



# Mark V. Steffenson

Shareholder

763.560.5700 | [hennsnoxlaw.com](http://hennsnoxlaw.com)

## Primary Areas of Practice

- Business & Commercial Law
- Trusts and Estate Litigation
- Employment Law - Employee
- Employment Law - Employer
- Litigation & Appeals
- Shareholders' Rights

## Education

- **University of Minnesota Law School**  
Minneapolis, Minnesota, 1986  
J.D., *Cum Laude*
- **St. Olaf College**  
Northfield, Minnesota, 1982  
B.A., *Cum Laude*

## Bar Admissions

- Minnesota, 1986
- U.S. District Court  
District of Minnesota, 1988
- U.S. Court of Appeals 8th Circuit, 1997
- U.S. Supreme Court, 1997
- Hennepin County Bar Assn, Member



Mark is a shareholder in the law firm of Henningson & Snoxell, Ltd., located in Maple Grove, Minnesota. He concentrates his practice representing clients in business and commercial litigation. Minnesota Law & Politics magazine has repeatedly named Mark a Super Lawyer, a designation reserved for only 5 percent of the total lawyers in the state. He has also received an AV® Preeminent Peer Review Rating in the distinguished legal directory, Martindale-Hubbell®.\*

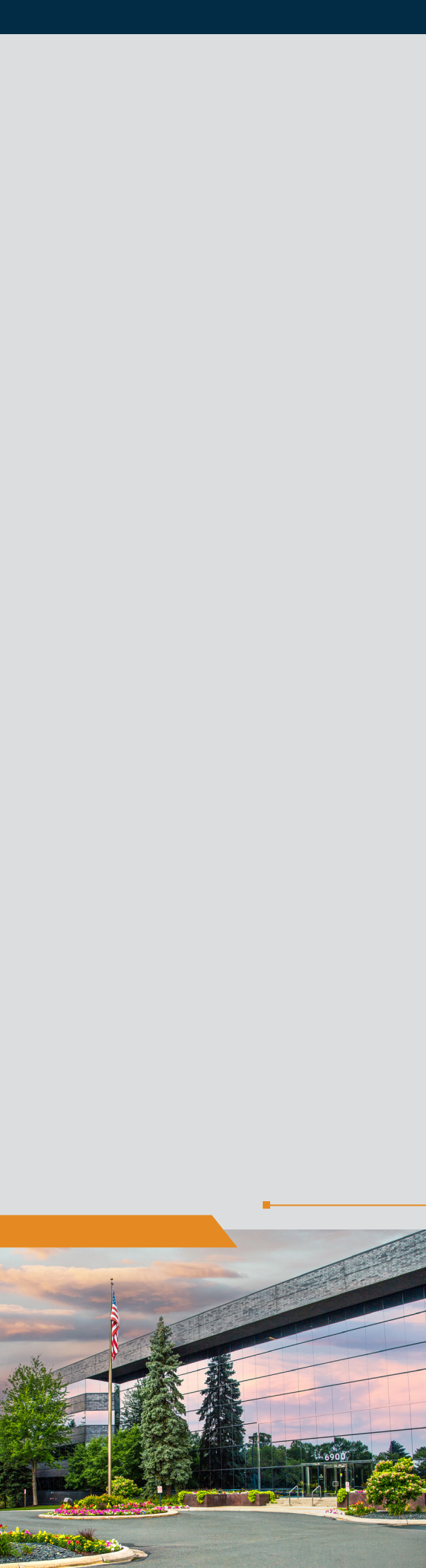
Mark has devoted his entire career to representing clients in civil litigation, trying dozens of cases in state and federal courts. He also resolves disputes using arbitration and mediation.

His approach to representing clients is based on years of experience as a commercial litigator, as well as a professional who understands business. From the outset of the relationship, Mark is committed to carefully listening to his clients to thoroughly understand the problems they face and their desired outcome. At that point he will evaluate the problem to provide his client with a fair and accurate assessment as to where the case is headed relative to the ultimate cost, the realistic chance of recovery, and determine the actual value of the case to the client.

Mark's practice includes representing businesses and nonprofit organizations in the following areas:

- **Contract disputes.** For more than 20 years, Mark has diligently represented the interests of his clients in contract disputes, whether large or small. Most often such disputes are related to contract terms, interpretation, or breach of contract.
- **Employment litigation.** In the area of employment law, Mark counsels his business clients in the downsizing process and their legal obligations under federal and state law, such as the WARN Act. He has represented businesses ranging from small employers to the world's largest media conglomerate in all of their Minnesota employment and ERISA matters. Mark has successfully represented business clients with regard to employment contracts, harassment matters, trade secrets, defending and enforcing non-competes, as well as in ERISA litigation.

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- **Insurance coverage disputes.** Mark's business clients seek his counsel to review commercial liability policies, determine if there is coverage for a claim, and to take appropriate action to recover. He has successfully recovered insurance awards related to:
  - Fire
  - Theft and embezzlement
  - Property damage
  - Employee misconduct in areas such as harassment and motor vehicle accidents
  - Life insurance awards related to issues for failure to disclose information on the insurance application
- **Shareholder and partnership disputes.** Mark works with closely held entities and partnerships to assist them in resolving internal disputes or management problems. He has represented both minority and majority shareholders in disputes in a variety of industries, such as CNC manufacturers, personal services, telecommunications and ammunition manufacturers.
- **Third Party Administrators (TPAs).** Mark has many years of experience representing TPAs involving disputes regarding administration of plan claims, both welfare and pension based.
- **Trust and estate litigation.** Mark represents clients relative to the disposition of assets from a trust or an estate, as well as the interpretation of the Will or other controlling document.
- **Appellate law.** During the course of his career, Mark has represented clients on appeal to the Minnesota Court of Appeals, the Minnesota Supreme Court, as well as the federal appellate system. Highlights of his appellate representation include:
  - Employment related appeals
  - ERISA
  - Nursing home responsible party
  - Consumer fraud on behalf of students of the Minnesota School of Business

Mark is admitted to practice in all Minnesota state courts, as well the U.S. District Court of Minnesota, the U.S. Court of Appeals for the 8th Circuit, and the U.S. Supreme Court. He is a member of the Minnesota Trial Lawyers Association and the Federal, Minnesota State and Hennepin County Bar Associations.

Mark is a member of the Maple Grove City Council and was elected Mayor of the City in 2001. He also serves on the Board of Directors of the North Minneapolis Convention Bureau, is a past President of the North Metro Mayors Association, is currently a member of the Regional Council of Mayors and the Municipal Legislative Commission, and served on the Board of Directors of Community Action for Suburban Hennepin (CASH). Mark has also been active in the North Hennepin Chamber of Commerce, Hennepin County Sheriff's Community Advisory Committee, and the Steering Committee for the Maple Grove D.A.R.E. House Project.

Born in Robbinsdale, Minnesota, Mark received his law degree, cum laude, from the University of Minnesota Law School, and his B.A., cum laude, from St. Olaf College. Following law school, Mark clerked for the Honorable Chief Magistrate Judge J. Earl Cudd and the Honorable Magistrate Judge Floyd Bodine. He joined Henningson & Snoxell, Ltd. in 1996.

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