



# Heather L. Ries

Partner

[hries@foxrothschild.com](mailto:hries@foxrothschild.com)



West Palm Beach, FL

Tel: 561.804.4419

Fax: 561.835.9602

Heather is a trusted business adviser and seasoned litigator who has a deep understanding of employment and staffing law, as well as extensive experience assisting creditors in the bankruptcy courts. She has developed a robust practice that clients rely on for creative solutions, practical results and zealous advocacy when disputes arise.

## Staffing Law

Heather advises clients on a variety of business-related matters including transactions and employment related issues, that arise as a matter of operations including:

- Employment agreements
- Separation agreements
- Noncompete and confidentiality agreements
- Service agreements with customers
- Vendor contracts
- Affirmative action plans
- Employee handbooks
- Employment disputes
- Telephone Consumer Protection Act (TCPA)
- Website use and privacy policies

Heather handles inquiries from the U.S. Equal Employment Opportunity Commission, Justice Department and Department of Homeland Security and has represented clients before the EEOC. She also guides management on the use of independent contractors and reductions in workforce and counsels employers on matters related to harassment and discrimination claims.

Heather frequently presents on topics relevant to the staffing industry in webinars and at conferences and events hosted by the American Staffing Association, the National Association of Personnel Services and the Florida Staffing Association.

## Business and Bankruptcy Litigation

Heather represents businesses in a variety of commercial disputes and bankruptcy-related issues.

She frequently represents and defends clients in state, federal and bankruptcy court disputes, including advising on fiduciary matters, contract disputes, collections, staffing concerns, secured lending and bank operation litigation. She represents

businesses, creditors, creditor's committees, institutional lenders and community banks in areas of corporate restructuring, orderly liquidation and bankruptcy-related litigation.

## Services

- Staffing Law
- Employment Litigation
- Trade Secrets & Restrictive Covenants
- Financial Restructuring & Bankruptcy
- Litigation
- Receiverships
- Financial Services Litigation

## Bar Admissions

- Florida

## Court Admissions

- U.S. Supreme Court
- U.S. Court of Appeals, Eleventh Circuit
- U.S. District Court, Southern District of Florida
- U.S. District Court, Middle District of Florida
- U.S. District Court, Northern District of Florida
- U.S. District Court, Eastern District of Texas
- U.S. District Court, Southern District of Texas
- U.S. District Court, Western District of Texas

## Education

- University of Miami School of Law (J.D., *cum laude*, 2002)
- George Washington University (B.A., *cum laude*, 1999)

## Memberships

- Leadership Palm Beach County Engage Program Class of 2026
- American Staffing Association
- Society for Human Resource Management (SHRM)
- Florida Staffing Association
- American Bankruptcy Institute
- Bankruptcy Bar Association of the Southern District of Florida
  - Director-at-Large 2010-2013
  - Palm Beach Director 2013-2016
  - Director-at-Large 2022-present
- George Washington University Alumni Association
- Federal Bar Association, Palm Beach County Chapter
  - Membership Chair 2011-2013
  - Treasurer 2012-2013
  - President Elect 2013-2014
  - President 2014-2015

## Board of Directors

- Bankruptcy Bar Association for the Southern District of Florida
- International Women's Insolvency & Restructuring Confederation (South Florida)
- Legal Aid Society of Palm Beach County

## Honors & Awards

- Recipient of the Bankruptcy Law Pro Bono Award from the Legal Aid Society of Palm Beach County (2025)
- Named a "Top Lawyer" in Bankruptcy and Creditor Debtor Rights/ Insolvency and Reorganization Law (2018-2019, 2021-2023) and Business Litigation (2022) by *Palm Beach Illustrated*
- Named a "Top Lawyer" by *South Florida Legal Guide* (2017-2020)
- Named a "Top Up and Comer" by *South Florida Legal Guide* (2015, 2016)
- Named among the 2014 Top 40 Lawyers Under 40 by the *Daily Business Review*
- Selected to the "Super Lawyers" list for Bankruptcy Law in Florida (2013-2020, 2022-2025)
- Named among the "Florida Rising Stars" in the area of Bankruptcy & Creditor/Debtor Rights (2011, 2012)
- Recipient of the "Distinguished Service Award" for 2010-2011 from the Bankruptcy Bar Association, Southern District of Florida
- Awarded for her outstanding service as Membership Chair of the Federal Bar Association, Palm Beach County Chapter