

## Who We Are

Labor & Monitoring Consultants was founded by Richard J. Polsinello and Dorianne Beyer, Esq. They share a professional and personal belief that the highest ethical principles, joined by comprehensive expertise can help companies compete and succeed in the new global marketplace. Their Consulting Team includes additional specialists as indicated by your unique needs.

### Richard J. Polsinello, President

Mr. Polsinello has had a distinguished 36-year career at the helm of the Division of Labor Standards of New York State's Department of Labor. He was responsible for the administration and enforcement of all labor laws, including those regulating work hours, minimum wage, wage payments and supplements, pay equity, child labor and migrant farm labor.

He established New York City's Apparel Industry Task Force, the first and much-emulated enforcement unit to successfully disrupt and decrease sweatshop operations in NYC. He trained over 500 labor investigators and developed modern monitoring and reporting techniques, including the use of electronic tools. He has also been an expert witness before Congressional and New York State legislative committees. He co-founded and then served as President of the Interstate Labor Standards Association, a coalition of all state Labor Standards departments in the U.S.

Mr. Polsinello has also been a member and officer of the Organization of New York State Management Confidential Employees and a member of the Capital District Chapter of the Industrial Relations Research Association. He has most recently been an honored Delegate of the Trade Mission to China of the Asian American Tripartite Apparel Association. His migrant farm labor work has been recognized by Rural Opportunities Inc., which voted him into the Farmworker Advocates Hall of Fame.

He is a graduate of Syracuse University and has attended the Graduate School of Public Affairs and the Governor's Public Executive Institute in New York State.

As a private civic leader, Richard Polsinello is also the co-founder and a current Board member of Residents Encounter Christ, a prison ministry in the Albany, New York, area.

### Dorianne Beyer, Esq., Senior Vice President

Ms. Beyer has been the Legal Projects Director and General Counsel of the historic National Child Labor Committee in New York City for 25 years. She has provided national and

international child labor expertise, technical assistance, training programs and policy guidance to such clients as Burger King International, the National Restaurant Association, the U.S. Army, the U.S. Departments of Labor and Agriculture and the United Nations.

She is also a founding and current board member as well as the ongoing Chief Agricultural Labor Consultant, to Social Accountability International (SAI). Her wide training and experience in labor standards and policy were utilized in creating, advocating and representing SAI's landmark international corporate labor standard, known worldwide as SA (Social Accountability) 8000. She also serves on the Board of the National Children's Center for Rural and Agricultural Health and Safety, designing and gaining consensus for a variety of labor and occupational health and safety policies and programs.

Ms. Beyer has been a member of the U.S. Department of Labor's blue ribbon Child Labor Advisory Group, served as a member of the U.S. Delegation to NAFTA's Special Office on child labor and has been its speaker at plenary sessions. She has published model laws and chaired New York State's Child Labor Law Advisory Committee, resulting in her public testimony to various state and Congressional legislative committees in Washington D.C., New York, California and Oregon.

Dorianne Beyer is a graduate of Cambridge University, Darwin College (LLM, International Law), Rutgers Law School (J.D.) and Hunter College of the City University of New York (B.A.).

With over 50 years of on-the-ground experience, LMC offers customized strategies and services, designed for your company and its specific needs and stage of development.



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LMC  
Labor & Monitoring Consultants



Helping you achieve  
your goals in the  
new global  
marketplace.

# LMC

## Labor & Monitoring Consultants

How will your company stay ahead in the fast-changing global workplace?

How will you match your labor standards and practices to your corporate mission and reputation?

How will you

- manage risk,
- maintain and develop market capitalization,
- protect and increase brand value while expanding your market share?

### Labor & Monitoring Consultants

LMC provides unmatched expertise to ensure that your company or agency has the most effective labor strategies, standards, monitoring and management systems.

LMC delivers:

- EXPERTS with over 50 years of on-the-ground expertise.
- LEADERS in the creation, auditing and monitoring of effective labor standards for domestic and international organizations, from local nonprofits and NGOs to Burger King International and the United Nations.
- CONSULTANTS committed to delivering the highest ethical standards to every level of your organization.

### What We Achieve for Your Business

- COMPETITIVE EDGE in marketing and selling to the consumer, clients, prospective employees and the media by operating a responsible workplace.
- PROTECTION of your brands and the enhancement of their competitive value in the consumer and financial markets, as well as in the media.

- REDUCTION of the risk of controversy about your labor conditions.
- INCREASE in market capitalization by providing the investment and finance communities with greater confidence about your current and future workforce.
- ACKNOWLEDGMENT and respect of competitors, customers, financial institutions and the media for your reputation for excellence.
- DOCUMENTATION of the actual facts and figures of the labor conditions at your operations and those of your suppliers.
- EMPOWERMENT of your company to meet the standards of your legally mandated and mission-driven labor conditions.
- IMPROVEMENT of your labor responsibility, stability and productivity.
- ALIGNMENT of your personal ethics with those of your workplace, producing pride and enthusiasm in all workers and other stakeholders.

### LMC Provides Comprehensive Services

LMC knows your business needs more than short-term, Band-Aid solutions. In serving your business, LMC offers customized strategies and services, designed for your company and its specific needs and stage of development.

Some examples of our services:

- FOR YOUR COMPANY'S PRODUCTION FACILITIES:  
Assessing your labor conditions to identify labor law compliance gaps and other nonconformances with your company's labor standards and policies.  
Training your management on the local laws and local labor practices at any new location, with labor excellence strategies and compliance techniques designed for each new situation.

Implementing those strategies and techniques by providing management systems to continue and improve your facility's legal compliance and responsible labor conditions. Our trainings, briefings, compliance materials and best practices manuals help maintain your company's labor standards.

Representing your company on existing labor law violations by 1) providing a review of the validity of each charge; 2) determining a strategy that seeks a swift and equitable result; and 3) seeking an administrative decision to reach that goal.

- FOR YOUR SUPPLIERS' PRODUCTION FACILITIES:  
Orienting and training all or selected suppliers about the new global emphasis on corporate social responsibility in general.  
Providing them with specifically applicable training, tools and techniques to build the management and worker systems necessary to meet your company's standards requirements.  
Surveilling, monitoring and evaluating selected suppliers' implementation of your required standards.  
Sending our rapid deployment team to establish the facts about production "hot spots" and recommending avenues toward normalized labor conditions.

Creating continuing evaluation systems for your company to ensure that its labor standards and assessment functions are effective for both current and proposed suppliers.

### A Market-and-Time-Tested Approach to Effective Compliance

- DIAGNOSTIC REVIEW of your specific labor situation.
- COMPREHENSIVE STRATEGY to attain and maintain elevated, effective and efficient labor practice goals.
- INSTITUTIONALIZATION of the structural and operational systems necessary to continually maintain and improve your labor standard and compliance practices.