

Kyle D. Kennedy

Associate

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Overview

Kyle D. Kennedy focuses his practice on labor and employment matters. His practice primarily involves employment litigation, with an emphasis on misappropriation of trade secrets and noncompetition and nonsolicitation agreements. Particularly in unfair competition matters, Kyle prides himself on understanding digital forensics and eDiscovery matters to help clients investigate, pursue, or defend such cases. He has represented clients in unfair competition cases across the country and in multiple industries, including agricultural product and technology, insurance brokerage services, financial services, healthcare, and media and technology.

In addition, Kyle regularly advises employers about employment litigation claims, including actions arising under Title VII, the Arkansas Civil Rights Act (ACRA), Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Equal Pay Act (EPA), the Family Medical and Leave Act (FMLA), the Fair Labor Standards Act (FLSA) and Arkansas Minimum Wage Act (AMWA), and common law wrongful termination.

Prior to joining Littler, Kyle gained litigation experience defending companies against all types of personal injury claims and other general civil litigation. In law school, he was a legal extern for the Arkansas Supreme Court and a large retailer, where he focused on employment compliance matters. Kyle was the articles editor for the *Arkansas Law Review*, and trial competition co-chair for the Board of Advocates.

Professional and Community Affiliations

- Member, Arkansas Bar Association
- Member, House of Delegates, Arkansas Bar Association, 2019
- Member, Arkansas Association of Defense Counsel
- Member, Young Lawyers Committee, Arkansas Association of Defense Counsel, 2022
- Member, W.B. Putman American Inn of Court

Recognition

- Named, One to Watch, *The Best Lawyers in America*®, 2022-2025
- Named, Rising Star, Mid-South, *Super Lawyers*, 2022
- Recipient, Appellate Advocacy Graduate Award, *University of Arkansas School of Law*, 2017
- Recipient, Labor and Employment Law Graduate Award, *University of Arkansas School of Law*, 2017

Education

J.D., University of Arkansas School of Law, 2017, *magna cum laude*

B.A., University of Arkansas, 2013

Bar Admissions

Arkansas

Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

Publications & Press

Arkansas Bans Physician Non-Compete Agreements

Littler ASAP

March 11, 2025

Strict-Compliance or Substantial Compliance? Considerations in Filing an Answer or Rule 12(b) Motion Based on Rule 4(k)

Arkansas Association of Defense Counsel Newsletter

November 2020

How to Combat Prenatal Substance Abuse While Also Protecting Pregnant Women: A Legislative Proposal to Create an Appropriate Balance

Arkansas Law Review, 70 Ark. L. Rev. 167

2017

Events & Speaking Engagements

Rapid Fire Talks: Legal Hiring Updates

Elevate Recruiting Summit, Bentonville, AR

March 2024