MFR ASSOCIATES PLLC

Marcella Fleming Reed
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PROFESSIONAL EXPERIENCE

MFR Associates, PLLC, Mill Creek, WA

Managing Member and Founder *2002 – present*

Practice focuses on conducting workplace investigations; executive coaching; and mediating employment disputes. Clients include public entities, Fortune 50 and 500 companies, colleges and universities, public school systems, unions, non-profit organizations, and medium and small businesses.

- Conducted more than 400 workplace investigations/assessments.
- Provided more than 500 hours of executive/leadership coaching.
- Current and past Adjudication Chair, University of Washington.
- Served as arbitrator, hearing officer, and mediator.
- Consulted and testified as an expert witness.

The Boeing Company, Seattle, WA

Director, Employee Relations *1997 – 2001*

- 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.
- Negotiated landmark compensation agreement with the OFCCP.
- Responsible for identification and adoption of best practices in merger of employee relations function for three large aerospace companies.
- Responsible for corporate headquarters personnel support.

Counsel *1994 – 1997*

Area of Practice: Employment and labor law.

- Managed litigation in numerous regions.
- Responded to civil rights agency complaints.
- Provided advice to all divisions regarding accommodation of disabilities, discrimination, harassment, and 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*

Area of Practice: 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

Courts

U.S. Court of Appeals, 9th Cir.	1993
U.S. District Court, W.D. Wash.	1993
Wash. Supreme Court	1992

ALTERNATIVE DISPUTE RESOLUTION CERTIFICATIONS

U.S. District Court, W.D. Wash., 39.1 Mediator	2005 – 2018
Washington Mediation Association, Certified Mediator	2003 – present

COACHING, HUMAN RESOURCES, AND INVESTIGATION CERTIFICATIONS

HR Certification Institute	
Senior Professional HR	2002 – present
Global Professional HR	2010 – 2018
Society of Human Resource Professionals	
Senior Certified Professional	2015 – 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	
University of Iowa	Iowa City, IA
MA, Educational Administration	
BA, Elementary Education	

Executive Education

SeattleCoach Training Program	2014 and 2025
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

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

CIVIC AFFILIATIONS

Snohomish County Students of Color Career Conference	
Everett Community College (EvCC)	2002 – 2018
YMCA of Snohomish County Chair, Human Resources Committee (2010 – 2020) Policy Volunteer of the Year (2012 – 2013) Board of Trustees (2008 – 2010)	2008 – 2022
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 International Trends and Services Co-chair Fund Development Co-Chair Health and Human Services Chair Scholarship Chair	2010 – present
Leadership Tomorrow	1995

PRESENTATIONS AND PUBLICATIONS

Building Mental Health and Recovery Friendly Workplaces, Lake Washington Human Resources Assn. (January 14, 2025.)

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 15, 2017).

Emerging Leaders: HR Tips for Small Businesses. The Small Business Administration (September 18, 2017; August 27, 2018; and August 26, 2019).