

## Eva C. Madison

Shareholder

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## Focus Areas

Discrimination and Harassment  
Wage and Hour  
Litigation and Trials  
Class Action  
Appellate  
Home Health and Home Care  
Drugs and Alcohol  
Littler Pay Equity Assessment

## Overview

Eva C. Madison represents and advises employers of all sizes in all aspects of employment law, with a primary focus on employment litigation, ranging from single-plaintiff cases to multiple-plaintiff, class, and collective action cases. Practicing in state and federal courts and before the U.S. Equal Employment Opportunity Commission, the U.S. Department of Labor, and the Arkansas Department of Labor, she has handled matters involving:

- Race, gender, national origin, religion, disability, and age discrimination and harassment under Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Arkansas Civil Rights Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The Arkansas Minimum Wage Act

Additionally, Eva counsels employers on strategies for minimizing potential litigation and provides advice on personnel matters and practices and the practical and legal implications of everyday employment decisions. She has particular experience advising employers on human resources systems, including selection systems, job analysis and training. She also provides management and employee training.

Eva is an adjunct professor at the University of Arkansas School of Law, where she has taught a course on employment discrimination since 2004. She is a frequent speaker on employment law topics, ranging from legal issues concerning technology in the workplace to workplace pandemic preparation. She is certified by the Arkansas Alternative Dispute Resolution Commission as a civil mediator. She was elected as a Justice of the Peace for Washington County, Arkansas.

Prior to joining Littler, Eva practiced law with prestigious firms in Tennessee and Arkansas where she represented and counseled employers in a variety of employment matters. She worked in-house in the area of employment litigation for a Fortune 50 company. She served as a law clerk to the Hon. G. Thomas Eisele, U.S. District Court, Eastern District of Arkansas. She was a former coach of the moot court team at the University of Arkansas Black Law Student Association.

In law school, Eva was editor-in-chief of the *Arkansas Law Review* and a member of the national moot court team.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, Arkansas Bar Association
- Member, Oklahoma Bar Association
- Member, Washington County Bar Association
- Member, American Bar Association
- Master, W.B. Putman Inn of Court
- Volunteer Attorney, Legal Aid of Arkansas
- Member, Law Alumni Society, Arkansas Alumni Association, 2009-2015
- Member, Board of Directors, Elizabeth Richardson Center, 2012-2015
- Founding Member, Board of Directors, Animal Friends of Washington County, 2011-2014
- Member, Junior League of Northwest Arkansas, 2005-2015
- Former Treasurer, Junior League of Northwest Arkansas
- Former Communications Vice-President, Junior League of Northwest Arkansas
- Former Chair, Board of Directors, Fayetteville Animal Services, 2009 and 2010
- Former Member, Fayetteville Forward Economic Accountability Council, 2009 and 2010
- Former President, Board of Directors, Humane Society of the Ozarks, 2002-2009
- Former Member, Pillars Party Committee, United Way of Northwest Arkansas, 2008 and 2009
- Former Volunteer Coordinator, House that Jane Built, Habitat for Humanity of Washington County, 2005
- Former Legal Advisor, Ozark Affiliate of Susan G. Komen for the Cure

## Recognition

- Named, Lawyer of the Year, Litigation - Labor and Employment, Fayetteville, *The Best Lawyers in America*®, 2017, 2020, 2023
- Named, The Best Lawyers in America®, 2012-2025
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

- Ranked, Labor & Employment, *Chambers USA*, 2010-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Arkansas, *Business Today*, 2023
- Recipient, Outstanding Service Award, *Legal Aid of Arkansas*, 2011
- Named, 40 under 40 Young Leaders List, *Northwest Arkansas Business Journal*, 2005
- Recipient, Enterprise Award, *Nashville Bar Association*, 2002

## Education

J.D., University of Arkansas, 1998, *summa cum laude*

B.S., Vanderbilt University, 1993, *magna cum laude*

## Bar Admissions

Arkansas

Oklahoma

Tennessee

## Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

U.S. District Court, Northern District of Oklahoma

U.S. District Court, Eastern District of Oklahoma

U.S. District Court, Western District of Oklahoma

U.S. District Court, Western District of Tennessee

U.S. District Court, Middle District of Tennessee

U.S. District Court, Eastern District of Tennessee

U.S. District Court, Western District of Michigan

## Publications & Press

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

**More Than 230 Littler Lawyers Recognized in 2023 Edition of Best Lawyers in America®**

*Littler Press Release*

August 18, 2022

**Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**What New Employment Laws Were Enacted in Arkansas?**

*Littler ASAP*

April 29, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**Laws That Apply to Liability Lawsuits are Changing**

*Northwest Arkansas Business Journal*

March 20, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**Littler Obtains Complete Defense Verdict on Behalf of Lindsey Management Co., Inc. In FLSA Misclassification Suit**

*Littler Press Release*

October 2, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Littler Press Release*

May 24, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Littler Press Release*

September 12, 2011

**Chambers USA Honors Littler And Its Attorneys**

*Littler Press Release*

June 27, 2011

**Littler Attorneys Honored by Chambers USA**

*Littler Press Release*

June 21, 2010

**Littler Mendelson Announces Twenty-Seven Newly Elevated Shareholders**

*Littler Press Release*

January 8, 2009

**R. Scott Summers and Eva C. Madison to open Littler Mendelson's 37th National Office in Fayetteville, Arkansas**

*Littler Press Release*

August 21, 2006

**The Supreme Court Sets New Standards of Review for Excessive Verdicts in Federal Court in Gasperini v. Center for Humanities, Inc.**

*50 Ark. L. Rev. 591*

1997

## **Speaking Engagements**

### **The Ethics of Social Networking in the Practice of Law**

Best of CLE - Arkansas Bar Association

June 2011

### **H1N1 Flu: Preparing the Workplace for a Pandemic**

Labor & Employment Conference - Arkansas Bar Association

February 2010

### **From Text Messages to Twitter: Legal Issues Concerning Technology in the Workplace**

Labor & Employment Conference - Arkansas Bar Association

March 2009

## **Books & Book Chapters**

- The Southern Employer, *LexisNexis*, Regional Editor and Co-Author