

## Katie D.B. Burchette

Partner

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I am a big believer in Zig Ziglar's saying: "You don't build a business. You build people, and the people build the business." Whether you are with a Fortune 500 company or comprise a one-person shop, how you partner with other people and organizations often shapes your success as a business. I help clients to find the right opportunities to grow and thrive through this process, whether that involves onboarding a new employee, addressing workplace disputes, drafting internal policies, or protecting your rights in litigation.

Katie concentrates her practice in the areas of **commercial litigation** and **employment law**. Prior to engaging in private practice, Katie served as a law clerk to the Honorable James L. Gale, Superior Court Judge for Complex Business Cases. Katie advises her clients on a variety of matters such as intra-corporate disputes, **corporate governance**, **mergers and acquisitions**, **employment law** matters including Americans with Disabilities Act, Age Discrimination in Employment Act, Fair Labor Standards Act, Family and Medical Leave Act, North Carolina Wage and Hour Act, Title VII, Retaliatory Employment Discrimination Act, and National Labor Relations Act. Katie also has experience in trade secret **litigation** and the Unfair and Deceptive Trade Practices Act.

### Publications

### Practices

Business Transactions  
Construction  
Employment Practices & Benefits  
Litigation  
Mergers & Acquisitions

### Industries

Energy  
Healthcare  
Manufacturing  
Real Estate, Hospitality & Construction  
Retail

### Bar Admissions

North Carolina

### Court Admissions

U.S. District Court of North Carolina,  
Eastern District  
U.S. District Court of North Carolina,  
Middle District  
U.S. District Court of North Carolina,  
Western District

### Education

University of North Carolina School of  
Law (JD, with High Honors, 2013)  
Vanderbilt University (BA, *magna cum  
laude*, 2010)

- **Co-Author, "Trends and Developments", Chambers US Regional Employment 2022 Guide, September 2022**

### Speaking Engagements

- Co-Speaker, "*Eyeing the Competition: Non-Competes, Trade Secrets, and the FTC's Proposed Non-Compete Rule*," 12<sup>th</sup> Annual NC Business Court CLE, Charlotte, NC, November 2024
- Mecklenburg County Bar 7th Annual North Carolina Business Court CLE (October 2019)
- North Carolina Bankers Association Regulatory Update Presentation (March 2017)
- Employment Law Breakfast Briefing Presentations: *Substance Abuse in the Workplace* (May 2017), *Guns and the Workplace* (January 2017), *FLSA Update: New Regulations, Dependable Techniques* (September 2016)

### Honors

- **Super Lawyers®** North Carolina – Rising Star – Employment & Labor (2019-2023)
- **Business North Carolina "Legal Elite"** – Employment Law (2017, 2020, 2021), Young Guns (2021-2024)
- **The Best Lawyers in America®** – Ones to Watch: Commercial Litigation (2021-2025), Litigation – Labor & Employment (2021-2025), Litigation – Real Estate (2021-2025), Litigation – Securities (2021-2025), Labor and Employment Law-Management (2022, 2023, 2025)
- Order of the Coif, **University of North Carolina School of Law** (2013)
- James E. and Carolyn B. Davis Society, University of North Carolina School of Law
- **North Carolina Journal of International Law and Commercial Regulation**, Articles Editor

- Political Science, Women and Gender Studies

### Associations

- **Antitrust and Complex Business Disputes Section Councilmember**
- **North Carolina Business Court Rules** Committee, Discovery Subcommittee (2015-2017)

### Community

About Our Firm  
Recognition

- Gressman-Pollitt Oral Advocacy Award for Best Overall Oral Advocate, University of North Carolina School of Law