

Nathan A. Read

Member

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Practice Areas

Employment and Labor
Business and Corporate Law
Executive Compensation

Education

Temple University, Beasley School of Law
J.D. - (2008)

The George Washington University
M.A. in International Affairs - (2004)

Lyon College
B.A. in Economics; B.S. in Business Administration, magna cum laude - (2002)

Bar Admissions

Arkansas
New Jersey

Nathan “Nate” Read is an accomplished employment attorney with substantial experience guiding employers through the intricacies of federal, state and local employment laws and regulations. Committed to helping clients cultivate compliant and positive workplace environments, he provides strategic counsel across a comprehensive array of employment law and regulatory matters. His experience encompasses assisting clients with responding to inquiries and investigations by state and federal regulatory agencies and representing them in contested matters. Collaborating with employers of various industries and sizes, he helps draft contracts, develop incentive compensation plans and prepare employee handbooks, codes of conduct and other policies and procedures that align with both regulatory compliance requirements and business objectives.

Nate is dedicated to empowering clients with the knowledge and resources necessary to navigate the continually evolving business landscape with confidence. By fostering enduring, trust-based relationships, he ensures his clients receive counsel tailored to address both their immediate needs and long-term goals. His practice is grounded in strategic planning and pragmatic solutions designed to promote the sustained success and growth of the organizations he serves.

Experience

- Advises employers on the development and implementation of employment policies and procedures, including employee handbooks and codes of conduct.
- Counsels businesses on hiring, training, discipline, leave and termination issues, particularly in connection with state and federal employment discrimination statutes, the American Disabilities Act and the Family Medical Leave Act.
- Assists clients in connection with the handling of workplace complaints and investigations.
- Collaborates with clients on market conduct matters, including responding to inquiries and investigations from state insurance regulatory agencies.
- Advises on executive compensation matters, including the development of incentive compensation plans.
- Counsels clients on compliance related to wage and hour matters, including misclassification

issues, minimum wage and overtime issues under both state and federal law..

- Represents individuals and companies in a variety of contract disputes including intellectual property matters, along with confidentiality, non-compete, and non-solicitation disputes, helping his clients protect their interests and achieve favorable outcomes.

Professional Recognition

- *Chambers USA:* Labor & Employment in Arkansas (2025, 2026)
- *The Best Lawyers in America®:* Employment Law - Management (2021-2027)
- *Mid-South Super Lawyers Rising Star* (2016-2018)

Involvement

- Mitchell Williams
- Board of Directors (2026)
- Litigation Practice Group Chair (2020-2025)
- Society of Human Resource Management
- Northwest Arkansas Human Resources Association
- Defense Research Institute
- Arkansas Bar Association
- Craighead County Bar Association
- Benton County Bar Association