



Marcella Fleming Reed

JD · AWI-CH · SPHR · SHRM-SCP

PROFESSIONAL EXPERIENCE

MFR Associates, PLLC | Mill Creek, WA

Managing Member & 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, nonprofit organizations, and medium and small businesses.

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

The Boeing Company | Seattle, WA

Director, Employee Relations 1997 – 2001

Accountable for corporate leadership and strategy in diversity, affirmative action, EEO, employment-related litigation, corrective action, alternative dispute resolution, national and global policy administration, and union relations support

Counsel 1994 – 1997

Area of practice: Employment and labor law.

Davis Wright Tremaine, LLP | Seattle, WA

Attorney 1992 – 1994

Area 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 & LICENSES

Bar Associations	Federal Courts
Washington State Bar Association 1992	U.S. Court of Appeals, 9th Circuit 1993
Oregon State Bar Association 2020	U.S. District Court, W.D. Washington 1993
Virginia State Bar Association 1988	Washington Supreme Court 1992

CERTIFICATIONS & LICENSES

Certification / License	Issuing Body & Dates
Senior Professional in HR (SPHR)	HR Certification Institute 2002 – present
Senior Certified Professional (SHRM-SCP)	Society for Human Resource Management 2015 – present
Certificate Holder (AWI-CH)	Association of Workplace Investigators 2022 – present

Certified Strengths Coach	Gallup Clifton Strengths 2020 – present
Certified Mediator	Washington Mediation Association 2003 – 2025
Global Professional in HR (GPHR)	HR Certification Institute 2010 – 2018
39.1 Mediator	U.S. District Court, W.D. Wash. 2005 – 2018

EDUCATION

Institution	Degree / Program
University of Virginia School of Law Charlottesville, VA	Juris Doctor
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
 University of Michigan Business School — Advanced HR Executive Program

PROFESSIONAL AFFILIATIONS

Alternative Dispute Resolution

- **Interlocal 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 & Pro Bono Legal Services

- **College of Labor and Employment Lawyers** — Fellow *2020 – present*
- **U.S. District Court, W.D. Washington** — 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

- **The Links, Greater Seattle Chapter** — Int'l Trends Co-chair; Fund Development Co-chair; Health & Human Services Chair; Scholarship Chair 2010 – present
- **YMCA of Snohomish County** — Chair, HR Committee (2010–2020); Policy Volunteer of the Year (2012–2013); Board of Trustees (2008–2010) 2008 – 2022
- **Snohomish County NAACP & EvCC Youth Development Program** — Steering Committee Member and Facilitator 2013 – 2018
- **The Everett Public Schools Foundation** — Board of Trustees 2014 – 2019
- **Snohomish County Students of Color Career Conference, EvCC** 2002 – 2018
- **Leadership Tomorrow** 1995

PRESENTATIONS & PUBLICATIONS

Building Mental Health and Recovery Friendly Workplaces Lake Washington Human Resources Association (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 King County Bar Association ADR Section (February 8, 2018)

Management and Operations in the Nonprofit Sector University of Washington Non-Profit Management Class (November 15, 2017)

Emerging Leaders: HR Tips for Small Businesses U.S. Small Business Administration (September 2017; August 2018; August 2019)