

Kelly D. Reese

Of Counsel

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Practice Areas

Discrimination and Harassment
Policies, Procedures and Handbooks
Wage and Hour
Class Actions
Digital Workplace

Overview

Kelly D. Reese advises and represents management in a broad range of employment matters arising under federal and state laws. Appearing in state and federal courts and before administrative agencies, he litigates individual, class, and collective action claims in such areas as:

- Wage and hour
- Overtime
- Equal pay
- Equal employment matters

Kelly also has expertise advising employers on how to properly classify workers, particularly for internet-based companies. His other clients include:

- Financial institutions
- Municipalities
- Manufacturers
- Retailers

While attending law school, Kelly was the senior management editor of the *University of Florida Law Review*.

Professional and Community Affiliations

- Member, Mobile Bar Association
- Member, American Bar Association
- Member, Labor and Employment Law Section - American Bar Association

- Member, Baldwin County Bar Association
- President, Mobile Chapter - Federal Bar Association
- Council Member, City of Daphne, Alabama

Education

Th.M., Princeton Theological Seminary, 2000
M. Div, Samford University Beeson Divinity School, 1996
J.D., University of Florida School of Law, 1987, *With Honors*
B.A., Oklahoma Christian University, 1983, *magna cum laude*

Bar Admissions

Alabama
Mississippi

Courts

U.S. Supreme Court
U.S. Court of Appeals, 11th Circuit
U.S. District Court, Northern District of Alabama
U.S. District Court, Middle District of Alabama
U.S. District Court, Southern District of Alabama
U.S. District Court, Northern District of Florida
U.S. District Court, Western District of Wisconsin

Publications

"Be Nice And Play Fair. Non Legal Advice From Two Attorneys," *HR Alabama*, Vol. 2, May 2012
"Alabama Is Latest State to Enact E-Verify Requirement," June 9, 2011
"Who's in Control? An Alabama Court Analysis of Independent Contractor vs. Employee Status Under Alabama's Workers' Compensation Law," February 28, 2011
"Arbitration: Avoiding the Runaway Jury," *American Journal of Trial Advocacy*, Volume 23, Summer 1999

Events & Speaking Engagements

"Religion and the Workplace," February 2006
"Recent Developments in Employment Law," February 25, 2003
"ADA, FMLA and Workers' Compensation in Alabama," August 25, 2000

Blog Posts

"Federal Judge Enjoins Portions of Alabama Immigration Law, with No Effect on E-Verify Provisions," *Global Immigration Counsel*, September 30, 2011

"Federal Judge Temporarily Enjoins Enforcement of Alabama Immigration Law," *Global Immigration Counsel*, August 30, 2011