

CYNTHIA L. EFFINGER

Co-Managing Member, Louisville Office

500 West Jefferson Street, Suite 2400
Louisville, KY 40202
T: 502.327.5400; ext. 2316 C: 502.296.7655 F: 502.327.5444
ceffinger@mcbrayerfirm.com

www.linkedin.com/in/cindyeffinger
www.mcbrayerfirm.com/blogs-Employment-Law-Blog

HONORS & AWARDS

- Kentucky Super Lawyers®, 2018-2025, Employment & Labor
- Top 25 Women Kentucky Super Lawyers®, 2025
- The Best Lawyers in America®, 2016-2027, Litigation - Labor & Employment, Employment Law - Management, Labor Law - Management, Employment Law - Individuals
- The Best Lawyers in America®, "Lawyer of the Year", 2019, 2022, Litigation - Labor and Employment
- The Best Lawyers in America®, "Lawyer of the Year", 2024, Employment Law - Individuals
- A. M. Best Client Recommended, 2018

PRIMARY PRACTICE

Employment Law for Employers

Cindy Effinger knows that real businesses need real life, practical solutions for their employment-related legal issues. Answers to employers' questions are rarely black and white—and they always depend on the unique needs of a particular business. As an employment law attorney, Cindy enjoys the challenge of navigating those gray areas. She takes the time to get to know the character and culture of each company she advises to provide counsel that is specifically tailored to their needs, and she crafts policies that are practical to implement, all while maintaining compliance with federal, state, and local laws.

Cindy's practice in Louisville, Kentucky, focuses primarily on employment litigation, involving matters such as business disputes, claims of discrimination and harassment, non-compete and other restrictive covenant agreements, wage and hour issues, and contract disputes. Prior to her work at McBrayer, Cindy represented plaintiffs in employment matters; her knowledge and experience from the other side of the table allows her to build even stronger cases and arguments for her clients today. Cindy also assists clients with audits and investigations performed by the U.S. Department of Labor and the Kentucky Labor Cabinet, helping employers to prepare accordingly and resolve any issues that may arise.

Employment Litigation

Commercial and Business Litigation

Labor Law

Employee Benefits Law

Human Resources and Policy Training

Human Resources Investigations

Human Resources Services

Non-Compete Agreements

U.S. Department of Labor Investigations

ADDITIONAL PRACTICE EXPERIENCE

Business Torts

Insurance Defense

Internet & Media Law

ADMISSIONS

Kentucky, 1998

U.S. District Court Eastern District of Kentucky, 2003

U.S. District Court Western District of Kentucky, 1998

U.S. Court of Appeals 6th Circuit, 2000

U.S. District Court Northern District of Indiana, 2022

EDUCATION

J.D., University of Louisville Brandeis School of Law, Louisville, Kentucky, 1998

B.A., University of Georgia, Athens, Georgia, 1994

- Major: History

In addition to her litigation work, Cindy works with clients on crafting human resources policies and developing employee handbooks, from FMLA and leave issues to ADA accommodation requests to social media policies and beyond. She is also involved in resolving employee relations issues. Her background lends itself well to consulting with businesses with regard to client and competitor issues as well as disputes among business owners themselves.

Cindy understands that employment law evolves rapidly and that issues can arise at the drop of a hat. Clients can always count on her to stay up to speed and to be available with a quick response when an issue emerges unexpectedly. There is never a dull moment in Cindy's practice—and she wouldn't have it any other way.

CAPABILITIES, SUCCESSES, AND ASSIGNMENTS

- Drafts human resources policies and employee handbooks.
- Advises clients on FMLA and leave issues.
- Advises clients on ADA accommodation requests.
- Advises clients on social media policies.

Professional Activities

- Kentucky Bar Association, Member, 2007-Present
- Louisville Bar Association, (Law Day in the Schools Program), 2007-Present
- Lawyers Mutual Insurance Company of Kentucky, Board of Directors, 2007-2009
- Better Business Bureau of Louisville, Board of Directors, 2017

News

Member Cindy Effinger presents at KY SHRM 2026 Annual Conference
August 26, 2026

IN THE MEDIA - Fifty McBrayer Attorneys Recognized by *Best Lawyers® for 2027*
August 20, 2026

IN THE MEDIA - Member Cindy Effinger Featured on Mentorship and Career Development in the Legal Profession
February 23, 2026

Celebrating Excellence: 40 McBrayer Attorneys Recognized by Super Lawyers
December 16, 2025

McBrayer PLLC Achieves Record-Breaking Recognition in *Best Lawyers in America® 2026*
August 21, 2025

Leading the Way in Legal Excellence: 38 McBrayer Attorneys Honored in 2025 Super Lawyers and Rising Stars Lists
December 17, 2024

New Record Set: 51 McBrayer Attorneys Honored in Best Lawyers 2025
August 15, 2024

McBrayer Earns Record Number Named to Super Lawyers Lists for 2024
January 9, 2024

Another Record! 49 McBrayer Attorneys Named to Best Lawyers® 2024
August 17, 2023

Member Cynthia Effinger Speaks at Louisville Girls Leadership Onward! Event
May 12, 2023

McBrayer Louisville Ranked in Top Five Largest Employment Law Firms by Louisville Business First
April 24, 2023

Louisville Co-Managing Member Cynthia L. Effinger Featured in "Unapologetically Woman" Series
April 13, 2023

Cynthia L. Effinger Named Co-Managing Member of McBrayer PLLC Louisville Office
January 17, 2023

25 McBrayer Attorneys Named to Super Lawyers and Rising Stars Lists for 2023
December 29, 2022

A Record Number! Thirty McBrayer Attorneys Named to *Best Lawyers® in America* Lists for 2023
August 18, 2022

22 McBrayer Attorneys Recognized in 2022 Edition of Super Lawyers
December 30, 2021

McBrayer Attorneys Named to *Best Lawyers® in America* List for 2022
August 19, 2021

McBrayer Member Cindy Effinger Quoted in *The Lane Report*
July 29, 2021

Once Again, McBrayer Attorneys Receive Super Lawyers Distinctions for 2021
Super Lawyers, December 10, 2020

McBrayer Members James H. Frazier, III, Stephen Amato, Cindy Effinger, Luke Morgan quoted in The Lane Report
The Lane Report, October 19, 2020

McBrayer Attorneys Named to *Best Lawyers® in America* List for 2021
August 20, 2020

Coronavirus Resource for Businesses

Defining the Gig Economy
Business Lexington, December 19, 2019

We Made the List Again! McBrayer Attorneys Receive Super Lawyers Distinctions for 2020
Super Lawyers, December 2, 2019

McBrayer Attorneys receive U.S. News Best Lawyers Distinction for 2020
U.S. News – Best Lawyers® in America, September 4, 2019

Our Louisville Office is Growing and on the Move
July 1, 2019

Department of Labor Proposes New Overtime Rules
March 12, 2019

McBrayer Attorneys receive U.S. News Best Lawyers and Super Lawyers Distinctions for 2019
December 19, 2018

McBrayer Attorney Cindy Effinger Featured in Louisville Business First's "20 People to Know: Law"
Louisville Business First, August 18, 2017

McBrayer attorneys named to U.S. News Best Lawyers including 3 Lawyer of the Year honors
Attorneys from McBrayer law offices in Lexington and Louisville achieved a 2018 listing in U.S. News Best Lawyers in America
August 15, 2017

Seminars & Speaking Engagements

Member Cindy Effinger Speaks at Mentoring Monday
February 23, 2026

Member Cindy Effinger Speaks at Bluegrass SHRM's February Update
February 10, 2026

WEBINAR - Scary Stories from the HR Department, Chapter VIII: Ferris Bueller's Days Off
October 30, 2025

WEBINAR - Scary Stories from the HR Department, Chapter VII: Regulatory EARTHQUAKE
November 6, 2024

WEBINAR - Scary Stories from the HR Department VI: Who Killed Non-Competes? and Other Mysteries
November 2, 2023

Ahead of the Curve: Getting in Front of Workplace Problems - Lexington
A Seminar for Employers
The Mane on Main, 201 East Main Street, 15th Floor, Lexington, Kentucky, March 22, 2023

WEBINAR - Scary Stories from the HR Department V: Invasion of the Employee Snatchers
October 26, 2022

WEBINAR - What's New in the Bluegrass: Kentucky Legislative Update 2022
July 12, 2022

WEBINAR - Scary Stories from the HR Department, Chapter 4: Little Shot of Horrors
October 27, 2021

WEBINAR - Myths, Masks, and Mandates
More Advice for the Continuing Workplace Challenges of COVID-19
Webinar, September 15, 2021

WEBINAR - Vaccinations and Regulations and Misinformation, Oh My!
A Webinar for Employers - How to Handle the Newest Set of Workplace Challenges from COVID-19
Webinar, March 3, 2021

Cindy Effinger and Claire Vujanovic Present at NBI Continuing Legal Education program
February 24, 2021

WEBINAR – Scary Stories from the HR Department 3: OUTBREAK
A McBrayer Webinar
October 29, 2020

WEBINAR: What Businesses Need to Know and Do Before Bringing Employees Back to Work
Webinar, May 15, 2020

Equipping Yourself for Transition - An Educational Event for Healthcare Providers
ARGI, January 30, 2020

WEBINAR: Scary Stories from the HR Department, Part II: TERROR IN OVERTIME
Tricks and Treats for HR Professionals
October 30, 2019

On-Site Supervisor Training on Issues of Harassment, Discrimination, Retaliation and Medical Leave
Human Resources Consulting

The Current State of Reasonable Accommodation: Attorney Cindy Effinger speaks at Kentucky Society for Human Resource Management (KySHRM) Annual Conference 2018
Kentucky Society for Human Resource Management (KySHRM) 34th Annual Conference 2018
August 28, 2018

16th Biennial Employment Law Institute
University of Kentucky Office of Continuing Legal Education
Lexington, KY, June 7, 2018

Legal Remedies for HR Headaches: Attorney Cindy Effinger speaks at Kentucky Society for Human Resource Management (KySHRM) Annual Conference 2017
Employment Law for Employers
August 29, 2017

28th Annual HR Update
Kentucky Chamber Conference
Lexington, KY, May 3-4, 2016

28th Annual HR Update
Kentucky Chamber
Louisville, Kentucky, May 24-25, 2016

29th Annual HR Update
Kentucky Chamber
Lexington, KY, May 9-10, 2017

29th Annual HR Update
Kentucky Chamber
Louisville, Kentucky, May 23-24, 2017

Kentucky Society of Human Resource Managers (KYSHRM) 32nd Annnual Conference
What HR Professionals Should Know About the Recent Trends in NLRB Decisions and Guidance
Louisville, Kentucky, August 30-September 2, 2016

Employment Best Practices - A McBrayer Employment Law Seminar
The EEOC Strikes Back: New Guidance on Retaliation
Lexington, KY, January 26, 2017

Overtime in Overdrive
Mental Health Issues in the Workplace: Don't Let Them Drive You Crazy
Lexington, KY, November 5, 2015

Overtime in Overdrive
Harassment and Discrimination Update
Lexington, KY, November 5, 2015

Overtime in Overdrive
Same-sex Marriage, EEOC Interpretations of Title VII and other LGBT Issues in Employment
Lexington, KY, November 5, 2015

Mental Health Will Drive You Mad
Mental Health Issues in the Workplace, and Possible Effects of Expanded Insurance Coverage for Mental Health Treatment
Louisville, KY, September 23, 2015

The EEOC
27th Annual Kentucky HR Update
Lexington, KY, May 26, 2015

The EEOC
27th Annual Kentucky HR Update
Louisville, KY, May 12, 2015

Getting It "Write": A McBrayer Employment Law Seminar, Louisville, KY
September 30, 2014

Getting It "Write": A McBrayer Employment Law Seminar, Lexington, KY
September 28, 2014

The HR Deposition Demystified, KY SHRM Conference, September 24, 2014

Lessons in Workplace Liability, Business First, June 10, 2014

The Employer's Guide to Employee Classification & Wage and Hour Laws, McBrayer webinar
May 29, 2014

EEOC Update, 26th Annual Kentucky HR Update, Lexington, KY, May 28, 2014

EEOC Update, 26th Annual Kentucky HR Update, Louisville, KY , May 21, 2014

Two Trending Issues in Employee Relations, ADP, April 17, 2014

Hot Topics in Employment Law: Social Media, the Intersection of HIPAA and the NLRB; and Everyday Challenges, National Adult Day Care Association Annual Convention
October 10, 2013

Social Media: Strategy and Implementation. Are you protected?, KY SHRM Conference
September 25, 2013

Social Media: Strategy and Implementation *Are you protected?*, Kentuckiana Chapter of Information Systems Audit and Control Association (ISACA), June 21, 2013

Social Media & Emerging Employer Issues: Are you protected?, Business First of Louisville June 13, 2013

Cobra & HIPAA Update, 25th Annual Kentucky HR Update, Lexington, KY, May 30, 2013

Cobra & HIPAA Update, 25th Annual Kentucky HR Update, Louisville, KY, May 14, 2013

Legal Issues for Restaurants, Bars and Hotels - A Critical Update, McBrayer law, February 2013

Kentucky Pharmacists Association annual meeting, Employment Law, 2012

Social Media: Strategy and Implementation *Are you protected?,* Business First of Louisville, October 9, 2012

Fayette County Bar Association, Bench & Bar, Employment Law, June 26, 2012

Employment Policies and Procedures: A Critical Legal Update for Employers, McBrayer, 2009 - Present

Articles

When will the new overtime regulations take effect, and how can I prepare my business? *Business First of Louisville* , February 26, 2016

Is it Time to Review Your Employee Handbooks?
HRKentucky.com Newsletter, Kentucky Chamber of Commerce, July 10, 2015

What should I know about pregnancy and discrimination in the workplace?, Business First, Legal Forum, August 8, 2014

The EEOC in 2014, Kentucky Chamber, HR Newsletter, July 2014

Lessons in Workplace Liability: Acronyms That Spell Discrimination Claims, Business First, June 27, 2014

Access Denied: the ADA & the Internet, Louisville Bar Association, Barbriefs, May 2014

A Stay For Now, but Not Forever, Kentucky Chamber, HR Newsletter, April 2014

I am considering offering my employees the choice to receive their wages on a payroll card. Are there any legal concerns associated with this form of payment?, Business First, Legal Forum, January 10, 2014

Facebook Friends & Workplace Enemies, Kentucky Chamber HR Newsletter, November 2013

Potential Problems with Employee of the Month Programs, Kentucky Chamber Human Resource, August Newsletter 2013

I rent office space in a high rise building. Who is responsible, the landlord or the tenant, for making it compliant with the Americans with Disabilities Act? Business First, Legal Forum, August 9, 2013

Rules of Termination: Contemplate Before You Terminate

Do you need to revise your Non-Compete?, Business First, February 8, 2013

Inclement Weather and Time Off Issues: To Pay or Not to Pay, Kentucky Chamber Human Resource, November Newsletter, 2012

Employers' Responsibilities for Snow Days and Working Vacations, McBrayer Newsletter, November 2012, Issue 2, Volume

Guidelines for Hiring Minors, Kentucky Chamber Human Resource, June Newsletter, 2012

Newsletters

The 2014 Forecast for Employers
January 2014

Employers' Responsibilities for Snow Days and Working Vacations
November 2012