



Ruzanna Mirzoyan

Associate

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Overview

Ruzanna Mirzoyan focuses her practice on litigation defense and represents employers in complex employment litigation, with a focus on trade secrets, unfair competition, ERISA litigation, and restrictive covenant disputes. She also advises clients—ranging from Fortune 500 companies to private equity firms—on due diligence in mergers and acquisitions, helping them navigate workforce-related risks and compliance considerations. Ruzanna has substantial experience handling wage garnishment matters for large employers and regularly represents clients in mediations.

Beyond her legal practice, Ruzanna is committed to supporting the next generation of attorneys. She serves as the Phoenix Co-Chair for the Legal Mentor Network, a nationwide nonprofit that connects new lawyers with experienced mentors in their local communities.

During law school, she was an executive note and comment editor for the *Corporate and Business Law Journal* and served as director of diversity for the Women's Law Student Association.

Professional and Community Affiliations

- Pro Bono Volunteer, Florence Immigrant and Refugee Rights Project

Events & Speaking Engagements

2024 Arizona Regional Employer Conference

Phoenix, AZ

October 30, 2024

Employment Law Update

Arizona Regional Employer Conference, Phoenix, AZ

November 1, 2023

Recognition

- Named, Volunteer of the Year *Florence Immigrant and Refugee Rights Project*, 2024
- Recipient, Mark Wilmer Scholarship *Sandra Day O'Connor College of Law, Arizona State University*
- Recipient, Employment and Labor Law Section Future Practitioner Scholarship *Sandra Day O'Connor College of Law, Arizona State University*
- Dean's Award for Outstanding Performance *Sandra Day O'Connor College of Law, Arizona State University*

Education

J.D., Sandra Day O'Connor College of Law, Arizona State University, 2023, *Pro Bono Distinction*

B.A., University of Washington, 2017, *cum laude*

Bar Admissions

Arizona

New York

New Mexico

Courts

U.S. District Court, District of Arizona

Languages

Russian

Armenian

Publications & Press

Love may be blind, but the NLRB is not: Board argues that reality TV show contestants are employees

External Publication

January 6, 2025

Love May Be Blind, but the NLRB Is Not: Board Argues that Reality TV Show Contestants Are Employees

Littler ASAP

December 20, 2024