

Catherine E. Lee

Partner

OFFICE Raleigh, NC

PHONE (919) 341-2639

FAX (919) 832-9425

EMAIL clee@hedrickgardner.com

www.HedrickGardner.com



PRACTICES

Civil Litigation, Employment Law, Administrative Law

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

BAR AND COURT 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

Catherine is a partner in the firm's Raleigh office, where she focuses her practice on employment law. Catherine has significant experience in resolving human resources matters, including:

- Defending discrimination, wrongful discharge, retaliation, and harassment claims;
- Drafting and reviewing employment agreement, 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 manager on employment law.

Catherine also serves as general counsel to several North Carolina occupational licensing boards, 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.

Among her recognitions are the N.C. Bar Association's Robinson O. Everett Award (2017), North Carolina Super Lawyers® Rising Stars list (2012-2021), North Carolina Super Lawyers® (2025), Best Lawyers of America list (2021-2025), and she is Rated AV® Preeminent by Martindale-Hubbell®.

Catherine's free time usually is split between scout camping trips, PTA meetings, and bringing order to chaos in a happy and loud household.

HONORS

Selected by peers for inclusion in *The Best Lawyers in America*© 2021 - 2025 in the field of Employment Law - Individuals

Selected for inclusion in the 2024 edition of the *North Carolina Lawyers Weekly* Employment Law Power List

North Carolina Lawyers Weekly, Leader in the Law, 2024

Business North Carolina, Legal Elite in Employment Law, 2024-2025

N.C. Bar Association's Charles F. Blanchard Outstanding Young Lawyer Award, 2009

N.C. Bar Association's Robinson O. Everett Award, 2017

Selected to the North Carolina Super Lawyers® list, 2025

Selected to the North Carolina Rising Stars list published in Super Lawyers® Magazine, 2012-2021

Rated AV® by Martindale-Hubbell®.

PROFESSIONAL AND CIVIC INVOLVEMENT

- Member of the North Carolina Bar Association Board of Governors, 2015-2018.
- Secretary for the Young Lawyers Division of the N.C. Bar Association, 2014.
- N.C. State Bar Delegate to the ABA's House of Delegates, 2009-2011.
- Member of the N.C. Bar Association Administrative Law Section Council (term expiring 2022); Diversity Committee Chair, 2019-2020. Chair of the N.C. Bar Association Annual Meeting Committee, 2019-2020.
- Board of Operation Kids on Guard, Inc., Member
- Troop Officer, Girl Scouts of America
- Member of the NC Restaurant & Lodging Association