



ALEXANDRA
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Associate

Labor & Employment

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ALEXANDRA MILLER

Alexandra “Alex” DeArman-Miller prides herself on her client-centric focus with a results-driven approach. She is an attorney in Fennemore’s **Employment & Labor** practice group, where she provides proactive counsel and strategic defense to employers navigating today’s complex employment landscape. With deep experience across workplace discrimination, harassment, retaliation, disability accommodations, compliance, internal investigations, contract drafting, business formation, intellectual property, restrictive covenants, business torts, and training facilitation. Alex delivers practical legal solutions that help reduce risk and support organizational goals.

Alex is known for her clear communication, meticulous preparation, and ability to anticipate client needs. Her strength lies in translating legal complexity into business-minded action plans that help clients avoid litigation, protect their reputation, and foster compliant and productive workplaces. Alex is a creative thinker with a particular set of skills in discovery and ESI matters relevant to both employment needs and litigation.

Before joining Fennemore, Alex worked for a prestigious Phoenix boutique employment law firm and clerked in the U.S. District Court for the District of Arizona for the Honorable Michael T. Liburdi. While in law school, she externed for the Honorable Frank R. Zapata and served as a law clerk at Hecker Pew PLLC in Tucson. Her early judicial and law firm experience gave her a sharp litigation perspective and deep understanding of how courts view employment disputes.

Alex enjoys interacting with clients and her ability to work comfortably with people is reflected in the trust and confidence clients place in her. She has developed a particular skill in crafting employment policies and agreements and enjoys working with executives and HR professionals to craft effective and fair employment documents.

In addition to her legal background, Alex brings a unique maturity and global perspective to her practice, having lived and worked in Japan for years prior to law school. This international experience contributes to her adaptability, empathy, and effectiveness in working with clients of all sizes and industries.

Her get-the-job-done mentality, along with her personable and highly strategic mindset, makes Alex the go-to advocate that employers trust to protect their interests, ensure legal compliance,

and build strong workplace cultures.

EDUCATION

- J.D., University of Arizona, James E. Rogers College of Law, *Lester & Charlotte Feezer Scholar*
 - J.D. Certificates in Business Litigation and Intellectual Property
 - Arizona Law Review, Writer, published *The Wild, Wild West: A Case Study of Self-Driving Vehicle Testing in Arizona*, 61 Ariz. L. Rev. 983 (2019)
 - Practicum Student, Intellectual Property & Entrepreneurship Clinic
 - Extern, University of Arizona's Athletics Compliance Department
 - Student Bar Association, Executive Programming Chair
 - Academic Dean's List, CALI Award in Contract Drafting
- B.A., University of Texas at Austin
 - Phi Alpha Theta Honor Society, Executive Board
 - Academic Dean's List

AREAS OF PRACTICE

- Labor & Employment
- Business Litigation

REPRESENTATIVE MATTERS

- Obtained dismissal of claim against hospital defendant on motion to dismiss contract claim. (U.S. District Court for the District of Arizona, April 2025)
- Negotiated favorable outcome for a bank defendant in trade secrets litigation, resulting in a settlement of less than 3% of the amount originally demanded (U.S. District Court for the District of Arizona, April 2025)
- Negotiated favorable settlement for a car dealership defendant in ADEA claim. (U.S. District Court for the District of Arizona, February 2025)
- Secured the dismissal of AZDOL youth labor complaint against national grocery store chain. (October 2024)
- Successfully defended the decision by the District Court's award of summary judgment on the issue of standing and judicial estoppel. (Ninth Circuit Court of Appeals, February 2024)
- Successfully defended a healthcare provider in litigation brought by EEOC on behalf of 100+ aggrieved individuals alleging violations of disability discrimination under the ADA. (U.S. District Court for the District of Arizona, 2023)
- Obtained dismissal of ADOSH whistleblower complaint against construction employer. (2023)
- Following an evidentiary hearing, obtained an award of sanctions against the plaintiff for spoliation and destruction of relevant electronically stored information when the plaintiff's discovery responses did not match the social media available on the web. (U.S. District Court for the District of Arizona, 2022)

AWARDS AND HONORS

- Southwest Super Lawyers® Rising Star, Employment & Labor, 2025-2026

ARTICLES AND PRESENTATIONS

- Presenter, "Developments Under the PWFA," Arizona SHRM Legislative Conference, February 2025
- Presenter, "Using Social Media Effectively and Responsibly: The Need-to-Know Basics for Research, Discovery, and Everyday Use," Arizona City Attorneys Association Annual Conference, April 2022
- Presenter, "HR Law for Managers, Multiple Clients," 2023-2025
- Author, "Summer's (Unofficially) Here!! Can I Put My Kids to Work??," June 2024
- Author, "Navigating Political Speech in the Modern Workplace: A Guide for Private Employers," April 2024
- Author, "EEOC Announces PWFA Special Delivery: Implementation of this Final Rule will Require More than Baby Steps," April 2024
- Author, "Do Layoffs Really Work?," March 2024
- Author, "Employee or Independent Contractor? Interpreting the DOL's Final Rule," February 2024
- Author, "California Employment Law Changes: What Employers Need to Know," January 2024
- Author, "Got Exempt Employees? Here's What the Helix Decision Means for You," March 2023
- Author, "California Gig-Company Workers to Remain Independent Contractors," March 2023
- Author, "NLRB Attempts to Restrict Releases – Should You Be Worried?," February 2023
- Author, "Expanded Federal Protections for Pregnant and Nursing Employees in 2023: What Employers Need to Know About the PWFA and PUMP Act," January 2023
- Author, "DOL Releases Proposed Rule on Worker Classification," October 2022
- Author, "Free Labor Could Cost You: An Overview of Internship Wage Compliance," May 2022

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Board Member, Omega Alpha Academy Charter School, Douglas, AZ
- Presenter, Goodwill Industries Delegate Assembly, Toronto, ON

ADMISSIONS

- Arizona
- Texas