

Cara D. Butler

Associate

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Cara Butler advises businesses and not-for-profits on employment and workplace issues. She counsels employers on wage and hour compliance matters with federal, state and local laws. She advises human resources and business executives on management issues related to hiring and termination procedures, employee discipline procedures, state and federal leave laws and compliance with the Americans with Disabilities Act (ADA). Prior to joining Mitchell Williams, Cara gained extensive knowledge of employment law as a judicial law clerk for the Honorable Lavenski R. Smith of the United States Court of Appeals for the Eighth Circuit.

Practice Areas

Employment and Labor
Appellate
Commercial Litigation

Education

University of Arkansas Little Rock William H. Bowen School of Law,
J.D., summa cum laude - (2019)

Lyon College
B.A. in English & Economics, summa cum laude - (2016)

Bar Admissions

Arkansas

Experience

- Represents and assists employers with responding to complaints and investigations actions before the Equal Employment Opportunity Commission (EEOC), Department of Labor (DOL) and Occupational Safety and Health Administration (OSHA).
- Advises clients on compliance with the Fair Labor Standards Act (FLSA) and other wage and hour issues.
- Assists employers in developing employment handbooks, leave policies, termination procedures, disciplinary procedures and remote work policies.
- Researches complex issues arising during the course of litigation at both the trial and appellate level.
- Writes appellate briefs in a variety of matters in both federal and state court.

Representative Experience

- *Bradshaw Family Trust, Inc. vs. Twin City Fire Insurance Company*, U.S. District Court (2023) (Motion for Summary Judgment granted)

Professional Recognition

- *Best Lawyers: Ones to Watch® in America* Labor and Employment Law - Management (2024-2027)
- *Best Lawyers: Ones to Watch® in America* Commercial Litigation (2023-2027)

- *Best Lawyers: Ones to Watch® in America* Litigation - Labor and Employment (2023-2027)
- *Mid-South Super Lawyers Rising Stars*: Employment & Labor (2023-2025)
- Arkansas Bar Foundation – Writing Award for Best in General Category, "Emotional Support Animals & Access to Public Facilities" (2023)
- Top Score - Arkansas Bar Examination, July 2019
- 12 Top Paper Awards earning highest grade in Contracts I, Torts, Research Writing and Analysis (RWA) I, RWA II, Professionalism, Constitutional Law, Disability Law, Specialized Legal Research: Business Law, Federal Income Taxation, Entertainment Law, Remedies, Jurisprudence

Involvement

- Arkansas Bar Association
- Pulaski County Bar Association
- Board Member (2026)
- Baptist Health Foundation Board Member
- Arkansas Association of Women Lawyers
- Arkansas Association of Defense Counsel
- Leadership Greater Little Rock Class XXXIX Participant
- Mitchell Williams DEI Council
- Alumni, Phi Mu
- Former Notes and Comments Editor, University of Arkansas at Little Rock Law Review