# Catherine E. Lee

Partner

(919) 341-2639
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## Practices

Administrative Law
Employment Law
Civil Litigation
Business Law

## Bar Admissions

North Carolina State Bar

U.S. Court of Appeals for the Fourth and Sixth Circuits

U.S. District Courts for the Eastern, Middle, and Western Districts of North Carolina

U.S. Supreme Court

## Education

J.D., The University of Texas School of Law (with honors), 2006

B.A., The University of North Carolina at Chapel Hill (with highest distinction), 2003

## Overview

Catherine is a partner in the firm's Raleigh office, where she focuses her practice on administrative law and employment law. She believes in building strong working relationships with her clients, and taking time to truly understand their business and concerns. Her years of legal experience enable her to cut through complexity and provide clear, actionable advice. She particularly enjoys exploring the "why" behind her clients' questions, helping them think ahead about potential outcomes and make informed decisions about their next steps.

Catherine has significant experience in resolving human resources matters, including:

- Defending discrimination, wrongful discharge, retaliation, and harassment claims;
- Drafting and reviewing employment agreements, severance agreements, and non-compete/non-solicitation agreements;
- Litigating covenants not to compete disputes, breach of contract claims, and wage and hour disputes;
- Advising management in the development of appropriate workplace policies and practices; and
- Providing training to Human Resources professionals and managers on employment law.

Catherine also serves as general counsel to professional licensing boards across various industries in North Carolina, and advises boards on a variety of legal issues, including the N.C. Public Records laws, statutory reporting and auditing requirements, personnel matters, State Open Meetings laws, State ethics laws, rulemaking matters, and legislative liaising. She routinely appears before Boards and the NC Office of Administrative Hearings to prosecute disciplinary matters.

Through extensive volunteer work, Catherine engages with people from diverse backgrounds,

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which broadens her perspective and enhances her ability to understand clients' varied needs.

Catherine is passionate about international travel and studying foreign languages, having visited over a dozen countries. Her free time is typically divided between scout camping trips and PTA meetings, while she brings order to chaos in a happy and loud household.

## Experience

### Presentations

- *Best Practices for Regulatory Boards,* Association of Regulatory Boards of Optometry Annual Meeting (June 2026)
- *Tips for Embarking on Your Rule Drafting Journey*, North Carolina Bar Association Rules of the Road Series (August & October 2025)
- *Admin Law Rules of the Road*, North Carolina Bar Association Rules of the Road Series (August 2025)

## Awards & Honors

- *North Carolina Lawyers Weekly,* North Carolina Legal 250, 2026
- Selected by peers for inclusion in *The Best Lawyers in America©* 2021 – 2027 in the field of Employment Law – Individuals
- Selected for inclusion in the *North Carolina Lawyers Weekly* Employment Law Power List, 2024 – 2025
- *Business North Carolina,* Legal Elite in Employment Law, 2024-2026
- Selected to the North Carolina Super Lawyers® list, 2025-26
- *North Carolina Lawyers Weekly,* Leader in the Law, 2024
- Selected to the North Carolina Rising Stars list published in Super Lawyers® Magazine, 2012-2021
- N.C. Bar Association's Robinson O. Everett Award, 2017.
- N.C. Bar Association's Charles F. Blanchard Outstanding Young Lawyer Award, 2009.
- Rated AV® by Martindale-Hubbell®.
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## Involvement

- Member of the North Carolina Bar Foundation Board of Directors, 2026-2029
- Secretary of the N.C. Bar Association Administrative Law Section Council, 2025-2026
- Chair of the N.C. Bar Association Annual Meeting Committee, 2019-2020
- Member of the North Carolina Bar Association Board of Governors, 2015-2018
- N.C. State Bar Delegate to the ABA's House of Delegates, 2009-2011
- Member, the Society for Human Resource Management, Raleigh Metro Chapter

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- Member, DRI
- President, Stough Elementary School PTA, 2025-2026
- Volunteer, Girl Scouts of America

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