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Alexis S. Gutierrez

Partner Alexis Gutierrez is the Chair of HFM's Litigation Department, in addition to serving on the firm's Executive and Management Committees.

With over 20 years of first chair experience, Mr. Gutierrez provides business and employment counseling and complex commercial litigation support to public and private entities, and non-profit organizations. He enjoys Martindale Hubbell's highest peer rating ("AV Preeminent") for Legal Ability and General-Ethical Standards. He is also a Recognized Practitioner® with Chambers USA Guide and has been recognized by Best Lawyers in America® (since 2015), and by *San Diego Magazine* for as a Top Lawyer® for Labor and Employment and ADR (since 2013).

Mr. Gutierrez' extensive trial experience encompasses a wide variety of complex cases in federal and state courts and before numerous administrative agencies (including EEOC, DFEH, DIR/DLSE, the California Labor Commissioner, and the NLRB). He has litigated numerous business disputes to verdict, including those brought by entities, individuals, and class plaintiffs involving:

- **Employment issues** (wrongful termination, discrimination, employment-related torts and wage claims);
- **Business disputes** (including trade secrets; unfair competition; contract-related claims, intellectual property infringement and ownership, and environmental claims);
- **Representative and class action suits** concerning employment claims (including discrimination, wage and

PRACTICE AREAS

- Business Litigation
- Employment Law
- Environmental Law
- Nonprofit Organizations

EDUCATION

- J.D. University of San Diego School of Law
- B.S. California State Polytechnic University

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hour and PAGA Claims), and consumer statute-driven theories (California's Unfair Competition, Consumer Legal Remedies Act, and False Advertising).

In addition, Mr. Gutierrez leads the Firm's Labor and Employment Group, providing strategic and compliance advice and counsel on all aspects of the employer-employee relationship. This includes consulting on hiring practices, personnel policies, compensation issues, layoffs and terminations, workplace and government agency investigations, protection of trade secrets, employee raiding, leaves of absence, and compliance with wage and hour laws.

Mr. Gutierrez has significant management-side experience handling National Labor Relations Act (NLRA)-related issues (union drives, recognition, certification, and Collective Bargaining Agreement negotiation and management).

ADMITTED TO PRACTICE

- California
- Second U.S. Circuit, including U.S. District Court (Southern District of New York)
- Eighth U.S. Circuit, including U.S. District Court of Minnesota
- Ninth U.S. Circuit, including Court of Appeals, and U.S. District Court (Southern, Northern, Central and Eastern Districts of California)
- United States Supreme Court

AWARDS & HONORS

- Best Lawyers in America© (since 2015)
- Recognized Practitioner® with Chambers USA Guide
- San Diego Magazine Top Lawyer® (since 2013)
- Named Top Attorney by San Diego Metro Magazine (since 2019)

AFFILIATIONS

- United Way of San Diego County, Board of Directors (2014-present)
- San Diego North Economic Development Council, Board of Directors (2016-2021)

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- American Red Cross, San Diego & Imperial Counties Chapter, Board of Directors (2004-2010); Chairman (2009-2010)
- PGC200 (Life Sciences), Board of Directors (2010-present); Chairman (2010-2015)
- San Diego Convention Center Corporation, Board of Directors (2006-2012); Chairman (2011)
- San Diego Theaters, Board of Directors