



## 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

### 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*
- Dean's Award for Outstanding Performance, *Sandra Day O'Connor College of Law, Arizona State University*
- Recipient, Employment and Labor Law Section Future Practitioner Scholarship, *Arizona State Bar, Labor and Employment Section*

### 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

## Languages

Russian  
Armenian

## Courts

U.S. District Court, District of Arizona

## Publications & Press

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

*Wolters Kluwer*

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

## 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