

PRACTICE AREA

Employment Litigation

Experienced employment litigators providing proactive counsel and defending employers across industries in discrimination, wage-and-hour, and workplace claims.

Friday, Eldredge & Clark represents employers across industries in all aspects of employment litigation, from agency investigations to trials and appeals. Our experienced litigators handle claims involving discrimination, retaliation, harassment, wage-and-hour disputes, wrongful termination, and violations of state and federal employment laws. We regularly defend clients under Title VII, the ADA, FMLA, ADEA, FLSA, and the Arkansas Civil Rights Act. Beyond litigation, we help employers prevent disputes before they arise by providing proactive counsel, policy review, and supervisor training to ensure compliance and minimize risk. Whether resolving a claim at the EEOC level or mounting a vigorous courtroom defense, we focus on protecting our clients' interests efficiently and effectively.

Key Contacts



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Areas of Focus

Discrimination and Harassment Defense

Our attorneys have extensive experience defending employers against claims of discrimination, harassment, and retaliation under Title VII, the ADA, ADEA, FMLA, and the Arkansas Civil Rights Act. We represent clients before administrative agencies, including the EEOC and state commissions, and in both state and federal courts. Our team works swiftly to investigate allegations, preserve evidence, and develop strategies that protect our clients' interests while minimizing business disruption.

SUMMARY

- **Comprehensive Defense:** Representing employers in discrimination, harassment, retaliation, and wage-and-hour claims under state and federal employment laws.
- **Proactive Risk Management:** Helping clients prevent disputes through supervisor training, policy development, and compliance counseling.
- **Strategic Litigation Approach:** Defending employers before the EEOC, state agencies, arbitration panels, and in state and federal courts nationwide.
- **Industry-Wide Experience:** Trusted by clients in healthcare, manufacturing, transportation, retail, and other major industries.
- **Efficient, Results-Driven Advocacy:** Focused on minimizing disruption, controlling costs, and achieving favorable resolutions at every stage of litigation.

Related Practice Areas

[Covenants Not to Compete](#)

[Education](#)

[Employee Benefits & Executive Compensation Planning](#)

[Immigration & Employer Compliance](#)

[Labor & Employment](#)

[Litigation](#)

[Qui Tam](#)

[Trade Secrets](#)

[Wage & Hour](#)

[Workers' Compensation](#)

Wage-and-Hour and FLSA Compliance

We regularly defend employers in wage-and-hour class and collective actions under the Fair Labor Standards Act (FLSA) and state wage laws. From exemption classification reviews to pay practice audits, we help employers identify and correct potential risks before they escalate into costly disputes. When litigation arises, we focus on efficient resolution—whether through early dismissal, strategic settlement, or trial advocacy.

Proactive Risk Management and Training

Preventing disputes is often the most effective defense. We provide proactive counsel and training to help supervisors, HR professionals, and management teams recognize and properly handle employment-related complaints. Our attorneys conduct internal investigations, develop compliant policies, and offer day-to-day guidance to reduce liability and foster compliant workplace cultures.

Agency Proceedings and Arbitration

In addition to courtroom litigation, our lawyers handle employment disputes before administrative agencies, arbitration panels, and professional boards. We have extensive experience representing employers in EEOC proceedings, FINRA arbitrations, and private employee arbitrations, ensuring our clients receive effective advocacy across all forums.

Meet the Team

Katherine C. Campbell

Mark K. Cameron

Khayyam M. Eddings

Liz K. Harris

Christopher Heller

Kat Hodge

Michael S. Moore

Elizabeth Robben Murray

Marshall S. Ney

H. Wayne Young

Experience

Extensive Litigation Record

Represented employers in hundreds of employment cases before state and federal trial courts, the Arkansas Supreme Court, and the Eighth Circuit Court of Appeals.

Proven EEOC and Agency Success

Achieved numerous dismissals and favorable resolutions at the EEOC and Department of Labor levels—often before formal litigation begins.

Class & Collective Action Defense

Defended employers in complex, high-stakes class and collective actions under the Fair Labor Standards Act (FLSA) involving wage-and-hour and overtime claims.

Industry-Wide Representation

Successfully represented clients in industries such as healthcare, manufacturing, retail, transportation, and telecommunications, tailoring strategies to the operational and workforce realities of each sector.

Appellate Experience

Handled significant appellate matters involving key employment law issues, helping shape Arkansas employment law through landmark decisions.

Preventive Counseling & Risk Reduction

Conducted internal investigations, revised employment policies, and delivered compliance training to reduce risk and avoid future claims.

Recognition

