



Ree Harper

Partner

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Service Focus

- Counseling and Advice
- Litigation and Trials

Industry Focus

- PEO
- Staffing

Overview

Catherine “Ree” Harper advises employers, PEOs, and other alternative employer business clients in employment-related matters, including state and federal compliance, risk management, and industry best practices. Ree utilizes her 25 years of legal experience in employment law and human resources, along with her accounting background and previous experience as a business owner, to help clients navigate the ever-changing legal landscape of employment law as well as the drafting and implementation of policies related to privacy, data and records retention, immigration, and tax and benefits.

Prior to joining Fisher Phillips, Ree was General Counsel and Senior Vice President of Human Resources for a staffing agency and national PEO where she had a proven record for leading complex legal and human resources initiatives both internally and externally. Ree draws upon this firsthand experience to develop strong relationships with PEO and staffing clients and to provide tailored solutions that respond to their unique needs.

Ree routinely helps PEO and staffing clients with:

- Managing HR functions, teams, and processes affecting the client and employment life cycle (e.g., recruitment, onboarding, training, employee relations, mentoring programs, policies and

procedures, discipline, and terminations)

- Payroll processes and compliance
- Employee benefits programs (both PEO- and client-sponsored), including health insurance, retirement plans, and ancillary plans
- Compliance with labor laws and regulations
- Administering escalated co-employee disputes and EPLI claims
- Managing workers' compensation claims, including analysis of policies and costs
- Identifying areas for process improvement and developing efficient workflows
- Creating and implementing training programs for internal teams and client employees
- IRS certification and Employer Services Assurance Corporation (ESAC) accreditation

She frequently speaks at industry conferences, seminars, and webinars and contributes to PEO industry and legal publications.

Credentials

Education

- J.D., Birmingham School of Law
- B.S., Auburn University

Bar Admissions

- Alabama

Affiliations

Professional Activities

- Member and Board of Directors, National Association of Professional Employer Organizations
 - Chairman, Healthcare Committee
 - Member, Legal Advisory Counsel
 - Member, Federal Government Affairs Committee
 - Member, State Government Affairs Committee
- Member, Board of Managers, Aligned Insurance Agency (2021-Present)

Insights

Benjamin M. Ebbink, Brian J. Coughlin, Shanon R. Stevenson, Anne Yarovoy Khan, Laura D. Heckathorn, Catherine “Ree” Harper, Rebecca Bovinet, Jillian Seifrit, Jeffrey Shapiro

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INSIGHTS

11/11/25

New 11th Circuit Decision Clarifies Independent Contractor Test: Your Five Step Compliance Plan

Catherine “Ree” Harper, Marty Heller, Brett P. Owens, Austin Walker

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INSIGHTS

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Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2025 Edition

Steven M. Bernstein, Sheldon J. Blumling, Preston L. Buchanan, Kathleen McLeod Caminiti, Jocelyn Campanaro, Kate Dedenbach, Emily P. Harbison, Edward F. Harold, Catherine “Ree” Harper, Brett Holubeck, David S. Jones, Usama Kahf, Nicole Kamm, Matthew R. Korn, Todd B. Logsdon, Todd A. Lyon, Phillips L. McWilliams, Joshua D. Nadreau, Jennifer B. Sandberg, Andrew J. Sommer, Shanon R. Stevenson, Terri R. Stewart, J. Hagood Tighe, Spencer W. Waldron, Kristin R.B. White

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INSIGHTS

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Senate Approves Third EEOC Commissioner and Gives Agency Power to Resume Action: Top 7 Things Employers Can Expect

J. Randall Coffey, Benjamin M. Ebbink, Rick Grimaldi, Catherine “Ree” Harper

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Catherine “Ree” Harper

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Raeann Burgo, Catherine “Ree” Harper, Jenna B. Rubin, Jennifer B. Sandberg

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NEWS

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Birmingham Business Journal Covers New Office Opening

Catherine “Ree” Harper, Raymond W. Perez, Morgan Chappell, Christopher W. Deering, Marion F. Walker, Kimberly Ward

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NEWS

05/14/25

Law360 Features Launch of Fisher Phillips’ Birmingham, Alabama Office

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Fisher Phillips Launches in Birmingham, Alabama

John M. Polson, Catherine “Ree” Harper, Raymond W. Perez, Morgan Chappell, Christopher W. Deering, Marion F. Walker, Kimberly Ward

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01/29/25

Trump Grabs Control of EEOC Through Unprecedented Move – But Will Commissioner Firings Hold Up in Court? Employer FAQs to Help Sort Through Confusion

Benjamin M. Ebbink, Rick Grimaldi, Catherine “Ree” Harper

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