



MFR LAW GROUP PLLC

**Marcella Fleming Reed**  
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## PROFESSIONAL EXPERIENCE

**MFR Law Group PLLC**  
Principal and Founder

Mill Creek, WA  
2002 - Present

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

**The Boeing Company**  
Director, Employee Relations

Seattle, WA  
1997 - 2001

Executive accountable for corporate leadership and strategy in areas of diversity, affirmative action, EEO, employment-related litigation, corrective action, alternative dispute resolution, national and global policy administration, and union relations support. Responsible for identification and adoption of best practices in merger of employee relations function for three large aerospace companies. Also responsible for corporate headquarters personnel support.

Counsel

1994 - 1997

Areas of Practice: Employment and labor law. Managed litigation in numerous regions, responded to civil rights agency complaints, and provided advice to all divisions regarding accommodation of disabilities, discrimination, harassment, and other workplace investigations, compliance with workplace leaves laws, Office of Federal Contract Compliance audits and affirmative action planning, and other areas of employment law. Lead attorney for mid-term negotiations and labor issues with engineering union (SPEEA) and strike planning and operations team during International Association of Machinist negotiations and strike.

**Davis Wright Tremaine, LLP**  
Attorney

Seattle, WA  
1992 - 1994

Areas of Practice: Employment and labor law. Litigated cases involving all areas of employment and labor law. Provided counsel in all areas of employment and labor law.

**Hazel & Thomas, P.C.**  
Attorney

Richmond, VA  
1988 - 1992

**Fairfax County Public Schools**  
Elementary School Teacher

Fairfax, VA  
1980 - 1985

## **LEGAL ADMISSIONS and LICENSES**

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

## **ALTERNATIVE DISPUTE RESOLUTION CERTIFICATIONS**

- United States District Court, W.D.W.A. 39.1 Mediator
- Certified Mediator Washington Mediation Association
- American Arbitration Association Arbitrator and Mediator

## **HUMAN RESOURCE CERTIFICATIONS**

- HR Certification Institute  
Global Professional HR  
Senior Professional HR
- Society of Human Resource Professionals  
Senior Certified Professional

## **EDUCATION**

- University of Virginia School of Law, Charlottesville, VA  
J.D. 1988
- University of Iowa, Iowa City, IA  
M.A., Educational Administration 1980  
B.A., Elementary Education 1979

## **EXECUTIVE EDUCATION**

- CEO Global Facilitator Training 2014
- SeattleCoach Training Program 2014
- Cornell University Employment Law Mediator Training 2002
- University of Pennsylvania  
Finance/Accounting for the Non-Financial Manager 2001
- University of Michigan Business School  
Advanced HR Executive Program 1998

## **PROFESSIONAL AFFILIATIONS**

### Alternative Dispute Resolution

- King County Dispute Resolution Center Volunteer 2002 - Present
- ADR Roundtable Member 2005 - 2015
- EEOC, Seattle Region  
Volunteer Mediator 2002 – 2008

### Bar Associations and Pro Bono Legal Services

- United States District Court, W.D.W.A. Non-Prisoner Civil Rights Case Screening Committee 2002 - Present
- King County Bar Foundation Board of Trustees; 2003 – 2012  
President  
Vice-President
- Washington State Bar Association Disciplinary Board; 2003 – 2005  
Vice Chair and Chair
- Access to Justice Law Institute, Seattle University  
Volunteer Attorney 2002 - 2004
- Loren Miller Bar Association  
Executive Committee 1994 - 1997  
President 1994 - 1996

## **CIVIC AFFILIATIONS**

- Snohomish County Students of Color Career Conference 2002 - present
- YMCA of Snohomish County 2008 - Present  
Chair, Human Resources Committee; 2010 - Present  
Policy Volunteer of the Year; 2012 - 2013  
Board of Trustees; 2008 - 2010
- Snohomish County NAACP and EVCC Youth Development Program  
Steering Committee Member and Facilitator 2013 - Present
- The Everett Public Schools Foundation Board of Trustees 2014 - Present
- The Links, Greater Seattle Chapter 2010 - Present  
Fund Development Co-Chair  
Health and Human Services Chair  
Scholarship Chair
- Washington State Special Olympics; 2000 – 2005  
Executive Committee/Secretary 2001 - 2005
- Wellspring Family Services Board 1994 – 2004
- Leadership Tomorrow 1995