STITES & HARBISON PLLC



Robin E. McGuffin

Title: Member

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Robin E. McGuffin is an employment lawyer in Lexington, Kentucky who represents employers and management in workplace disputes, employment litigation, and employment law compliance matters. She serves as Chair of the Employment Law Service Group at Stites & Harbison and advises companies throughout Kentucky and across the United States on complex workplace issues.

Robin's practice focuses on defending employers in employment litigation and helping organizations navigate the legal challenges that arise in the modern workplace. She regularly represents businesses in state and federal courts in Kentucky in cases involving employment discrimination, retaliation, wage and hour disputes, restrictive covenants, and trade secret claims. She also represents employers in administrative proceedings before agencies such as the Equal Employment Opportunity Commission, the Kentucky Commission on Human Rights, and similar state agencies. Robin occasionally advises executives regarding employment agreements and restrictive covenant obligations.

In addition to litigation, Robin works closely with employers, HR professionals, and in-house counsel to address day to day workplace issues and minimize legal risk. She advises companies on employment policies, internal workplace investigations, discipline and termination decisions, executive employment agreements, and compliance with federal and state employment laws, including Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the Family and Medical Leave Act, and the Kentucky Civil Rights Act.

Robin has particular experience handling employer side disputes involving restrictive covenants, non-compete agreements, and protection of confidential business information. She frequently assists employers with drafting enforceable restrictive covenant agreements, enforcing non-compete and non-solicitation obligations, and litigating post-employment disputes arising from employee departures. She also regularly defends businesses and executives against claims alleging breach of restrictive covenant agreements or tortious interference.

Robin graduated first in her class from Vanderbilt University Law School and served as a law clerk to Judge John M. Rogers of the U.S. Court of Appeals for the Sixth Circuit. Clients and peers note her

strategic judgment, strong writing and advocacy skills, and practical, business focused approach to helping employers navigate workplace challenges.

Robin regularly writes and speaks on developments in employment law and workplace compliance, including topics such as workplace investigations, wage and hour compliance, and new federal and state employment law developments affecting employers.

CAPABILITIES

Practice Areas

- Appellate Advocacy
- Business Litigation
- Employment Law
- Employment Litigation
- Litigation & Appeals
- Health Care – Employment

RECENT ASSIGNMENTS

- Obtained a defense award after first-chairing a multi-day arbitration concerning the alleged breach of an executive employment agreement.
- Both obtained and successfully defended against grants of injunctive relief seeking enforcement of restrictive covenants.
- Defeated conditional certification of an FLSA collective action.
- Successfully represented multiple employers in discrimination and retaliation administrative charges and lawsuits in state and federal court under statutes such as Title VII, the FMLA, the FLSA, the ADA, the ADEA, and the Kentucky Civil Rights Act.
- Counsel to a major manufacturer of respiratory protection products in serial litigation.
- Received published opinion in the Kentucky Court of Appeals affirming grant of summary judgment to pharmaceutical drug manufacturer.
- Counsel for an independent institutional investment consultant in defense of derivative, taxpayer, and Attorney General claims asserted on behalf of a public pension system.
- Counsel to a provider of remediation services in a multi-plaintiff toxic tort case following a natural gas release.

BAR ADMISSIONS

- Kentucky
- U.S. District Court for the Western District of Kentucky
- U.S. District Court for the Eastern District of Kentucky
- U.S. Court of Appeals for the 6th Circuit
- U.S. Court of Appeals for the 7th Circuit

RECENT NEWS, ARTICLES & SPEAKING ENGAGEMENTS

- Kentucky Medical Cannabis Update: Governor Expands “Qualifying Conditions” by Executive Order
  ,with Jennifer J. Cave Stites & Harbison Client Alert, June 11, 2026
- Navigating Marijuana in the Workplace
  speaker, Employment Best Practices: Pointers for Workplace Issues, The Harmonie Group, April 16, 2025
- Sixth Circuit Wrestles with Meaning of “Weekly Basis” Under the FLSA
  ,with Alisa Micu Stites & Harbison Client Alert, April 8, 2025
- People on the Move: Robin E. McGuffin
  by editor, *Louisville Business First*, April 4, 2025
- Stites & Harbison Names New Employment Head
  by Adrian Cruz, *Law360.com*, April 3, 2025
- Stites & Harbison, PLLC appoints Robin E. McGuffin as Chair of the firm’s Employment Law Service Group
  by editor, *The Lane Report*, April 3, 2025
- EEOC and DOJ Issue Guidance Regarding DEI in the Workplace
  Stites & Harbison Client Alert, March 21, 2025
- Medical Cannabis Seminar
  panel member, Kentucky Academy of Healthcare Attorneys Webinar, November 13, 2024 *,with Bailey M. Browning, K. Kelly White Bryant, Jennifer J. Cave, Jackson B. Hurst-Sanders and Sarah Cronan Spurlock*
- Sexual Misconduct and Harassment Claims: How Female Lawyers Can Provide Impact in the Defense of Third-Party and EPL Claims
  Women of Harmonie October Webinar, The Harmonie Group, October 29, 2024
- Federal Pregnant Workers Fairness Act: Protecting Future Generations
  presentation to client, September 26, 2024

- FTC Noncompete Rule Struck Down Nationwide
  ,with Shannon Antle Hamilton and Zachary Losey (Zac) Stites & Harbison Client Alert, August 22, 2024
- Navigating Marijuana in the Workplace
  lunch presentation, Shelby County Human Resource Association, August 15, 2024
- Courts Now Split on Enforceability of FTC Noncompete Rule
  ,with Shannon Antle Hamilton and Zachary Losey (Zac) Stites & Harbison Client Alert, August 2, 2024
- FTC Issues Final Rule Banning Non-Compete Agreements; Legal Challenges Have Already Begun
  ,with Zachary Losey (Zac) Stites & Harbison Client Alert, April 25, 2024
- EEOC Issues Final Rule Implementing the Pregnant Workers Fairness Act
  ,with Harlee P. Havens Stites & Harbison Client Alert, April 24, 2024
- Sixth Circuit Identifies “Dilemma,” but Not Solution for Calculating Workers’ Vehicle Expenses Under the Fair Labor Standards Act
  ,with Harlee P. Havens Stites & Harbison Client Alert, April 5, 2024
- Sixth Circuit Applies Updated Arbitration Waiver Standard
  ,with Ashley Owens Hopkins Stites & Harbison Client Alert, April 4, 2024
- Unveiling the Impact: Notable Developments Shaping Restrictive Covenants
  Webcast, The Knowledge Group, November 28, 2023
- The FTC's Proposed Ban on Non-Competes: What Every Employer Needs to Know
  Stites & Harbison and JPMorgan Chase seminar, September 26, 2023 *,with Shannon Antle Hamilton*
- Supreme Court: Employers Must Accommodate Employees’ Religious Practices Absent “Substantial” Increased Costs in Relation to the Conduct of the Business
  Stites & Harbison Client Alert, July 5, 2023
- Sixth Circuit Heightens Standard for Sending Notices in FLSA Collective Actions
  Stites & Harbison Client Alert, May 24, 2023
- FTC Issues Notice of Proposed Rulemaking to Ban Employee Non-Compete Agreements
  ,with David B. Owsley II Stites & Harbison Client Alert, January 5, 2023
- Pregnant Workers Fairness Act Becomes Law
  Stites & Harbison Client Alert, January 4, 2023
- Supreme Court Rejects OSHA Vaccine Mandate on Private Employers – Allows CMS Healthcare Mandate for Facilities Receiving Medicare/Medicaid Funds
  ,with Shannon Antle Hamilton, Demetrius O. Holloway, Ashley Owens Hopkins and Robin D. Miller Stites & Harbison Client Alert, January 14, 2022
- Sixth Circuit’s Briefing Schedule Seems to Ensure No Ruling on Stay Before First ETS Deadline
  Stites & Harbison Client Alert, November 30, 2021
- Managing Employees During a Pandemic
  Panel Member, Lexington Forum, October 7, 2021

- Institutional Racism in Legal Systems: Criminal Justice, Employment & Housing: Part 2 - Understanding the Impact of Race in Employment

  Moderator, presented by National Bar Association, John Rowe Chapter and Fayette County Bar Association Young Lawyers Section, September 10, 2020

- When Furloughs Become Permanent Layoffs: An Employer's Ongoing Obligations Under the WARN Act in the Time of COVID-19

  Stites & Harbison Client Alert, August 11, 2020

- Sixth Circuit: No Accommodation Without Documentation

  ,with Ashley Owens Hopkins Stites & Harbison Client Alert, March 11, 2020

- Information You Need on the COVID-19 Coronavirus

  Stites & Harbison, PLLC March 2020

- Defense Strategies for Winning on the Statute of Limitations

  American Bar Association, *Products Liability Litigation Newsletter*, August 2019 *,with Whitney Frazier Watt*

- Sixth Circuit: Perfect Attendance Policies Must Not Disadvantage Employees Who Take FMLA Leave

  ,with Ashley Owens Hopkins Stites & Harbison Client Alert, August 13, 2019

- Getting to $75,000 and One Penny: Sixth Circuit Disapproves of Plaintiffs' Evasion

  Stites & Harbison Client Alert, November 16, 2018

- Sixth Circuit rules "tender back" doctrine inapplicable to Title VII and the Equal Pay Act

  ,with Shannon Antle Hamilton Stites & Harbison Client Alert, August 21, 2018

- When Do Grown-Ups Get Snow Days? Reviewing the FLSA's Inclement Weather Rules

  ,with Shannon Antle Hamilton Stites & Harbison Client Alert, January 9, 2018

- Sixth Circuit Rules that Employers' Unenforced Policies Can Be the Basis for a Lawsuit

  ,with Shannon Antle Hamilton Stites & Harbison Client Alert, October 17, 2017

- Leatt Corporation notches another product liability victory with help of Stites & Harbison, PLLC

  Stites & Harbison Client Alert, September 26, 2017

- Seventh Circuit Rules Title VII Prohibits Discrimination on Basis of Sexual Orientation

  Stites & Harbison, PLLC Legal Update, April 11, 2017

- Kentucky Enacts Medical Review Panel Law Regarding Malpractice Claims

  ,with Dustyn B. Jones Stites & Harbison Legal Update, March 22, 2017

- Sixth Circuit Rules Kentucky's Economic Loss Doctrine Inapplicable to Consumer Transactions

  Stites & Harbison Legal Update, March 6, 2017

FIRM LEADERSHIP

- Employment Law Service Group, Chair (2025-present)
- Diversity Committee, Member
- Office of General Counsel, Ethics Subcommittee, Member
- Lexington Office Recruiting Committee, Member

MEMBERSHIPS

- Kentucky Bar Association
- Fayette County Bar Association
- Defense Research Institute

COMMUNITY INVOLVEMENT

- GreenHouse17, Board of Directors (2019-present); President (2025-27); Secretary (2020-24)
- Lexington Forum, President-Elect (2024-25); Board of Directors (2022-25)
- Leadership Lexington, Class of 2022-23

EDUCATION

- Vanderbilt University Law School J.D., 2015
- Vanderbilt University B.S., Human & Organizational Development, Anthropology, *summa cum laude* 2012

ACCOLADES

- *Best Lawyers in America*®, Ones To Watch, Appellate Practice; Commercial Litigation; Labor and Employment Law - Management; Litigation - Labor and Employment; Product Liability Litigation - Defendants (2022-27)
- *Kentucky Super Lawyers*®, Rising Star (2024-25)