# KAT HODGE

LABOR & EMPLOYMENT

PARTNER


501-370-3309

khodge@fridayfirm.com

501-537-2903

400 West Capitol Ave. Suite 2000 Little Rock, Arkansas 72201


## BIOGRAPHY

Kat Hodge is a partner in the Labor and Employment Litigation Practice Group, having litigated employment cases for the defense and plaintiff's bar. She joined the firm after serving as a Supervisory Trial attorney for the EEOC, where she supervised trial attorneys and managed litigation filed in complex employment discrimination cases in Arkansas, Tennessee, and Mississippi. Prior to her work with the Commission, Kat defended employment litigation cases as a Senior Assistant Attorney General with the Arkansas Attorney General's Office.

Kat has extensive experience in federal and state courts, serving as lead counsel in hundreds of legal matters. She brings a wealth of knowledge in contract negotiation, policy development, and legislative research & analysis. Kat brings to the firm 17 years of civil litigation experience, including having worked as a Senior Litigation Attorney for the Arkansas Attorney General's Office, where she was a key member of the Civil Litigation Department's Senior Management team and lead counsel in prominent cases in areas including Labor and Employment law, Education law, Civil Rights, Casino Gaming, and Constitutional law.

Kat graduated with honors from the University of Arkansas at Little Rock William H. Bowen School of Law. She obtained her undergraduate degree from Hendrix College, where she received a Bachelor of Arts in Economics. She has served as Commissioner for the Little Rock Planning Commission since 2021 and is an alumnus of the Leadership Greater Little Rock, Class XXXV (2019) and the Arkansas State Chamber of Commerce Leadership program, Class V.

### Practice Areas

Labor & Employment

### Industries

Education

## EDUCATION

University of Arkansas at Little Rock William H. Bowen School of Law, J.D., 2003, magna cum laude

- University of Arkansas at Little Rock Law Review, Associate Research Editor, 2003
- Comment–State Constitutional Jurisprudence—Arkansas' Entry into the Not-So-New Judicial Federalism. UALR Law Journal Volume 25, Number 4, Summer 2003.
- W. H. Bowen School of Law National Trial Competition Team.
- W. H. Bowen School of Law National Moot Court Competition Team.
- Dean's Certificate of Service for performing more than 100 hours of community service.

Hendrix College, Bachelor of Arts in Economics, 2000.

## KEY MATTERS

- *Asa Hutchinson v. Armstrong*, *Case No. 21-365*, Lead counsel; Constitutional challenge to Arkansas's early termination of CARES Act Unemployment Insurance benefits.
- *Arkansas Department of Education v. Amber Booth-McCoy*, *Case No. 20-536 (2021* ); Lead counsel. Constitutional challenge to the State Board's reconstitution of the Little Rock

School District; Oral Argument before the Arkansas Supreme Court.

- *Cherokee Nation Businesses & Arkansas Racing Commission v. Gulfside Partnership (2021);* Lead Counsel. Constitutional challenge to Amendment 100's letter of support requirement. Favorable ruling in the Arkansas Supreme Court
- *United States, et al v. Arkansas Department of Education, et al Case No. 19-1340 (2021);* Constitutional challenge to Arkansas's School Choice legislation; Lead counsel at Preliminary Injunction hearing; Favorable ruling in the Eighth Circuit of Appeals.
- *Jason McGhee v. Asa Hutchinson (2017);* Trial counsel. Constitutional Challenge to Arkansas's lethal injection protocol.
- *Planned Parenthood v. Jegley (2015);* Trial counsel. Constitutional challenge to Arkansas's abortion legislation.
- *Gresham v. Rutledge, (2016);* Lead Counsel. Bench Trial. First Amendment/Political Robocalls.

## ASSOCIATIONS AND MEMBERSHIPS

- Arkansas Bar Association. 2003-present.

Government Practice Section Chair. 2015-2016.

Civil Rights Practice Section Chair/Co-Chair. (2015)

- Big Brothers Big Sisters of Central Arkansas, Board Member, 2023 – present
- Little Rock Planning Commission, Commissioner. 2021 – present
- Delta Sigma Theta Sorority, Inc., 2018 – present.
- William H. Bowen School of Law, Professional Mentor Program. Various years-present.

Employment Law Section, 2021-2022

- Leadership Greater Little Rock, Class XXXV, 2019 – 2020
- Forward AR Kids Read Literacy Initiative, 2020.
- The Church at Rock Creek/Feed Arkansas Kids, Inc., 2012 – present.
- W. Harold Flowers Law Society. Various years; present.
- Arkansas Association of Women Lawyers
- Pulaski County Bar Association

## ADMISSIONS

- Arkansas 2003