

20 25

ANNUAL REPORT

**Celebrating 25 years of
support and advocacy
for America's small and
independent businesses.**



Executive Director's Message

WE ARE

FIGHTING

FOR YOU

It is my privilege to introduce the NFIB Small Business Legal Center's Annual Report for 2025. This year marked a significant milestone, celebrating 25 years of the Legal Center's advocacy for small businesses in the nation's courts.

The NFIB Legal Center accomplished a great deal in 2025, largely due to the support of our generous donors. We achieved overwhelming success in bringing the voice of small business to courts around the country and solidifying our reputation as a nationally recognized legal resource. We were active in six lawsuits and filed 37 amicus briefs in both state and federal courts, fighting to defend small business interests and priorities.

In addition, the NFIB Legal Center continued our educational efforts through our monthly webinar series and by publishing new legal guides and articles on the most pressing issues affecting small businesses. In 2025, the support line responded to over 1,100 direct inquiries from small businesses, providing guidance on legal issues and answering a wide range of legal and business-related questions and concerns.



These accomplishments demonstrate our steadfast commitment to ensuring that the NFIB Legal Center continues its legacy as the foremost legal authority for small businesses in the nation's courts and a vital resource to small businesses.

We are incredibly grateful for the support of our generous donors and our law firm and public interest partners, as we could not carry out our mission without it. On behalf of America's small businesses, thank you for your continued trust and partnership.

A handwritten signature in black ink that reads "Beth".

Beth Milito,
Executive Director

CONTACT US



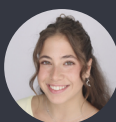
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About the NFIB Small Business Legal Center

NFIB's Small Business Legal Center works for your small business, supporting you in the nation's courts and serving as a legal resource for you.

What is the NFIB Small Business Legal Center?

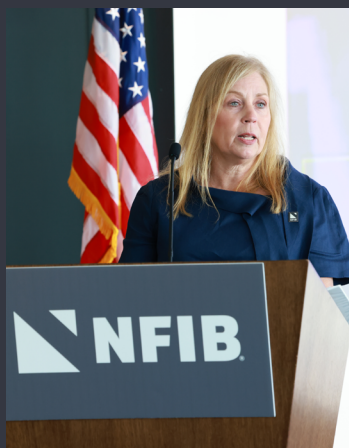
▶ The NFIB Small Business Legal Center is the voice for small business in the nation's courts and the legal resource for small business owners nationwide. We educate and litigate for small business.

NFIB Small Business Legal Center as a Litigator

▶ The Legal Center is an advocate for small business in the courts. We tell judges how the decision they make in a given case will impact small businesses nationwide. Importantly, we only initiate lawsuits and file amicus ("friend-of-the-court") briefs in precedent-setting cases.

NFIB Small Business Legal Center as an Educator

▶ The Legal Center educates small businesses by providing legal and regulatory information through webinars, legal guides, blogs and articles, and with our Small Business Support Line.



Beth Milito speaking at the 2025 NFIB National Fly-In in Washington, D.C.



Beth Milito presenting at the 2025 NFIB Advocacy Retreat in Minnesota.

2025 **By the Numbers**

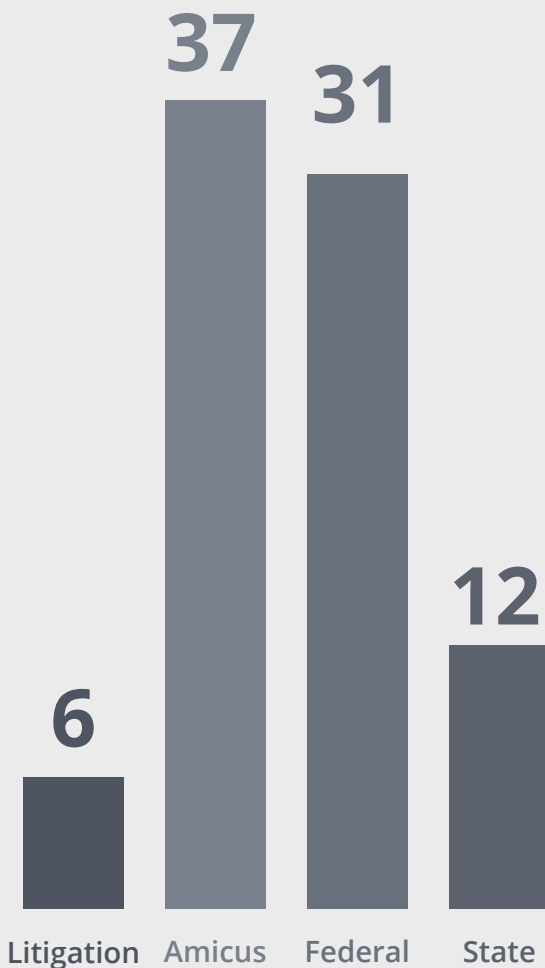
EDUCATION

13 
Webinars

18 
Blog Posts

4 
Legal Guides

IN THE COURTS

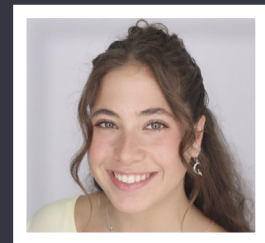


SUPPORT LINE

1,100+
TOTAL INQUIRIES

MOST FREQUENT TOPICS:

- ▶ Legislation & Regulations
- ▶ Beneficial Ownership Information (BOI) Reporting
- ▶ Employee-Related Issues



Meet Julianna Rodrigues, the Legal Center Coordinator and newest member of the NFIB Legal Center team. Julianna oversees the NFIB Support Line and is your go-to contact for any business-related questions or concerns.

Headline Litigation in 2025

The Legal Center works tirelessly to fight anti-business policies and ensure that the voice of small business is heard in the nation's courts. Here, we highlight several critical lawsuits NFIB filed on behalf of its members in 2025.

1. *Custom Communications v. Federal Trade Commission (FTC)* – NFIB Successfully Protects Business Use of Automatic Renewal Contracts

In late 2024, the FTC published a rule that would have made it extremely difficult for small businesses to use contracts with automatic renewal provisions. The rule would have immediately affected over 200 million Americans and over 100,000 businesses. NFIB sued arguing that the rule exceeded the FTC's authority. We won.

2. *McCarty v. Missouri Secretary of State* – NFIB Fights Paid Leave Mandate

Missouri's Prop A included a paid sick leave mandate and a minimum wage increase. NFIB petitioned the state supreme court to overturn Prop A, arguing that its wording failed to conform with multiple legal requirements. While the court disagreed, the state legislature has since repealed the paid sick leave mandate that Prop A required.

3. *Oregon-Columbia Chapter of AGC v. Kotek* – NFIB Sues to Overturn Mandated Project Labor Agreements

NFIB joined a coalition of business groups challenging the Oregon Governor's executive order mandating union-only project labor agreements on state construction projects. We argued that the executive order exceeds the Governor's authority, denies small businesses the ability to win state contracts, and will increase costs. Shortly after filing our lawsuit, a judge blocked the Governor's executive order from going into effect.

4. *Business Council of New York v. New York Department of Environmental Conservation* – NFIB Challenges New York Land Grab

NFIB sued the New York Department of Environmental Conservation (DEC) over its new wetland regulations. The new regulations drastically increase the number of regulated wetlands in the state, to the detriment of private property owners. Our lawsuit argues that the DEC's new regulations violate state law.



Beth Milito testifying before the U.S. House Committee on Education and Workforce at a hearing titled, "Unleashing America's Workforce and Strengthening Our Economy," where she highlighted pro-business policies to help reinvest in the American workforce. During her testimony, she emphasized the importance of making the 20% Small Business Tax Deduction permanent, which came to be with the passage of H.R. 1.

Outreach & Education in 2025

SUPPORT LINE

The **NFIB Small Business Support Line** responded to over 1,100 small business inquiries this year. If you have a small business-related question, comment, or concern, call the NFIB Support Line at **1-800-552-NFIB** or email info@nfib.org.

We can provide guidance and information on:

- Human Resources
- Taxes
- Credit Cards
- Federal, State, and Local Legislation and Regulations
- Business Finances
- Compliance
- Government Mandates
- Insurance
- Licensing and Permits
- General Legal and Business Inquiries

WEBINARS

The 2025 webinars covered a range of topics, from **taxes** and **tariffs** to **human resources** and **OSHA inspections**. All webinars are available on demand at nfib.com/webinars/.

FREE WEBINAR

What Employers Need to Know About No Tax on Tips and No Tax on Overtime

Now Available On-Demand

SPEAKERS



Beth Milito

VP and Executive Director
NFIB Small Business Legal Center



Stephen Kenney

Associate
Ogletree Deakins

NFIB.com/webinars/

THE LEGAL GUIDE SERIES

The Small Business Legal Center is proud to offer a wide range of educational articles and handbooks to help small businesses stay informed. Our resources are available at nfib.com/legal-support.

New Legal Guides:

- *Credit Card Surcharge and Cash Discount Laws Guide*
- *Guide to Independent Contractors*
- *Guide to ADA Website Accessibility*
- *Guide to Responding to ADA Lawsuits*



2025 Media Highlights

INC. MAGAZINE

January 6, 2025

Annabel Burba of *Inc.* interviewed NFIB Legal Center Executive Director Beth Milito for her opinion on which Supreme Court cases might impact small businesses in 2025. Beth Milito commented on two cases in which NFIB filed amicus briefs, *EMD Sales v. Carrera* and *San Francisco v. Environmental Protection Agency*.

THE NEW YORK TIMES

January 23, 2025

The New York Times referenced NFIB's lawsuit challenging the Corporate Transparency Act (CTA) and Beneficial Ownership Information (BOI) reporting. The Court's ruling in *Texas Top Cop Shop v. Garland* blocked the U.S. Department of Treasury from enforcing the CTA's BOI reporting requirements, a huge victory for small businesses.

BLOOMBERG LAW

April 21, 2025

Bloomberg Law highlighted NFIB's amicus brief in *CIR v. Zuch*, which concerns IRS enforcement proceedings and the seizure of taxpayer property. Beth Milito is quoted in the article stating, "Congress ensured that taxpayers have a fair chance to challenge

a levy or lien before the IRS collects. This is not only to protect taxpayers' rights and property, but to ensure that the IRS does not abuse its authority."

FORBES

July 13, 2025

Forbes pointed to NFIB's efforts at ensuring the Federal Trade Commission's (FTC) Negative Option Rule — which would have imposed "onerous regulatory obligations" on small businesses — was struck down. Beth Milito is quoted: "The FTC went far beyond their authority in enacting this rule. NFIB is pleased that the Court recognized the procedural failures that took place in the rulemaking process and prevented this burdensome regulation from inflicting further damage on small businesses."

SMALL BUSINESS TRENDS

August 14, 2025

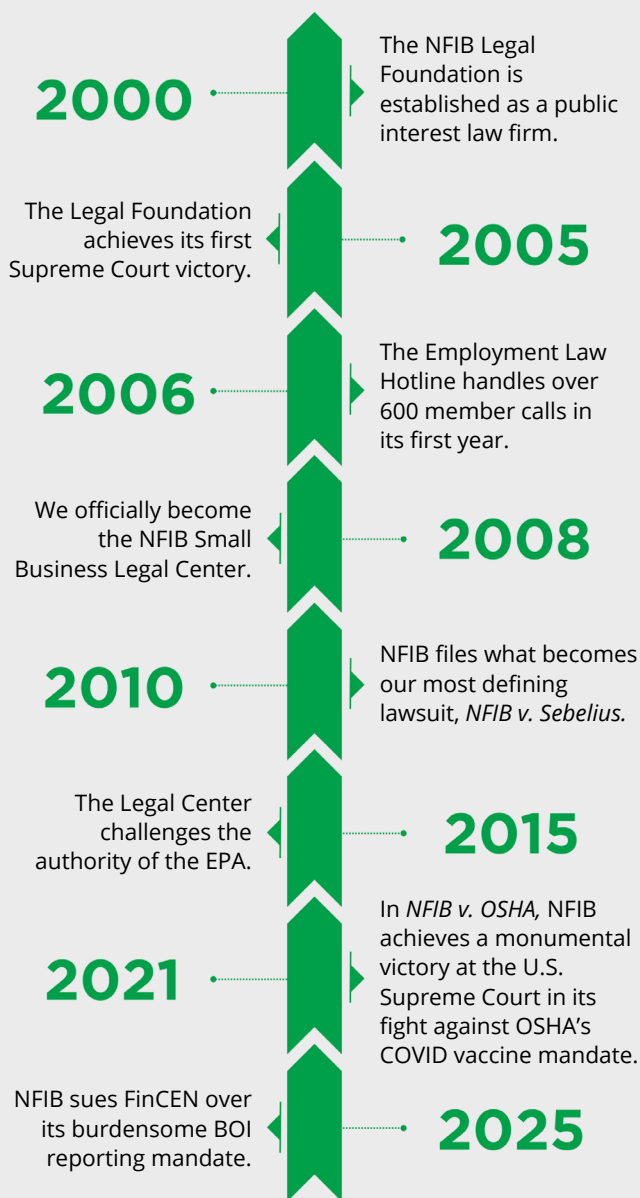
Small Business Trends discussed the swipe fee ruling in *Corner Post Inc. v. Federal Reserve*, quoting Beth Milito: "NFIB has been very vocal about the disproportionately high cost of swipe fees for small, independently owned businesses. The ruling ultimately deemed that the Federal Reserve had overstepped its bounds in setting regulations that disproportionately impact small business owners."

Stay up-to-date on the latest legal and regulatory challenges and victories for small business by subscribing to the **NFIB Legal Center's Monthly Newsletter**. Scan the QR code to subscribe and begin receiving our monthly updates.





The NFIB Legal Center Through the Years



WE ARE HERE TO HELP

For all your small business-related questions or concerns, give the **NFIB Support Line** a call at **1-800-552-NFIB** or send us an email at **info@nfib.org**.

We are incredibly grateful for your support of the NFIB Small Business Legal Center. Your contributions help us fight for small business in the nation's courts and provide quality resources and support to resolve your legal issues.

To donate to the Small Business Legal Center, scan the QR code or visit **nfib.com/legal-contributions/**.

