



MFR LAW GROUP PLLC

LAURA E. YAMASHITA, J.D.

laura@mfrlawgroup.com • 425.201.0550

PROFESSIONAL EXPERIENCE

MFR Law Group PLLC
Attorney and HR Consultant

Issaquah, WA
2005 - Present

Practice focuses on conducting workplace investigations, responding to civil rights agency complaints, executive coaching and training, and providing general employment law advice. Other areas of emphasis include employee handbook review and the conduct of human resource and affirmative action audits. Clients include Fortune 50 and 500 companies as well as medium and small businesses.

The Boeing Company
Director of Regulatory Compliance

Seattle, WA
1999 - 2000

Managed corporate compliance with state and federal employment laws, including affirmative action, discrimination, family and medical leave, disability, and wage and hour. Provided leadership, guidance, and training to business units across all states on employment issues. Handled internal employment practices audit team, modeling data standards and employment statistics, affirmative action plans, Family Medical Leave Act, and Americans with Disabilities Act. Led companywide team managing ongoing employment practice issues. Primarily responsible for managing Boeing's corporate audit by the Office of Federal Contract Compliance.

Counsel

1997 - 1999

Areas of Practice: Employment and labor law. Managed employment litigation in numerous regions. Provided legal advice to company-wide teams concerning discipline, compensation, affirmative action, workplace investigations, applicant testing, compliance with workplace leave, and workplace safety. Lead attorney for midterm bargaining and labor issues with Boeing's engineering union (SPEEA). Provided advice on preventive practices, including contract and policy review, training modules, and manager guidelines.

Davis Wright Tremaine, LLP
Attorney

Seattle, WA
1992 - 1997

Provided employment advice and counsel to employers on all aspects of employment law, including race and sex discrimination, wage and hour, disability discrimination, family and medical leave, progressive discipline, hiring, and terminations. Litigated cases involving discrimination, wrongful discharge, breach of contract, intentional infliction of emotional distress, and sexual harassment. Provided legal advice to wide range of employers, such as health care providers, newspapers, telecommunications, and transportation. Counseled employees regarding preventive practices, including handbooks and policy review. Also worked on researching, designing, and implementing union campaign strategies.

LEGAL ADMISSIONS AND LICENSES

- Washington State Bar Association
- State of Washington Licensed Private Investigator

CIVIC AFFILIATIONS

Educational

- Issaquah School District Core Team Member 2005 - 2006
- Sunny Hills Elementary PTA 2009 - 2013
 - Golden Acorn Volunteer Award 2013
 - Co-Vice President
 - Art Docent
 - VP Ways and Means

International

- Cambodia Mission Team 2013
- Cambodia Medical Mission Team 2010
- Medical Mission Team to Vietnam 2008 - 2009

Women and Family

- Cornerstone Christian Church
 - Marriage Mentors 2002 - 2014
 - Community Mentor for Young Women 2007 - 2010
- New Beginnings Women's Shelter 1993 - 1999
 - Chair Personnel Committee
 - Pro bono attorney