MFR ASSOCIATES PLLC

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Summary

More than ten years as a workplace and fraud investigator. Over thirty years of senior and mid-level financial and operational experience: Microsoft Corporation, Nortel Networks, ISC Systems, Inc., and Everett Community College.

Selected Achievements

- Established accounting, finance and operations teams at three different companies.
- Managed software and hardware products turnkey manufacturing operation for Microsoft-North America operations.
- Driven organizational planning process for several mid/large organizations.
- Launched several new accounting and finance courses, including fraud investigation.
- Redesigned business program curricula.
- Conduct workplace and fraud investigations across a variety of sectors.

Professional Experience

MFR Associates, PLLC, Mill Creek, WA
Chief Financial Officer, Investigator, Leadership Coach, Mediator — 2002 – present

Everett Community College, Everett, WA
Department Head and Instructor (award-winning) — 2002 – 2020

Microsoft Corporation, Redmond, WA
Senior Operations Manager — 1992 – 1999

Other Relevant Positions — 1981-1989

- Corporate Controller
- Treasurer
- Director of International Finance
- Investor Relations Director
- Director of Financial Planning and Analysis
- Regional Controller
- Corporate Financial Reporting Manager

Certifications and Licenses

State Boards of Accountancy
- Washington State Certified Public Accountant
- Tennessee State Certified Public Accountant (inactive)

American Institute of Certified Public Accountants
- Chartered Global Management Accountant
- Certified in Financial Forensics

Association of Certified Fraud Examiners
- Certified Fraud Examiner

Institute for Internal Controls Inc
- Certified Internal Controls Auditor

Association of Workplace Investigators – Certificate Holder

Nonprofit Leadership Alliance
- Advanced Certified Nonprofit Professional

Volunteers of America Western Washington
- Certified Mediator

Washington Mediation Association
- Certified Mediator

National Center for Restorative Justice
- Level II Trainer

Education

Western Washington University, Bellingham, WA
- MBA Business Administration

Union University, Jackson, TN
- BSBA Accounting

Dyersburg State Community College, Dyersburg, TN
- ASBA Accounting

Executive Education

Volunteers of America Western Washington Mediation Program	Feb 2025–Feb 2026
National Center for Restorative Justice	2024
SeattleCoach Training Program	2020

HONORS AND AWARDS

Professional

Lifetime Achievement Award, WA Society of CPAs	2024
Lifetime Achievement Award, Everett Community College	2024
President and CEO Award, WA Society of CPAs	2021
You Made a Difference Award, Everett Community College	2019
Exceptional Faculty Award, Everett Community College	2008
Diversity Award, Everett Community College	2004

Civic

Educator of Distinction Award, NAACP Snohomish County	2026
Community Impact Award, Snohomish County Black Heritage Committee	2025
President's Award, Snohomish County Chapter NAACP	2025 & 2014
Community Leadership Award, WASA (Everett Public Schools)	2019
Advancing the Dream Award, Central Washington University	2009

CIVIC ACTIVITIES

Volunteers of America, Western Washington Finance/Audit Committee Chair	2025
Washington Society of Certified Public Accountants Board of Directors Member	2018 – 2021
NAACP/EvCC Youth Development Program (YDP) Program Director	2013 – 2019
"Yes You Can!" Scholarship Fund Founder, Principal Fundraiser, Committee Chair	1998 – present
Snohomish County Students of Color Career Conference Co-founder	2002 – present
Workforce Development Council Board Member	2013
NAACP – Snohomish County Branch First Vice President and Political Action Committee Chair	2007 – 2010
Puget Sound Diversity Oversight Committee	2007
City of Everett Diversity Advisory Committee Co-chair	2004 – 2006
Snohomish County Community Budget Council	2004 – 2006
Washington State Commission on African American Affairs	2000 – 2004
Western Washington University Multicultural Advisory Board Chair	1999 – 2004