

A. Mills Bryant

Associate

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A. Mills Bryant is a litigator and counselor who represents businesses, employers, and educational institutions in state and federal courts across Arkansas. His practice focuses on employment, education, and commercial litigation. He represents employers and businesses in disputes from filing through trial and has won motions to dismiss and motions for summary judgment and has successfully resolved numerous cases. Outside the courtroom, Mills is a practical advisor to employers and educational institutions on compliance, workplace policies and day-to-day operations, drawing on a strong command of Title VII, the ADA, the PWFA, the FLSA, ERISA and other state and federal laws to give practical advice that confronts and mitigates risk. Schools rely on him for guidance on the Arkansas LEARNS Act, FOIA, IDEA and other education matters, and for advocacy before state regulatory bodies. His clients range from healthcare systems and national companies to schools and family-owned businesses. Before joining the firm, Mills served as a legal extern for Judge Timothy L. Brooks in the United States District Court for the Western District of Arkansas.

Practice Areas

Employment and Labor
Education
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

Experience

- Briefed, argued, and won summary judgment for a healthcare provider in a malpractice action in state court.
- Briefed and won dismissal of multiple claims brought against nurses employed by a healthcare system.
- Argued and won a motion to dismiss for a national commercial real estate services firm in a commercial dispute.
- Won a motion to set aside an adverse order, restoring the client's position in the litigation.
- Tried a bench trial to verdict for an agricultural business in a commercial dispute.
- Regularly participates in pro bono legal services, including legal services clinics and representing an incarcerated individual in a § 1983 action.
- Presented on behalf of a charter school before the Arkansas Charter Authorizing Panel.
- Successfully defended two U.S. Department of Labor wage and hour audits.
- Conducted multiple workplace investigations into potential harassment claims for private employers.
- Argued motions to quash and motions to dismiss in state court.

- Drafts and revises employee handbooks and workplace policies, including leave, discipline and termination procedures.
- 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
- UARK Law Pro Bono Silver Medal
- Charles Thomas Pearson Fellow

Involvement

- Pulaski County Bar Association
- Mitchell Williams Attorney Staff Committee
- Mitchell Williams Take Time to Give Subcommittee
- Mitchell Williams Pro Bono Committee
- Arkansas Bar Association
- Arkansas Association of Defense Counsel
- Society for Human Resource Management
- Central Arkansas Human Resources Association
- Appointed, Arkansas Continuing Legal Education Board, Supreme Court of Arkansas
- President's Council, Harding University
- 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