

# SEAY

**MANAGEMENT CONSULTANTS, INC.**

## SEAY MANAGEMENT CONSULTANTS' SERVICES

Seay Management Consultants, Inc. is a full-service human resource management and labor relations consulting firm which has been in operation since 1966. We serve more than 300 clients in various industries located throughout the United States, and we provide management services for our clients in the following areas:

- Human Resources Management Audits
- Writing and Reviewing Employee Handbooks
- Developing Affirmative Action Plans
- Equal Employment Opportunity Advice and Recommendations
- Resolving Discrimination Charges
- Wage and Hour Analysis and Recommendations
- On-Line Employee Opinion Surveys
- Management Development and Supervisory Training
- Wage and Salary Administration Programs
- Americans With Disabilities Advice and Recommendations
- Resolving Employee Problems
- Preventing and Resolving Sexual Harassment Problems
- Resolving Wage and Hour Investigations

## OUR GOALS

- To ensure that your business is in compliance with all of the state and federal employment regulations which cover you and your employees.
- To eliminate your financial exposure in these areas.
- To develop the policies and procedures which will help you hire and retain happy, satisfied and productive employees.
- To give you someone to call when you have questions and provide you with a prompt and accurate response.

## OUR TEAM



### **Raleigh F. (Sandy) Seay, Jr., Ph.D. - President**

sandy@seay.us

**Direct Line:** 407-722-7675

Sandy Seay is President of Seay Management Consultants, Inc., a full service Human Resources Management firm, located in Orlando, Florida. He earned a Bachelor's Degree from Virginia Tech, a Master's Degree from Rollins College and a Ph.D. in the Humanities from Warnborough College. He has held Human Resources Management positions with Burlington Industries, American Hospital Supply Corporation, Roanoke Memorial Hospitals and SESCO Management Consultants and acquired Seay Management Consultants, Inc., in 1981.

Sandy is a frequent speaker at management conferences and seminars and has conducted management development workshops throughout the United States and in three foreign countries. He is the author of numerous articles and management guides in the field of Human Resources Management and Labor Relations.

**Affiliations:**

- Governor's Advisory Council on Business and Education - State of Florida
- Human Resources Committee of the Florida Chamber of Commerce
- Central Florida Chapter of the Fellowship of Christian Athletes – Board of Directors
- The Parent Resource Center
- Central Florida YMCA
- Hamilton Holt School of Rollins College - Board of Advisors
- Miller Bearings – Board of Directors
- The Country Club of Orlando – Board of Directors
- The University Club – Board of Directors
- Orlando Rotary Club – Past President
- Holocaust Memorial Resource and Education Center - Board of Directors
- Virginia Tech Corps of Cadets Alumni Association
- VPI Cotillion Club Alumni Association
- Distinguished Alumni Board of the English Department at Virginia Tech
- Central Florida Hokie Club – Past President
- St. John Neumann Catholic Academy – Board Member
- Thomas Murphy Society – Charter Member
- Warnborough College – Mentor

Sandy is closely involved with Irish genealogy and history and has written several manuscripts chronicling his O'Seay family's genealogy and history in America and in Ireland, including *The Mystery of Mathew Seay*, published by Tidewater Virginia Families. His poem, "Upon First Arriving in Kilkenny," was published by the Irish Genealogical Society. He is an adjunct Professor of Humanities at Rollins College and is a frequent speaker on the ancient Greek civilization, with a specific interest in the Renaissance and the literature of the Trojan War.

As a member of the "Rake & Ramblin' 4" since 1962, he plays the music of Americana on the dobro, guitar and banjo. Sandy served as an armor officer with the 3rd Infantry Division, U.S. Army in Europe, from 1968-1970. He is a convert to Catholicism and a parishioner at St. Margaret Mary Catholic Church. He and his wife Linda have two daughters, three granddaughters and a Cavalier King Charles Spaniel.



**Kylie Luff – Senior Vice President and Managing Partner**

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**Direct Line:** 407-722-7670

Kylie earned a Bachelor's degree in Sociology and Business Management from Florida State University. Prior to joining Seay Management, she worked in the Human Resources department of Health Central, a major Central Florida health care institution.

Kylie is the Senior Vice President and Managing Partner of our firm who specializes in developing personnel policy and procedure, writing employee handbooks, developing Affirmative Action Plans, Compensation Analysis, Management Training, resolving employment problems, Department of Labor investigations, OFCCP investigations and other employment matters.

She serves as a guest speaker for many state and national trade associations, writes articles on compliance with federal and state employment regulations, and conducts personnel management and labor relations audits for employers throughout the United States.



**Alexandria LaRocca**  
**Consultant**

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**Direct Line:** 407-722-7667

Alexandria works together with our firm's clients in the areas of Human Resources Policy and Procedure, Human Resources Audits, developing employee handbooks, management training, conflict resolution and other key HR Management services. She has extensive knowledge and experience on the issues surrounding employees pertaining to social networking and smart phones in the work place

As an Ohio native, Alexandria graduated from Kent State University, where she earned a Bachelor's degree in Political Science, Public Policy and Paralegal Studies. Participating in various activities throughout the university, she was an active member of Alpha Phi Omega, a national co-ed service fraternity serving as Leadership Chair and Service Vice President. As a peer mentor she worked with the EXCEL living and learning community for freshman exploratory majors. Alexandria played on the Kent State University Women's Rugby team and continues to play rugby for a competitive team in Florida.

Alexandria has strong ties to the hospitality industry growing up with both parents who are active in country club management in Pennsylvania, Ohio and Florida. She has a rescue dog named Annabelle who is a German Shepherd and Labrador mix.



**Sissy Egan**  
**Administrative Operations**

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**Direct Line:** 407-722-7660

Sissy manages the firm's operations and administrative functions. She earned a Bachelor of Arts degree in Communications from the University of Central Florida. Before joining Seay Management, Sissy worked in public relations for one of the largest attractions in Orlando and as a recruiter for a human resources firm.

She assists our consultants on projects to include employee handbooks, Affirmative Action Plans, compensation analysis and research of employment matters and compliance.

*Remember, if you have an employment issue or challenge, and you need the right answer right away, and you want the very best Human Resources Management advice available, you need to call . . . The Seay Team!*

