



**Marcella Fleming Reed**

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## **PROFESSIONAL EXPERIENCE**

### **MFR Associates PLLC, Mill Creek, WA**

*Principal and Founder*

*2002 – present*

Practice focuses on conducting workplace investigations; executive coaching; and mediating employment disputes. Clients include Fortune 50 and 500 companies as well as medium and small businesses.

### **The Boeing Company, Seattle, WA**

*Director, Employee Relations*

*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 leave 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, Seattle, WA**

*Attorney*

*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.

## LEGAL ADMISSIONS AND LICENSES

### Bar Associations

Washington State Bar Association	1992
Virginia State Bar Association	1988
Oregon State Bar Association	2020
Fellow, College of Labor and Employment Lawyers	2020
The National Black Lawyers: Top 100	2021

### Courts

U.S. Court of Appeals, Ninth Circuit	1993
U.S. District Court, W.D. Washington	1993
Washington State Supreme Court	1992
U.S. District Court, E.D. Virginia	1988
U.S. Court of Appeals, Fourth Circuit	1988
Virginia State Supreme Court	1988

### Private Investigator

State of Washington Unarmed Licensed Private Investigator	2014 - present
State of Oregon Unarmed Licensed Private Investigator	2020-present

## ALTERNATIVE DISPUTE RESOLUTION CERTIFICATIONS

United States District Court, W.D.W.A. 39.1 Mediator	2005 – 2018
Washington Mediation Association, Certified Mediator	2003 – present

## COACHING, HUMAN RESOURCES, AND INVESTIGATION CERTIFICATIONS

Society of Human Resource Professionals	
Senior Certified Professional	2015 – present
HR Certification Institute	
Global Professional HR	2010 – 2018
Senior Professional HR	2002 – present
Gallup CliftonStrengths	2020—present
Certified Strengths Coach	2020 – present
Association of Workplace Investigators – Certificate Holder	2022—present

## EDUCATION

University of Virginia School of Law	Charlottesville, VA
JD	1988

University of Iowa	Iowa City, IA
MA, Educational Administration	1980
BA, Elementary Education	1979

### **Executive Education**

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**

Inter-Local Conflict Resolution Group Volunteer	2002 – present
American Arbitration Association, Arbitrator and Mediator	2004 – 2015
ADR Roundtable Member	2005 – 2015
EEOC, Seattle Region, Volunteer Mediator	2002 – 2008

### **Bar Associations and Pro Bono Legal Services**

#### **Labor and Employment Associations**

College of Labor and Employment Lawyers, Fellow	2020 – present
United States District Court, W.D.W.A.	2002 – present
Non-Prisoner Civil Rights Case Screening Committee	
King County Bar Foundation Board of Trustees	2003 – 2012
President (2008), Vice President (2007)	
Washington State Bar Association Disciplinary Board	2003 – 2005
Chair (2005), Vice Chair (2004)	
Access to Justice Law Institute, Seattle University	2002 – 2004
Volunteer Attorney	
Loren Miller Bar Association Executive Committee	1993 – 1997
President (1994 – 1996)	

## **CIVIC AFFILIATIONS**

Snohomish County Students of Color Career Conference	2002 – 2018
YMCA of Snohomish County	2008 – 2022
Chair, Human Resources Committee (2010 – 2020)	
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 – 2018
The Everett Public Schools Foundation Board of Trustees	2014 – 2019
The Links, Greater Seattle Chapter Fund Development Co-Chair Health and Human Services Chair Scholarship Chair	2010 – present
Leadership Tomorrow	1995

### **EXPERT TESTIMONY**

Victor Pierce v. Daimler Trucks North America LLC, No. 15CV04279, Circuit Court of the State of Oregon for the County of Multnomah (February 2017).

Douglas Ossanna v. Nike, Inc., No. 1301-01385, Circuit Court of the State of Oregon for the County of Multnomah (June 2014).

Jeffrey Chen v. The City of Medina, No. 11-02119, United States District Court (September 2012).

Kathryn E. Nixon v. Franciscan Health System, No. CV-05076-BHS, United States District Court Western District of Washington at Seattle (January 2012).

Christine A. Wolf v. Providence Health and Services, d/b/a Sacred Heart Medical Center, No. CV-10-095-EFS, United States District Court for the Eastern District of Washington (October 2011).

Cornelia Brunner v. Fred Meyer, No. C09-0851 JCC, United States District Court Western District of Washington at Seattle (September 2010).

Carol Styner vs. A.G. Edwards & Sons, Inc., et al., In Arbitration before the National Association of Securities Dealers, Inc.; No. 02-02073 (February 11, 2003).

### **PRESENTATIONS AND PUBLICATIONS**

*Discipline and Discharge. National Business Institute* (November 12, 2019).

*Other Employment Laws You Need to Know. National Business Institute* (November 12, 2019).

*Workplace Sexual Harassment in the #MeToo Era.* Moderator. King County Bar Association (September 27, 2018).

*Hiring, Retention & Advancement of Underrepresented Groups in The Legal Profession.* WSBA Legal Lunchbox Series (May 29, 2018).

*Sexual Harassment in The Workplace.* 7-slide PPT. King County Bar Association ADR Section (February 8, 2018).

*Management and Operations in the Nonprofit Sector.* 24-slide PPT. University of Washington Class on Non-Profit Management (November 30, 2016, and November 15, 2017).

*Emerging Leaders: HR Tips for Small Businesses.* The Small Business Administration (October 11, 2012; September 14, 2014; September 14, 2015; August 22, 2016; September 18, 2017; August 27, 2018; and August 26, 2019).

*Ethical Issues in Pretrial Litigation.* Washington State Bar Association 12th Annual Ethics in Civil Litigation Institute (April 18, 2014).

*Small Business Employment Law Issues, Best Practices for Handling Workplace Investigation.* 35-page memo. The Seminar Group, (November 30, 2012, and February 12, 2014).

*Employment Law Update in Washington, EEO Law Update.* 27-slide PPT. Lorman Education Services, (September 12, 2013, and November 1, 2013).