



Donald C. Zavala, Jr., Esq.

Partner

Don Zavala has practiced law for over 20 years. Prior to joining the firm, he practiced law at Snell & Wilmer in Phoenix, Arizona for almost 10 years where he focused on representing businesses in employment law matters and general litigation. At the firm, his practice also includes business law, real estate law, municipal and government law and special district law and civil litigation. Don has handled litigation matters in the Ninth Circuit, Tenth Circuit, Eleventh Circuit, Washington, D.C. Court of Appeals and the Arizona Court of Appeals.

Don graduated from the University of Iowa College of Law in 1993. After graduating, Don worked as a Judicial Law Clerk for the Honorable Robert H. McWilliams on the United States Court of Appeals for the Tenth Circuit in Denver, Colorado before moving to Phoenix.

Don has published dozens of articles on employment and business topics. He regularly presents seminars on employment topics, including: preventing harassment and discrimination, employee-management practices, ADA compliance, FLSA compliance, FMLA Compliance, and drug testing policies.

Admitted to Practice

United States Court of Appeals, Tenth Circuit (1994).

State Bar of Arizona (1994).

United States District Court of Arizona (1994).

Don has also practiced before the United States Court of Appeals in the Ninth Circuit, the Eleventh Circuit, and the District of Columbia.

Education

University of Iowa College of Law, Juris Doctor (1993).

Order of the Coif; Note Editor, Iowa Law Review.

University of Iowa, Bachelor of Business Administration (1981).

Practice Areas

Employment Law

Workplace Employment Investigations, including harassment, discrimination, and other employee conduct.

Employee Management Training, including anti-harassment seminars and training managers in proper employee management skills.

Employment Defense, Wrongful Discharge Defense, Wage and Hour Defense, Family Medical Leave Act, Americans with Disabilities Act, Age Discrimination in Employment Act, Early Retirement Plans, Title VII Claims, Employment Policy Manuals, General Employment Consulting.

Business Law

Business Contracts, Business Formation, Corporations, Non-Profit Corporations, Limited Liability Companies, Purchases and Sales, Base Sale Agreements.

Civil Litigation

Represented both Plaintiff and Defendant in a wide variety of Civil Litigation matters.

Real Estate Law

Real Estate Purchase Agreements, Lease Agreements and General Real Estate matters.

Special District Law

Fire District Law, Water District Law, Sanitary District Law.

Professional and Community

Member, Yavapai County Bar Association.

Former Board Member, Sharlot Hall Historical Society.

Former Board Member, Prescott Economic Development Committee.

Former Board Member, Thomas J. Pappas Regional Education Foundation.