



MFR LAW GROUP PLLC

Laura E. Yamashita, JD, PI

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PROFESSIONAL EXPERIENCE

MFR Law Group PLLC, Mill Creek, WA

Attorney and HR Consultant

2005 – present

Legal practice focuses on conducting workplace investigations (ranging from single complainant issues to very large highly complex matters), individualized executive coaching and training, and providing advice on all aspects of employment law. Other areas of emphasis include developing and presenting human resources training with targeted components designed to address specific organizational goals and groups (e.g., bystander training, executives and management, racial sensitivity and implicit bias), as well as employee handbook review and conducting human resource and affirmative action audits. Clients include Fortune 50 and 500 companies, medium and small businesses, and nonprofit agencies.

The Boeing Company, Seattle, WA

Director of Regulatory Compliance

1999 – 2000

Managed corporate compliance with state and federal employment laws, including affirmative action, discrimination, family and medical leave, disability, and wage and hour. Provided leadership, guidance, and training to business units across all states on employment issues. Handled internal employment practices audit team, modeling data standards and employment statistics, affirmative action plans, Family Medical Leave Act, and Americans with Disabilities Act. Led company-wide team managing ongoing employment practice issues. Primarily responsible for managing Boeing's corporate audit by the Office of Federal Contract Compliance.

Counsel

1997 – 1999

Areas of Practice: Employment and labor law. Managed employment litigation in numerous regions across the country. Provided legal advice to company-wide teams concerning discipline, compensation, affirmative action, workplace investigations, applicant testing, compliance with workplace leave, and workplace safety. Lead attorney for midterm bargaining and labor issues with Boeing's engineering union (SPEEA). Provided advice on preventive practices, including contract and policy review, training modules, and manager guidelines.

Davis Wright Tremaine, LLP, Seattle, WA

Attorney

1992 – 1997

Provided employment advice and counsel to employers on all aspects of employment law, including race and sex discrimination, wage and hour, disability discrimination, family and medical leave, progressive discipline, hiring, and terminations. Litigated cases involving discrimination, wrongful discharge, breach of contract, intentional infliction of emotional distress, and sexual harassment. Provided legal advice to wide range of employers, such as health care providers, newspapers, telecommunications, and transportation. Counseled employees regarding

preventive practices, including handbooks and policy review. Also worked on researching, designing, and implementing union campaign strategies.

LEGAL ADMISSIONS AND LICENSES

Washington State Bar Association	1992
Licensed as a Private Investigator by Washington	2015 - present

CIVIC ACTIVITIES

Educational

Sunny Hills Elementary PTA	2009 - 2013
Golden Acorn Volunteer Award	
Co-Vice President, VP Ways and Means, Art Docent	
Issaquah School District Core Team Member	2005 – 2006
Jubilee Service Coordinator for Lake Hills Elementary	2017

International

Cambodia Mission Team	2013
Cambodia Medical Mission Team	2010
Medical Mission and Ministry Team to Vietnam	2008 - 2017
Gleanings for the Hungry Core Team (sending food overseas)	2015 - 2018

Women and Family

Cornerstone Christian Church	
Marriage Mentors	2002 - 2018
Community Mentor for Young Women	2007 - 2018
New Beginnings Women's Shelter	1993 - 1999
Chair Personnel Committee	
Pro Bono Attorney	

EDUCATION

Georgetown University	Washington, D.C.
J.D., cum laude	1992
University of Washington	Seattle, WA
B.A., Business Administration	1988