

Anna Cunningham Rice

Associate

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Anna Cunningham Rice concentrates her practice on employment litigation and commercial litigation, assisting in the representation of private employers and businesses in a wide range of matters. She defends employers against various employment-related claims before federal and state courts and agencies and arbitral forums. In addition, she drafts company policies and procedures and advises on best practices and compliance for employers of various sizes, from start-ups to Fortune 500 companies. Anna takes a practical approach, ensuring that she understands a company's needs and objectives when handling their matters. Prior to joining Mitchell Williams, Anna worked as legal extern in food safety compliance and global supply chain compliance for a Fortune 1 company and in the General Counsel's office of a national Fortune 300 transport services firm.

Practice Areas

Commercial Litigation

Employment and Labor

Education

University of Arkansas,
J.D., cum laude - (2023)

University of Arkansas,
B.A. in Political Science, magna cum laude - (2020)

Bar Admissions

Arkansas

Experience

- Advises employers on employment law issues related to the Americans with Disabilities Act (ADA), Fair Labor Standards Act (FLSA), and Pregnant Workers Fairness Act (PWFA).
- Drafts company policies and procedures to ensure compliance with the law and best practices.
- Assists with responding to complaints and investigations actions before the Equal Employment Opportunity Commission (EEOC), the National Labor Relations Board (NLRB), the Occupational Safety and Health Administration (OSHA) and the Department of Labor's Wage and Hour Division.
- Drafts key pleadings and dispositive motions throughout the course of litigation.

Involvement

- Society for Human Resources Management (SHRM)
- Arkansas Bar Association
- Young Lawyers Section
- Benton County Bar Association
- Arkansas Women Lawyers Association

- Board Member, University of Arkansas School of Law Alumni Society
- University of Arkansas Entrepreneurial Law Project Volunteer
- Mitchell Williams Recruitment and Retention Committee
- Mitchell Williams Attorney-Staff Committee
- Delta Delta Delta Alumnae – Northwest Arkansas Chapter
- Former Journal of Food Law & Policy Articles Editor (2022-2023)
- Former Business Law Society President (2022-2023)