



## A. Mills Bryant

### Associate

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**Phone:** (501) 688.8832

### Practice Areas

Employment and Labor  
Education  
Insurance Defense and Coverage  
Health Care Litigation  
Commercial Litigation

### Education

University of Arkansas School of Law  
J.D., magna cum laude - (2024)  
  
Harding University  
Master of Business Administration,  
Management and Business Ethics - (2020)  
  
Harding University  
Bachelor of Arts, Special Education, cum  
laude - (2019)

### Bar Admissions

Arkansas

Mills Bryant focuses his practice on litigation, employment and education law, representing clients in state and federal courts across Arkansas. He assists employers with enforcement of restrictive covenant agreements and advises on compliance with the Americans with Disabilities Act (ADA), Fair Labor Standards Act (FLSA), Employee Retirement Income Security Act (ERISA) and other federal and state laws. As a litigation team member, he's engaged in the collaborative problem-solving of complex litigation matters. He enjoys diving deep into problems and providing the best legal solutions for clients. Prior to joining Mitchell Williams, Mills worked as a legal extern for Judge Timothy L. Brooks in the United States District Court for the Western District of Arkansas.

### Experience

- Researches and advises clients regarding employment law issues related to the Americans with Disabilities Act (ADA), Fair Labor Standards Act (FLSA), and Employee Retirement Income Security Act (ERISA).
- Researches and assists in advising clients with Education law issues such as Title IX and the Individuals with Disabilities Education Act (IDEA).
- Drafts key memoranda, letters, pleadings, motions to dismiss and summary judgment motions throughout the course of litigation.
- Researches complex litigation matters and drafts memoranda pertaining to issues arising during the course of litigation.
- Assists employers in developing employment handbooks, leave policies, termination procedures, disciplinary procedures, and other work-related matters.
- Experienced in trial advocacy through participation in Phi Alpha Delta National Trial Competition and William H. Sutton Barrister's Union Trial Competition.
- Represented clients in wage and hour disputes under the Fair Labor Standards Act (FLSA) through UARK Law Civil Litigation and Advocacy Clinic.

### Professional Recognition

- Outstanding Clinic Team Award Winner, Clinic Legal Education Association (2024)
- Bailey & Oliver Closing Argument Competition Winner (2023)
- Best Opening Statement, 2023 William H. Sutton Barristers Union Trial Competition
- Top Student in Legal Research and Writing and Criminal Procedure Investigations
- Best Oralist, Legal Research and Writing Oral Arguments, University of Arkansas School of Law (2022)
- UARK Law Pro Bono Silver Medal
- Charles Thomas Pearson Fellow

## **Involvement**

- Arkansas Bar Association
- Arkansas Association of Defense Counsel
- Phi Alpha Delta Alumni Chapter
- Former President, Phi Alpha Delta
- Former Lead Note & Comment Editor, Journal of Food Law & Policy
- Former Chair, University of Arkansas School of Law Honor Council
- Former Captain, Harding University Football