Eva C. Madison

Shareholder

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Practice Areas

Discrimination and Harassment
Wage and Hour
Litigation and Trials
Class Action
Appellate
Home Health and Home Care
Drugs and Alcohol

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, Fayettville 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® , 2012-2027
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Ranked, Labor & Employment, *Chambers USA*, 2010-2026
- Named, America's Best-In-State Lawyers, *Forbes*, 2025
- 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 and Its Attorneys Recognized in 2026 Chambers USA Guide Across Key Practice Areas

Press Release
June 4, 2026

Littler and its Attorneys Recognized in 2025 Chambers USA Guide Across Key Practice Areas

Press Release
June 5, 2025

Littler Ranked in 2024 Chambers USA Guide

Press Release
June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

More Than 230 Littler Lawyers Recognized in 2023 Edition of Best Lawyers in America®
Press Release
August 18, 2022

Littler Ranked in Chambers USA Guide 2022
Press Release
June 1, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers
Press Release
August 19, 2021

Littler Ranked in Chambers USA Guide 2021
Press Release
May 27, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers
Press Release
August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year
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
Press Release
April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers
Press Release
August 15, 2018

Littler Ranked in 2018 Chambers USA Guide
Press Release
May 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers
Press Release
August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide
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
Press Release
August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide
Press Release
May 27, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition
Press Release
August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys
Press Release
May 20, 2015

Littler Obtains Complete Defense Verdict on Behalf of Lindsey Management Co., Inc. In FLSA Misclassification Suit
Press Release
October 2, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition
Press Release
August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide
Press Release
May 23, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition
Press Release

August 15, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide
Press Release
May 24, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition
Press Release
September 7, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition
Press Release
September 12, 2011

Chambers USA Honors Littler And Its Attorneys
Press Release
June 27, 2011

Littler Attorneys Honored by Chambers USA
Press Release
June 21, 2010

Littler Mendelson Announces Twenty-Seven Newly Elevated Shareholders
Press Release
January 8, 2009

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

Events & 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