment to the bench, Judge Ferenbach was a partner with the firm of Lionel Sawyer & Collins. His tenure there exceeded 30 years. During his legal career he served as president of the Clark County Bar Association, the Nevada State Bar, and The Legal Aid Center of Southern Nevada.

The Court extends its gratitude to Judge Ferenbach for his years of service to the federal judiciary and to the community." 

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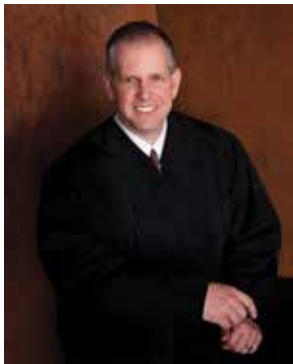
Five Ways to Make a Positive Difference

By Judge Jerry Wiese

Because of the way I was raised, I have always looked for ways to make a “positive” difference in the world. If we could all make life better for someone else each day, just imagine what it could do for us, and for those around us. Forgive my philosophical ramblings if you don’t agree, but the following are five suggestions of how I think we can make a positive difference each day:

1. Do the most difficult things first. If you are anything like me, you have a list of things to accomplish each day. If you do the easiest thing first, and work your way up to the hardest, the day becomes more and more difficult as it progresses. If you start with the hardest things and work toward the easiest, you feel a sense of accomplishment with the completion of each task, and the day becomes easier and more positive as it progresses. (It’s kind of like saving your favorite food for last!) ☺

2. Be a good person. In the CCBA Pledge of Professionalism, we “recognize [that our] conduct is governed by standards of fundamental decency and courtesy. . .” We



Judge Jerry Wiese serves in Department 30 of the Eighth Judicial District Court Bench. Since taking the bench in January of 2011, Judge Wiese has presided over numerous trials, both civil and criminal, and has presided over many settlement conferences. He coordinates the Judicial Settlement Conference Program, and presides over the Medical Malpractice Sweeps. He now serves as the Chief Judge of the District Court.

If we could all make life better for someone else each day, just imagine what it could do for us, and for those around us.



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all refer to the “golden rule” arguments in trial, but do we live by the “golden rule” in our lives? “And as ye would that men should do to you, do ye also to them likewise.” (Luke 6:31) There is a difference between being “nice” and being “kind.” Be both. <https://www.blackburncenter.org/post/nice-vs-kind-why-does-it-matter>

3. Remember why you are here – specifically, why you are an attorney, and why you are practicing the type of law that you are practicing. If asked what is “most important” to you, we may all have very different answers, but I think most of us would agree that we are part of the “legal profession” to help or serve others. If that is your goal, as it is mine, at the end of each day reflect and make sure you have helped someone or served someone. If not, vow to do better the next day.

4. Act with intention and integrity. Intentions are different from goals. Intentions are embodied in each moment while goals occur in the future. “Right intention” includes “committing oneself to personal growth and ethical behavior, resisting unhealthy desire, and not causing harm to oneself or others.” <https://www.mokshamantra.com/acting-with-intention>. Integrity is more than honesty. Integrity is the desire and willingness to do the “right” thing,

even when it may not be popular, and even when it may be the most difficult thing to do. We should all strive to intentionally do the “right thing” every day, and make the “right choices” about how we deal with clients, opposing counsel, the court, etc.

5. Take care of yourself. We need to take care of ourselves physically, mentally, and emotionally. When it’s time to work, work hard, but when it’s time to play, play hard. Enjoy weekends and vacations, and allow yourself to separate your work life from your personal life. In the “Karate Kid,” Mr. Miyagi taught that “balance” is a lesson for “whole life.” We need balance in our lives; we need love, peace, wellness, contentment, and happiness. We need to work on these things each day. We often can’t control what happens around us, but we can always control how we respond or react. If you are struggling with abuse, addiction, mental health issues, or need someone to talk to, the State Bar of Nevada can help. Call 866-828-0022. 



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Five Things to Know About Remote Work

By Jennifer K. Hostetler, Esq. and John McCormick-Huhn, Esq.

1. Nevada employers need to remain compliant with Nevada's labor laws. Nevada's labor laws still apply when employees work remotely in locations in Nevada other than their regular workplace. Specifically, employers need to be mindful of provisions in NRS Chapter 608 and NAC Chapter 608, which provide, *inter alia*, the general requirement for hourly wages to be paid, meals and rest periods, and, absent an applicable exception, the requirement to pay for overtime.

2. Employers may be subject to additional requirements if employees work remotely from outside of Nevada. Employers should monitor whether employees are working in a state other than the state the employee was hired to perform work, as those other states may impose additional legal requirements on employers. The laws related to this issue are rapidly evolving. When in doubt, employers should consult with local legal and tax professionals in the states where employees are working. To start, employers should inquire as to requirements regarding state taxes, workers' compensation, unemployment insurance, and any business registrations required to be filed with the state.

3. Update policy handbooks to include policies related to remote work. Employers should update policy

When in doubt, employers should consult with local legal and tax professionals in the states where employees are working.

handbooks to include remote-work policies. Such policies should provide clear expectations, guidelines, and standards for employees of all levels who work remotely. For example, policies might clarify something as simple as whether cameras should be on or off during videoconferences, or policies could address more complex topics such as how frequently and in what medium supervisors should provide employees with feedback on job performance. When drafting remote-work policies, employers should consider adding provisions that reserve their rights to modify remote-work policies and procedures, including the option to require an employee to return to the office full time.



Jennifer K. Hostetler, Esq. is a partner at Lewis Roca. Jennifer defends employers in state and federal court against claims brought by their employees including claims of wrongful termination and discrimination. Jennifer also counsels and advises employers with respect to their employment decisions and policies.



John McCormick-Huhn, Esq. is an associate at Lewis Roca. He is a member of the firm's Litigation Practice Group and focuses on commercial litigation matters. Prior to joining Lewis Roca, John was a judicial law clerk for Judge Bonnie A. Bulla at the Nevada Court of Appeals.

In the immediate, employers could implement multi-factor authentication and scheduled data backup to the cloud.

4. Beware of cyber-related risks. Remote employees are likely to use personally-owned equipment and home Wi-Fi networks, both of which might lack the typical security measures used in the office and can be targeted by cybercriminals. Employers need to educate themselves—and then provide subsequent trainings to employees—about cyber threats, such as ransomware attacks and phishing schemes. Employers might consider investing in professional risk assessment services to determine weak spots in their organization's security infrastructure. In the immediate, employers could implement multi-factor authentication and scheduled data backup to the cloud.

5. Find ways to optimize the remote-work environment, including health and wellness. Health professionals have suggested simple strategies for creating

an environment conducive to healthy and productive remote working: follow a daily routine, exercise, and stay hydrated. The design of the home office is also important. Employees should avoid working on the couch and invest in an office chair that supports posture. Computer monitors should be at least an arm's length away, and the top of the monitor should be at or right below eye level. Also, employees should be reminded of the 20-20-20 rule: for every 20 minutes of screen time, find an object that is at least 20 feet away and look at that object for 20 seconds. **G**

Employers might consider investing in professional risk assessment services to determine weak spots in their organization's security infrastructure.



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Five Things to Know About the Rosenberg Spy Case

By Tamara Beatty Peterson, Esq. and David Astur, Esq.

1. **The Rosenberg spy case came at the height of anti-Communist sentiment and “Cold War paranoia.”** Julius and Ethel Rosenberg were convicted of conspiracy to commit espionage in 1951 for their roles in spying for the Soviet Union. The Rosenbergs, both Young Communist League members, were arrested in 1950 when the Cold War was escalating. The Rosenbergs pleaded the fifth when asked at trial about their membership in the Communist party.

2. **The star witness for the prosecution later recanted.** The key government witness was Ethel’s brother, David Greenglass, who supplied Julius Rosenberg with hand-written notes regarding nuclear secrets that David was privy to while working on the Manhattan Project. At trial, David testified that Ethel had typed up his hand-written notes, but in 1996, he admitted lying under oath about Ethel’s involvement to protect his wife. In exchange for David’s testimony, Ruth Greenglass was permitted to remain at home with their children; all charges against her were later dropped.

The star witness for the prosecution later recanted.

3. **For years after their execution, debate rages about the trial.** The Rosenbergs were tried together before a jury of eleven men and one woman. Reputedly, the prosecution systematically challenged housewives during jury selection. But perhaps the most controversial aspect of the trial was David’s secret grand jury testimony that never was produced in which David asserted that Ethel was not involved in the Soviet spy ring. Just days before trial, David changed his testimony. The prosecutor, Roy Cohn, was criticized for withholding David’s grand jury testimony but he had no obligation to produce prior grand jury testimony; *Brady v. Maryland* had not yet even been decided.

4. **A box of Jell-O helped convince the jury of Julius Rosenberg’s guilt.** David Greenglass testified that Julius Rosenberg devised a unique signal whereby Rosenberg cut a box of Jell-O in half, kept one half, and gave the other half to Ruth Greenglass. Subsequently, a man visited David Greenglass, presented half of the Jell-O box, and an-



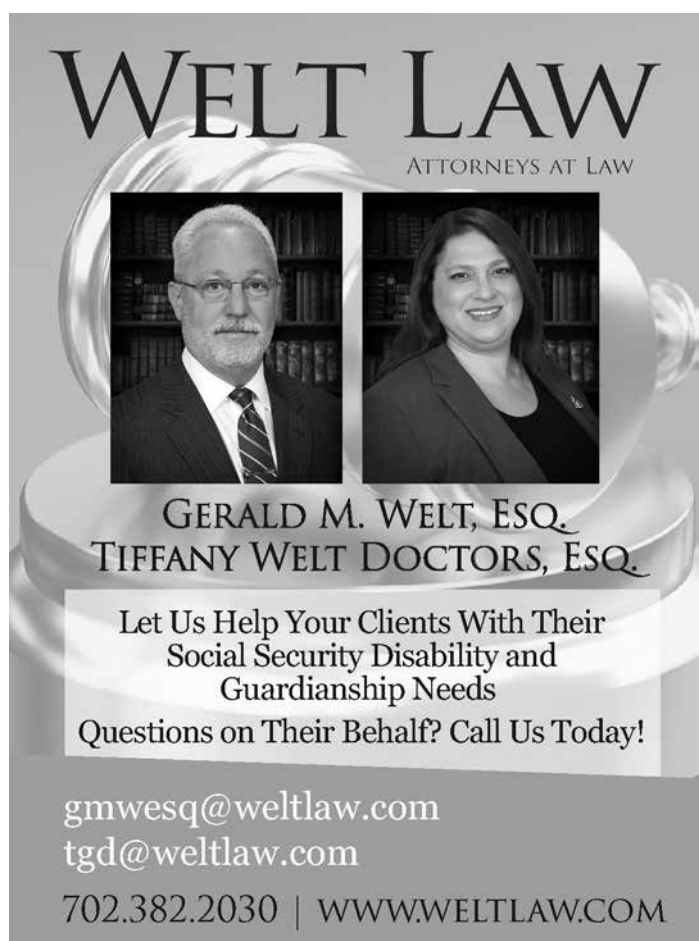
Tamara Beatty Peterson, Esq., a native Las Vegas, is a founding partner of Peterson Baker, a boutique commercial litigation firm.



David Astur, Esq. originally from upstate New York, is an associate at Peterson Baker.

nounced, “Julius sent me.” Because the proffered half of the Jell-O box fit together with David Greenglass’ half, he gave the man sketches related to the design of the atomic bomb. At trial, the actual Jell-O box was never produced; a “facsimile Jell-O box” was proffered instead. No other witness ever mentioned a Jell-O box to the FBI. Nonetheless, the jury was riveted.

5. **Ethel Rosenberg was executed almost three years after her arrest.** Ethel was arrested in August 1950, tried in March 1951, and received sentencing on April 5, 1951. Sentencing guidelines allowed judicial discretion to impose either 30 years imprisonment or death. The judge sentenced both Rosenbergs to death. Ethel’s lawyers’ tireless attempts to overturn the verdict included nine unsuccessful appeals and failed pleas for clemency to both President Truman and President Eisenhower. She went to the electric chair, June 19, 1953, as only the second woman executed by the United States: the first, Mary Surratt, was hanged in 1865 for her role in the conspiracy to assassinate President Lincoln. **C**

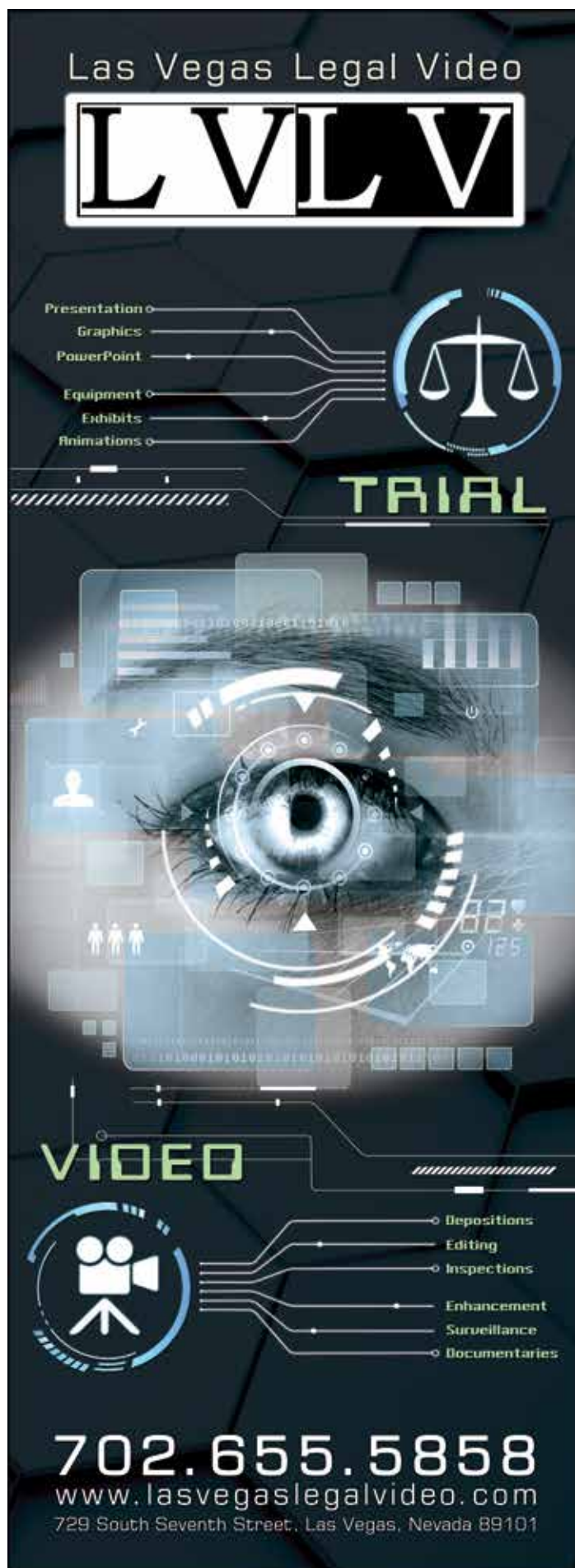


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Five Things to Know About the 82nd Legislative Session

By Shea Backus, Esq.

1. 120 days to pass bills. The Nevada Constitution provides that the legislature is to convene on the first Monday of February following the election of the assembly and is to adjourn sine die 120 calendar days following its commencement. This year, the 82nd Legislative Session will commence on February 6, 2023, and conclude June 6, 2023, at 12:00 AM PST. Any legislative action taken after sine die is void unless a special session is convened.

The constitution requires a bill to pass out of both houses; to which, it must be read on three separate days in each House, unless it's on the consent calendar or with a vote of two-thirds of the house where such bill is pending. A bill that increases revenue, including fees, requires passage by two-thirds of both Houses or vote of the public.

All bills that are passed out of both Houses shall become law unless the governor vetoes the bill by timely returning it to the house in which it originated. A vetoed bill may become law if voted by two-thirds of both houses. If a vetoed bill cannot be returned due to the legislature adjourning, then the governor within ten days shall file such bill with his objections in the office of the secretary of State. The vetoed bill will be before the legislature in the next session; to which, that legislature can pass such bill by two-thirds vote of both houses.



Shea Backus, Esq. is a shareholder with Backus | Burden. Shea represents individuals and business entities in a variety of areas, including both transactional and litigation. Shea is a member of the Nevada State Assembly, representing District 37.

This year, the 82nd Legislative Session will commence on February 6, 2023, and conclude June 6, 2023, at 12:00 AM PST.



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The legislature is required to pass a state budget for the next biennium (FY2023-FY2025)

2. 120 days to appropriate funds. The legislature is required to pass a state budget for the next biennium (FY2023-FY2025); to which, the governor must present his executive budget to the legislature fourteen days prior to the start of session. The Nevada Constitution requires the legislature to appropriate monies that it deems to be sufficient, when combined with local money reasonably available for this purpose, to fund the operation of the public schools (K-12), for the next ensuing biennium, prior to enacting any other appropriation.

3. Make-up of the 82nd legislature. The Nevada Legislature consists of 63 seats, with 42 Assembly members (28 Democrats and 14 Republicans) and 21 Senators (13 Democrats and 8 Republicans). As of November 18, 2023, there is one vacancy in the Senate. Since the vacant

district is located in Clark County and previously held by a Democrat, the Clark County Commissioners will have to appoint a Democrat to the vacant seat. With that vacancy, there are currently 38 women and 24 men serving in the legislature.

4. Comparison to other legislatures. Nevada is the third smallest legislature, after Alaska (60) and Delaware (62). Nevada is one of four states that have biennial sessions (other states include MT, ND, & TX) and is one of ten citizen legislatures. In 2019, Nevada became the first state to have a women-majority state legislature in U.S. history.

5. Participating in the Process. The easiest way to follow a bill is to set up a personalized legislative tracking: <https://www.leg.state.nv.us/App/NELIS/REL/82nd2023/Plt>. Ten bills can be tracked for free. **●**



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Five Things to Know About the Change in Traffic Citations from Misdemeanors to Civil Infractions

By Lisa M. Szyk, Esq.

1. Pay attention to the details on the citation. It is important to take note of the following information: The date by which to appear; the jurisdiction in which the appearance must be made; and the details on the citation, like the spelling of the name, the offense cited, etc. Once you make note of these pertinent pieces of information, you are ready to begin the adjudication process. Each court has slightly different protocols. Some courts will permit the entry of the plea online. Some courts have a form for fax adjudication, and others will require in-person appearances at the clerk's windows.

2. There has been a change in how the courts will handle traffic tickets. Effective January 1, 2023, AB 116 has essentially decriminalized most traffic infractions. Some traffic-related citations may still be treated as misdemeanors if a criminal penalty is prescribed in the statute. NRS 481.015(a) [effective January 1, 2023] has defined "civil infraction" as a violation of any provision of chap-

This does not mean that all traffic violations will be treated as civil infractions.

ters 483 to 484E, inclusive, 486 or 490 of NRS that is not punishable as a misdemeanor, gross misdemeanor, or felony. Civil infractions may still impact points on a driver's license." *Id.*



Lisa M. Szyk, Esq. is an attorney practicing in the fields of criminal defense, family law, and, most recently, civil defense. Lisa has joined the firm Backus | Burden and is excited about the next journey in her career. She attended UNLV for undergraduate studies and went to law

school at North Carolina Central University. Lisa has been a licensed attorney since 2009.

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3. **This does not mean that all traffic violations will be treated as civil infractions.** For instance, a person convicted of driving under the influence in violation of NRS 484C.110 will be punished subject to the provisions of NRS 484C.400, which prescribes both misdemeanor and felony convictions depending on the circumstances. However, failure to show proof of insurance will be treated as a civil infraction. *See* NRS 484A.7037 [effective January 1, 2023].

4. **The change in traffic citations from misdemeanor offenses to civil infractions means that for those offenses not subject to criminal treatment, warrants will no longer be issued by the court.** It does not mean that clients can ignore the infraction or not respond to the citation. If your client fails to respond to the civil infraction, the court must issue an order that your client committed the civil infraction and assess the monetary penalty and administrative assessments. A person who has been issued a civil infraction and fails to appear cannot appeal the decision that the infraction has been committed. NRS 484.704(5) [effective January 1, 2023].

5. **NRS 484A.704 sets forth the options available to a client for responding to a civil infraction.** Your client has the option to pay the citation in full, dispute the

A person who has been issued a civil infraction and fails to appear cannot appeal the decision that the infraction has been committed. NRS 484.704(5) [effective January 1, 2023]

offense, or request a hearing. *Id.* The court can issue monetary fines and administrative assessments. What happens if your client cannot afford to pay the monetary assessment? NRS 484A.7045 [effective January 1, 2023] permits someone to complete community service in lieu of a monetary assessment. Any person electing to perform community service, however, may still be required to pay administrative assessments. **G**

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Five Things to Know About the Trial By Peers Program

By Doreen Spears Hartwell, Esq.


1. Juvenile diversion program: The Clark County Law Foundation's Trial by Peers ("TBP") program has been around since 1993 and has become a model for juvenile diversion programs around the country and in England. TBP provides Clark County youth between the ages 12-17 with a unique experience combining civic education and the juvenile justice system. Real cases are diverted from juvenile justice court to the TBP program. Participants charged with misdemeanors are tried, defended, and sentenced by their peers (teens approximately their own age) in court before a judge and with the assistance of a senior attorney. Participants that successfully complete the TBP program will have no delinquency record of their case.

2. New focus on restorative justice. Restorative justice is an approach to justice where one of the responses to a crime is to organize a meeting between the victim and the offender, sometimes with representatives of the wider community. The goal is for everyone to share their experience of what happened, to discuss who was harmed by the crime and how, and to create a consensus for what the offender can do to address the harm caused. Addressing a harm could take the form of restitution, apologies, anger management classes, community services, and more. The objective of restorative justice is to not only to make amends, but to also address the underlying cause with the hope of preventing recidivism.

3. Misdemeanor cases: TPB solely deals with misdemeanor charges against first- or second-time offenders. The "charges" are brought against a participant based upon either a misdemeanor citation issued by a police officer, or a referral made by school administration or staff. Examples of cases referred to TBP include assault, battery, petit larceny (theft), disturbing the peace, obstruction of justice, trespass, possession of alcohol or controlled substances, and bullying.

4. Positive impact on students: The peer counselors and advocates participating in TBP develop an understanding and respect for the law through classroom education and hands-on experience. They gain valuable insight into the inner workings of the law by working with local judges, attorneys, and law enforcement officers. They also gain valuable public speaking and research and writing skills. Finally, the peer counselors and advocates learn invaluable conflict resolution skills. A number of prior program participants have gone on to become attorneys.

5. Community benefits: TBP reduces the number of students removed from their primary schools by offering an administrative alternative to suspension or expulsion. Equally as important, TBP reduces the volume of cases burdening our juvenile judicial system by offering an alternative that has proven successful in lessening repeated offenses.

To learn more about TBP and/or to become a senior attorney, go to www.clarkcountylawfoundation.org. 



Doreen Spears Hartwell, Esq. is a founding member of Hartwell Thalacker, Ltd., a boutique firm that focuses on employment law representing management and business litigation.

Five Things to Know About Sealing Nevada Criminal Records

By Elizabeth S. Carmona, Esq.


1. It's not automatic. Although the Nevada Legislature established a public policy in favor of second chances, *see* NRS 179.2405, there is currently no mechanism for automatically sealing eligible criminal records in Nevada. A person wishing to seal past criminal records must file a petition with the court. The prosecuting agency and law enforcement involved will be notified of the petition and have the opportunity to object. In most cases, a rebuttable presumption in favor of sealing the records will apply. NRS 179.2445. If the petition is granted, the order must be distributed to all relevant agencies to complete the process.

2. Most charges must meet statutory eligibility requirements. Charges must meet the waiting periods set forth in NRS Chapter 179. Some charges are eligible immediately (e.g., dismissed, acquitted, and decriminalized charges), whereas others can never be sealed (e.g., crimes against children, sexual offenses, felony DUIs, and home invasions with a deadly weapon). The eligibility timeline begins at the close of each case. This can mean the date the last fine was paid, the date of release from parole or probation, the date of release from jail or prison, or the date other court requirements were completed. "Minor moving or standing violations" that fail to meet the waiting period may be omitted from the petition, so long as the other charges have met the relevant waiting periods. NRS 179.245(5).

3. Record sealing restores most civil rights lost due to a felony conviction. When the court grants a petition to seal criminal records, the petitioner's rights to

vote, hold office, and sit on a jury are immediately restored. NRS 179.285. The right to bear arms is unaffected by record sealing and can only be restored by a pardon. NRS 202.360.

4. Some agencies can access sealed records on a limited basis. Once sealed, the underlying records are removed from public view and the proceedings are deemed never to have occurred. The records continue to exist, however, and some government agencies can access sealed records under specified circumstances. These agencies include the Nevada Gaming Control Board, the Nevada Gaming Commission, the Department of Business & Industry Division of Insurance, a prosecuting attorney, the Central Repository for Nevada Records of Criminal History, the State Board of Pardons Commissioners, and some professional licensing boards. NRS 179.301; NRS 179.259.

5. Help is available. Nevada Legal Services provides free legal education, self-help resources, legal advice, and representation for eligible Nevadans seeking to seal their past criminal records, as well as CLE presentations and support for pro bono volunteers. Criminal record sealing community education classes are open to all and offered on a regular basis in partnership with the UNLV William S. Boyd School of Law. For upcoming class dates, record sealing resources, or client intake, please visit www.nevadalegalservices.org. 

Elizabeth S. Carmona, Esq. is the Directing Attorney of Nevada Legal Services' Las Vegas office and leads the organization's Clean Slate Project in Clark County. Nevada Legal Services is Nevada's only statewide nonprofit legal aid organization providing free civil legal aid in every county.

Five Reasons to Take a Pro Bono Case Today

By Michael Wendlberger, Esq.

When you take a pro bono case, you reduce the access to justice gap in our community and provide a voice to the voiceless. You have the opportunity to change someone's life forever. Here are five ways the Pro Bono Project can help you.

1. Support. Legal Aid Center of Southern Nevada provides support to every pro bono volunteer. Pro bono attorneys receive a mentor, sample pleadings, forms, and training materials. Legal Aid Center does everything in its power to make taking a case easy and rewarding.

2. CLE credits abound. Legal Aid Center offers free live and on-demand CLE courses on numerous topics, including federal 1983 claims, family law, representing children in dependency court, consumer litigation, immigration, and guardianship. In addition, pro bono attorneys receive one hour of CLE credit for every three hours spent on a pro bono matter, up to four credits.

3. Free malpractice insurance. Legal Aid Center provides malpractice insurance to pro bono volunteers for all pro bono matters taken through Legal Aid Center's Pro Bono Project.

4. Expand. Taking a pro bono case allows an attorney to expand their practice by learning a new area of law. Through their volunteer efforts, pro bono attorneys expand their presence in the legal community, meeting with fellow pro bono attorneys and judges. In addition, pro bono volunteers expand their presence in the non-legal community.

5. Mental health. The daily grind of legal practice can, at times, be exhausting. Pro bono work can help you take a break from the daily grind, reinvigorating your mind. Pro bono work is like a breath of fresh air. So why not take a breath, take a pro bono case, and get paid in smiles and good vibes?

You can be the change. **G**

Michael Wendlberger, Esq. is the Director of the Pro Bono Project at Legal Aid Center of Southern Nevada. The Pro Bono Project pairs volunteer attorneys with screened clients in the areas of family, consumer, landlord tenant, civil rights, immigration, bankruptcy, and other areas of law. Interested attorneys should contact Michael at 702 386-1429 or mwendlberger@lacs.nv.gov.



Community Outreach Spotlight

Lawyer in the School Project Volunteers Needed

The Las Vegas office of Nevada Legal Services is seeking attorneys to volunteer with its Lawyer in the School Project.

Volunteers are needed to assist with upcoming Ask a Lawyer events at Myrtle Tate Elementary School, a Title 1 school in Las Vegas. The Ask A Lawyer events are held Tuesdays 1:30-3:30 p.m. Myrtle Tate Elementary School Project events can be conducted in-person, via Zoom, or telephonically.

For more information and to volunteer, contact Melanie Pettway, Esq. at mpettway@nevadalegalservices.org or Francisca Hollis at fhollis@nevadalegalservices.org.

Become a CASA Volunteer in Clark County

By Mary Ann Price

The Eighth Judicial District Court CASA Program seeks more volunteers to become Court Appointed Special Advocates (CASA) to speak for abused and neglected children.

The CASA program, which is part of the Family Division of the Eighth Judicial District Court, recruits, screens, trains, and supports volunteers to represent the best interests of foster children in Clark County. The advocates represent the children in school, child and family team meetings, and in court. Volunteering for the program involves a two-year commitment and a willingness to spend quality time with the children to advocate for them.

“When you give abused and neglected kids a CASA, you give them a voice. When you give them a voice, you give them hope. When you give them hope, you give them a future,” said Family Court Judge Frank Sullivan, who presides over the CASA program. “CASA’s are the ears and the eyes for the court. They provide a voice and offer stability for kids who are in foster care and don’t otherwise have a lot of stability in their lives.”



Mary Ann Price is the Court Information Officer for the Eighth Judicial District Court serving southern Nevada.

Those who are interested can learn more at one of the many monthly online orientations by visiting www.casalasvegas.org and signing up to attend. See below for dates of upcoming orientations. Potential volunteers can also call the CASA program at 702-455-CASA for more information.

- Wednesday, January 4 (9 – 10 a.m.)
- Friday, January 13 (noon – 1 p.m.)
- Wednesday, January 18 (6 – 7 p.m.) **C**

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StephanieAbbott@clarkcountybar.org

Ask about discounts and added value opportunities!

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- Affordable monthly premiums



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- **National Network** - Prominence has partnered with Cigna to allow access to a national network for use outside of Nevada for members enrolled in either a POS or PPO health plan.
- **Teladoc** - 24/7 care via telephone or video from licensed physicians, psychiatrists, and counselors for a \$0 cost share. Note, High Deductible Health Plans are subject to deductible first and benefits will be rendered at the contractual service rate.

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2022/2023 BENEFIT OVERVIEW

Statewide HMO with no specialist referrals for members; benefits listed below are in-network;
* indicates plans with national network access outside Nevada

PLANS RENEW OCTOBER 1, 2023

GROUPS CAN CHOOSE UP TO THREE ASSOCIATION HEALTH PLANS TO ENROLL

In-Network Benefits	New Plan! HMO 2000	POS 1000* HMO/PPO	New Plan! POS 3000* HMO/PPO	POS 5000* HMO/PPO	POS 7500* HMO/PPO	New Plan! PPO 2500*	New Plan! PPO HD 3000*
Calendar Year Deductible (CYD)							
Individual	\$2,000	\$1,000/\$1,500	\$3,000/\$3,500	\$5,000/\$5,500	\$7,500/\$7,500	\$2,500	\$3,000
Family	\$6,000	\$2,000/\$3,000	\$6,000/\$7,000	\$10,000/\$11,000	\$15,000/\$15,000	\$5,000	\$6,000
Coinsurance							
	20%	20%	30%	30%	30%	30%	10%
Out-of-Pocket Maximum							
Single	\$6,850	\$4,000/\$6,500	\$6,850/\$8,150	\$7,300/\$8,000	\$8,550/\$8,550	\$8,150	\$5,000
Family	\$13,700	\$8,000/\$13,000	\$13,700/\$16,300	\$14,600/\$16,000	\$17,100/\$17,100	\$16,300	\$10,000
Provider Office Visits							
Telemedicine - Teladoc	\$0 copay	\$0 copay	\$0 copay	\$0 copay	\$0 copay	\$0 copay	CYD/\$0 copay
Primary Care Provider (PCP)	\$25 copay	\$15/\$30 copay	\$25/\$50 copay	\$30/\$60 copay	\$30/\$60 copay	\$30 copay	CYD/10%
wellPortal Primary Care	\$0 copay	\$0 copay	\$0 copay	\$0 copay	\$0 copay	N/A	N/A
Specialist	\$50 copay	\$30/\$60 copay	\$50/\$80 copay	\$60/\$90 copay	\$60/\$90 copay	\$60 copay	CYD/10%
Emergency/Urgent Care							
Ambulance – Ground & Air	\$250 copay per trip	\$250 copay per trip	\$500 copay per trip	\$1,000 copay	\$1,500 copay per trip	\$500 copay per trip	CYD/10%
Emergency Room	CYD	\$500 copay	CYD/30%	\$1,000 copay	\$1,500 copay	CYD/30%	CYD/10%
Urgent Care	\$50 copay	\$50/\$100 copay	\$50/\$100 copay	\$50/\$100 copay	\$50/\$100 copay	\$50 copay	CYD/10%
Hospital/Facility/Surgical							
Outpatient Surgical	\$250 copay	\$250 copay/ CYD 20%	\$500 copay/ CYD 30%	\$1,000 copay/ CYD 30%	\$1,500 copay/ CYD 30%	\$500 copay	CYD/10%
Inpatient Hospital	CYD/\$1,000 copay	CYD \$1,000/ CYD 20%	CYD \$2,000 copay/ CYD 30%	CYD/30%	CYD 30%/ CYD 30%	CYD/30%	CYD/10%
Pharmacy							
FDA-approved Preventive	No Charge	No Charge	No Charge	No Charge	No Charge	No Charge	No Charge
Generic/Brand/Non-Brand	\$15/\$40/\$60	\$25/\$50/\$75	\$25/\$50/\$75	\$25/\$50/\$75	\$25/\$50/\$75	\$10/\$30/\$50	CYD/10%
Specialty	20%	20%	20%	20%	20%	20%	CYD/10%
Radiology							
Routine X-Ray & Diagnostic	\$25 copay	\$15/\$30 copay	\$25/\$50 copay	\$30/\$60 copay	\$30/\$60 copay	\$30 copay	CYD/10%
CT Scan & MRI	\$250 copay	\$250 copay/ CYD 20%	\$500 copay/ CYD 30%	\$1,000 copay/ CYD 30%	\$1,500 copay/ CYD 30%	\$500 copay	CYD/10%
Complex Diagnostic	CYD/20%	\$250 copay/ CYD 20%	CYD/30%	\$1,000 copay/ CYD 30%	\$1,500 copay/ CYD 30%	CYD/ 30%	CYD/10%
Maternity							
Prenatal Care & Delivery	\$200 copay per delivery	\$200 copay/CYD 20% per delivery	\$250 copay/CYD 30% per delivery	\$250 copay/CYD 30% per delivery	\$200 copay/CYD 30% per delivery	\$200 copay per delivery	CYD/10%
Delivery Room & Well-baby Hospital	CYD/\$1,000 copay	CYD \$1,000 copay/ CYD 20%	CYD \$2,000/ CYD 30%	CYD 30%/ CYD 30%	CYD 30%/CYD 30%	CYD/30%	CYD/10%
Mental Health/Alcohol & Drug Abuse Services							
Inpatient	CYD/\$1,000 copay	CYD \$1,000/ CYD 20%	CYD \$2,000/ CYD 30%	CYD 30%/ CYD 30%	CYD 30%/ CYD 30%	CYD/30%	CYD/10%
Outpatient	\$250 copay	\$250 copay/ CYD 20%	\$500 copay/ CYD 30%	\$1,000/ CYD 30%	\$1,500 copay/ CYD 30%	\$500 copay	CYD/10%
Office Visit	\$25 copay	\$15/\$30 copay	\$25/\$50 copay	\$30/\$60 copay	\$30/\$60 copay	\$30 copay	CYD/10%
Lab and Pathology							
	No Charge	No Charge	No Charge	No Charge	No Charge	No Charge	CYD/10%
Pediatric Dental & Vision - Diagnostic and Preventive (up to age 19)							
	No Charge	No Charge	No Charge	No Charge	No Charge	No Charge	No Charge

¹ High Deductible Health Plans are subject to deductible first and benefits will be rendered at the contractual rate based upon type of service.
Refer to the Summary of Benefits document for benefit details, limitations and exclusions. This document is for plan comparison purposes only.

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