

# DANIEL L. HERRINGTON

LABOR & EMPLOYMENT  
PARTNER

☎ 501-370-1571

✉ herrington@fridayfirm.com

📠 501-244-5382

📍 400 West Capitol Avenue Suite 2000 Little Rock, Arkansas 72201-3493



## BIOGRAPHY

**Daniel L. Herrington** is a partner in the Labor and Employment Relations Practice Group focused on representing employers in all areas of labor and employment law, including ADA, FMLA, Wage and Hour, Title VII, OSHA and NLRA. He proactively works with his management clients to help ensure their employment decisions can withstand legal scrutiny. Dan has successfully defended those decisions before state and federal agencies and courts, including the EEOC, OSHA, NLRB, DOL, Arkansas Supreme Court and U.S. Court of Appeals for Eighth Circuit. He also has extensive experience in litigating covenant not to compete and trade secret cases.

Twice voted as one of the top labor and employment attorneys in Arkansas by the readers of *Arkansas Business*, Dan has also been recognized nationally for his work in labor and employment since 2010 in *Chambers USA: America's Leading Lawyers for Business* and since 2011 by *Mid-South Super Lawyers* and *The Best Lawyers in America*. In addition, he was named by *Best Lawyers* as "Lawyer of the Year 2018" for his work in labor and employment litigation.

In recognizing his work in labor and employment, *Chambers USA* said the following about Dan:

***"The 'incredible' Daniel Herrington enjoys a splendid reputation in the Arkansas market, handling all aspects of labor and employment law, including discrimination and wage-and-hour disputes and NLRB matters."***

Dan is sought after speaker on employment law topics and regularly presents to groups such as ARSHRM and its affiliate HR associations around the state.

## Education

- University of Arkansas at Little Rock School of Law, J.D., with high honors; *University of Arkansas at Little Rock Law Journal*, Executive Editor, 1994-1995
- Arkansas State University, B.S., Business Management, with honors, 1992

**FRIDAY**

[www.FridayFirm.com](http://www.FridayFirm.com)

**ELDREDGE  
& CLARK** LLP



# Noteworthy

- Adjunct Professor, Labor Law, UALR Bowen School of Law, 2003
- Adjunct Professor, Employment Discrimination, UALR Bowen School of Law, 2002
- Adjunct Professor, Employment Law, UALR Bowen School of Law, 2004
- Chapter Author, *Inside the Minds, Employment Discrimination Lawsuits*, (Aspatore Books 2008)
- Featured in the [Arkansas Democrat-Gazette/High Profile](#), March 26, 2017
- Graduate of Leadership Greater Little Rock program, Class VXII
- Listed in *The Best Lawyers in America*, Employment Law - Management, Labor Law - Management and Litigation - Labor and Employment, since 2007
- Listed in *Arkansas Business*, 40 Under 40, 2003
- Named by the *The Best Lawyers in America* as "Lawyer of the Year," Litigation - Labor and Employment, Little Rock, 2016 and 2018
- Named by *Arkansas Life* as "Top Attorney" in 2019
- Named in Little Rock *Soiree* Best Lawyers, 2011
- Named Pulaski County Bar Association's "Lawyer Citizen of the Year," 2010
- Presenter of "Tricky ADA/GINA Situations," EEOC's Annual EXCEL Conference, Washington, D.C., August 2015
- Presenter of "Social Media and Background Checks - Manage the Risk," ARSHRM Employment Law and Legislative Affairs Conference, September 2015
- Publication: "Employer Compliance with the Immigration Reform and Control Act: A Primer," *The Arkansas Lawyer*, Fall 1999
- Presenter of "Preventing and Correcting Workplace Harassment," SHRM Annual Meeting, 2007
- Ranked in *Chambers USA: America's Leading Lawyers for Business*, Labor and Employment, since 2010
- Selected by attorney peers for inclusion in *Mid-South Super Lawyers*, since 2011

# Key Matters

- *Harper v. City of Sherwood, Arkansas, Pulaski County Circuit Court*, Case No 60CV-14-1568 (2015)
- *Wells v. City of Sherwood, Arkansas, Pulaski County Circuit Court*, Case No 60CV-14-865 (2015)
- *Texarkana Behavioral Associates, L.C. v. Universal Health Services, Inc.*, 748 F.Supp 2d 1008 (W.D. Ark. 2010), aff'd, 432 Fed. Appx.639 (8th Cir. 2011)
- *Guardian Fiberglass, Inc. v. Whit Davis Lumber Company, Inc.*, 509 F.3d 512 (8th Cir. 2007)
- *Faulkner v. Arkansas Children's Hospital*, 69 S.W.3d 393 (Ark. 2002)
- *Mellon v. Federal Express Corp.*, 239 F.3d 954, (8th Cir. 2001)
- *Allen v. Entergy Corp.*, 193 F.3d 1010 (8th Cir 1999)
- *Allen v. Entergy Corp.*, 181 F.3d 902 (8th Cir. 1999)

## Representative Clients

- Arkansas Baptist State Convention
- Arkansas Cardiology
- Arkansas Children's Hospital
- City of Sherwood
- Dillard's
- Entergy Corporation
- Kids for the Future
- LANXESS Corp
- Nabholz, Inc.
- Pinnacle Pointe Hospital
- Saline Memorial Hospital
- St. Paul Travelers Insurance
- The Bridgeway
- Triumph Group, Inc.
- Universal Health Services
- Whit Davis Lumber Company

## Associations & Memberships

- American Bar Association, Labor and Litigation Sections
- American Heart Association, Chair, 2003 & 2015
- Arkansas Bar Association, Labor and Employment Section, Chair, 2005
- Arkansas Nonprofit Alliance, Past Chair
- Arkansas Rice Depot Food Bank, Past Chair
- Arkansas SHRM State Council, Past General Legal Counsel
- Central Arkansas Human Resources Association
- Lambda Chi Alpha
- Member, VOCALS (Volunteers Organization for Central Arkansas Legal Services)
- Pulaski County Bar Association, Lawyer Citizen Award Winner
- Society of Human Resource Management (SHRM)

## Admissions

- Arkansas, 1995
- United States Courts for Appeal for the Eighth and Eleventh Circuits
- United States District Courts for the Eastern and Western Districts of Arkansas
- United States District Court Northern District of Alabama
- United States District Court Western District of Michigan
- United States District Court Western District of Arkansas
- United States District Court Western District of Tennessee