

Marcia K. Byrd

PROFESSIONAL EXPERIENCE

Ms. Byrd is a Principal at AEA Group and is experienced in the areas of labor and employment law, internal investigations, corporate litigation, and management defense. Ms. Byrd has over two decades of experience in: employment and labor policies; discrimination and retaliation charges; layoffs, employee terminations, and other sensitive human resources matters; and compliance with state and federal employment and labor laws.

Ms. Byrd spent eighteen years as Counsel with an Appointment to the United States Library of Congress, providing legal advice, litigation support, training and project management. Ms. Byrd's experience as Counsel and Adviser to the Library of Congress includes: working jointly on investigations within the agency supporting the Office of the General Counsel, the Human Resources Office, and the Office of the Inspector General. Her work included: drafting job analysis; implementing Library-wide staffing and classification systems; drafting human resources policies and procedures to include hiring processes, position classification, special employment programs, EEO programs; diversity analysis; union negotiations; conducting Library-wide structured interview training; developing and training staff on new policies and procedures; and drafting HR Directives and Standard Operating Procedures for HRS and EEO initiatives.

Ms. Byrd spent three years with the law firm Ballard, Rosenberg & Golper (BR&G). As an Associate with BR&G, Ms. Byrd worked exclusively in management defense specializing in labor and employment matters. Her work included drafting legal briefs; negotiating with unions; court appearances; taking depositions and witness statements; and all types of labor and employment law consulting.

Ms. Byrd also spent five years working In-House for McDonnell Douglas Corporate Legal Department, which became Boeing Aircraft Corporate Legal Department. In this position, Ms. Byrd was responsible for managing labor and employment litigation in cases involving allegations of discrimination, harassment, and retaliation. Additionally Ms. Byrd conducted large document reviews and productions; investigated employee dishonesty and theft; conducted mass layoffs; recommended and implemented litigation strategies; and negotiated settlements in arbitrations, mediations and with outside counsel.

Services offered by Ms. Byrd on behalf of AEA Group are litigation support and consulting services. These services do not constitute legal services or legal advice.

PROFESSIONAL CERTIFICATIONS

- Bar Admission State of Texas
- Bar Admission State of California

PROFESSIONAL & BUSINESS AFFILIATIONS

- Labor and Employment Law Section – Texas Bar Association
- Labor and Employment Law Section – California Bar Association

EDUCATION

- Bachelors of Business Administration, Marketing, Texas A&M University, College Station, TX, 1987.
- Juris Doctorate, Pepperdine University School of Law, Malibu, California, 1991-1994.