



Zach Burford

Associate

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Zach is an experienced litigator who brings a strategic approach to providing clients with practical solutions on commercial disputes and employment matters.

Leveraging his background in high-stakes litigation, Zach helps clients navigate complex disputes with strategic counsel tailored to their business needs and risk tolerance. His experience includes representing clients across diverse industries, including oil and gas, energy, chemical manufacturing, and private equity.

Clients value Zach's ability to rapidly grasp the unique challenges and regulatory landscapes of different business sectors, enabling him to craft legal strategies that align with clients' operational realities and long-term business objectives.

Zach approaches employment matters by providing guidance to help businesses effectively mitigate risk. When disputes arise, he has experience managing cases through all stages of litigation in state and federal courts.

Before joining Holland & Hart, Zach was an associate at the trial boutique Reynolds Frizzell LLP in Houston, TX. Additionally, Zach served as a law clerk for Judge Jane J. Boyle of the US District Court for the Northern District of Texas.

PRACTICES

Appellate
Business Litigation
Employment Litigation
Trade Secrets and Non-Competes
Environmental Litigation
Employment and Labor

INDUSTRIES

Oil and Gas
Energy and Resources

EDUCATION

University of Texas School of Law, J.D.,
2018

With Honors
Texas Law Review, Articles Editor
Supreme Court Clinic, Member

University of California - Berkeley, B.S.,
2014

BAR ADMISSIONS

Texas
Utah

COURT ADMISSIONS

U.S. Court of Appeals for the Fifth Circuit
U.S. District Court for the Southern
District of Texas

EXPERIENCE

Business Litigation

- Jury trials, bench trials, and arbitrations
- Mediation and alternative dispute resolution
- Breach of contract claims
- Fiduciary duty claims
- Fraud and negligence claims
- Non-compete and restrictive covenant litigation
- Intellectual property and trade secret disputes
- Shareholder and corporate ownership disputes
- Defamation and libel litigation
- Professional liability
- Environmental litigation

- Construction litigation
- Oil and gas litigation

Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower
- Pre-Litigation Dispute Resolution
- Internal Investigations

CLIENT RESULTS

Served as second chair on trial team defending against eight-figure breach of contract claim under natural gas sales contract. Secured a take-nothing judgment for clients based on force majeure and contractual defenses.

Served as second chair in a federal court jury trial, securing a take-nothing judgment for clients facing claims for \$120 million in damages related to noncompete and confidentiality covenants.

Obtained summary judgment for pipeline client based on force majeure defense against \$100 million breach of contract claim.

Represented homeowners in dispute against general contractor. Case settled at mediation.

Represented portfolio company of private equity firm against breach of contract claim from former chief executive officer. Case settled a week before trial.

Represented middle-market private-equity firm in Arizona federal court against breach of non-disclosure agreement and trade secret claims, including discovery and dispositive motions and drafted summary judgment motion, successfully defeating trade secrets claim.

Represented large chemical manufacturer and supplier against claims arising out of alleged PFAS contamination.

SPEAKING ENGAGEMENTS

"Legal Developments for 2026: Part 3 | Independent Contractors," 2026 *Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Courthouse Conversations," Co-Moderator, *CLE Series*, June-July 2020

"Fifth Circuit Round-Up," Co-Presenter, *CLE Presentation*, June 2019 and

2020

PROFESSIONAL AND CIVIC AFFILIATIONS

- Houston Bar Association, Member