



Anna Cunningham Rice

Associate

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Anna Cunningham concentrates her practice on employment litigation and insurance defense matters. She assists in the representation of employers on compliance with federal and state laws including the Americans with Disabilities Act (ADA), Fair Labor Standards Act (FLSA), Family Medical Leave Act (FMLA) and the Pregnant Worker Fairness Act (PWFA). 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.

Experience

- Researches employment law issues related to the Americans with Disabilities Act (ADA) Fair Labor Standards Act (FLSA), Family Medical Leave Act (FMLA) and the Pregnant Worker Fairness Act (PWFA).
- Assists with advising employers on employment law compliance and best practices to adhere to federal and state employment statutes.
- Assists with responding to discrimination complaints and investigations actions before the Equal Employment Opportunity Commission (EEOC).
- Drafts pleadings, motions to dismiss and pretrial motions.

Practice Areas

Insurance Defense and Coverage

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

Involvement

- Society for Human Resources Management (SHRM)
- Arkansas Bar Association
- Young Lawyers Section
- Benton County Bar Association
- Arkansas Women Lawyers Association
- Delta Delta Delta Alumni
- Nationals Alumnae Volunteer Recruitment Specialist (2022-present)
- Former Journal of Food Law & Policy Articles Editor (2022-2023)

- Former Business Law Society President (2022-2023)