

KHAYYAM M. EDDINGS

EDUCATION

PARTNER

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— BIOGRAPHY

Khayyam M. Eddings is a partner in the Labor and Employment Litigation Practice Group where he counsels employers in all aspects of the labor and employment laws including compliance with Title VII of the Civil Rights Act of 1964, Family Medical Leave Act, Americans with Disabilities Act, Fair Labor Standards Act, National Labor Relations Act and the Occupational Safety and Health Act.

Khay also represents school districts throughout the state of Arkansas with respect to constitutional law matters, employment law matters, issues involving Section 504 of the Rehabilitation Act of 1973, and the Individuals with Disabilities Education Act (IDEA).

His practice includes the representation of clients in state and federal courts, before administrative bodies such as the Financial Industry Regulatory Authority (FINRA) and before arbitrators.

— EDUCATION

- University of Arkansas at Little Rock William H. Bowen School of Law, J.D., 2001
- Morehouse College, Bachelor of Arts, Mathematics, 1996

— NOTEWORTHY

- Little Rock Chamber of Commerce Leadership Greater Little Rock, Class XXIV
- Lawyers Of Color's 2014 Hot List
- Listed in *The Best Lawyers in America*, since 2014
 - Employment Law – Individuals
 - Employment Law – Management
 - Education Law
 - Named "Lawyer of the Year," Education Law, 2017
 - Named "Lawyer of the Year," Employment Law – Individuals, Little Rock, 2017
- Named by *Arkansas Money and Politics* as Legal Elite, 2021
- Named to *AY Magazine's* Best Lawyers list, 2018 & 2021, Education and Labor Law
- Publications:
 - "EEOC and Recent Case Update: Protecting Your Organization from the Continuing Flood of Discrimination, Harassment and Retaliation Claims," *Council on Education Management*

Practice Areas

- Education
- Class Action
- Constitutional Law
- Construction Law
- Covenants Not to Compete
- Employment Litigation
- Labor & Employment
- Litigation
- Railroad Litigation
- Trade Secrets

Industries

- Agriculture & Agribusiness
- Banking & Finance
- Construction & Real Estate
- Education
- Energy, Natural Resources & Utilities
- Gaming & Horse Racing
- Healthcare, Medical & Pharmaceutical
- Insurance
- Manufacturing & Industrial
- Nonprofit & Tax-Exempt Organizations
- Transportation & Logistics
- Retail, Franchise & Consumer Products

o "Preventing Tomorrow's Lawsuit Today," *Central Arkansas Human Resources Association*

- Ranked in *Chambers USA: America's Leading Lawyers for Business*, Labor and Employment
- Rated AV Distinguished by Martindale-Hubbell
- Recognized as one of the Arkansas 250: Most Influential Leaders, *Arkansas Business*, 2018, 2019, 2020

— ASSOCIATIONS AND MEMBERSHIPS

- American, National, Arkansas and Pulaski County Bar Associations, Member
- Arkansas Museum of Fine Arts, Board of Trustees
- Arkansas Commitment, Board of Directors
- International Association of Defense Counsel, Member
- Little Rock Chamber of Commerce Leadership Greater Little Rock, Class XXIV
- Little Rock School District Volunteers in Public Schools (VIPS)
- National Employment Law Counsel, Member
- Omega Psi Phi Fraternity, Inc.
- Sigma Pi Phi Fraternity
- W. Harold Flowers Law Society
- William R. Overton American Inn of Court

— ADMISSIONS

- Arkansas, 2002
- United States Court of Appeals for the Eighth Circuit
- United States District Court for the Eastern and Western Districts of Arkansas

— RECOGNITION

