

Hello!

My industry is human resources. To be clear, although I've managed HR in public education (Denver Public Schools, Chicago Public Schools), and as a track athlete I've been competing with and against K-12 and college student athletes my entire life (<http://www.reynos.com/Resume/Track/awards.htm>), I'm not an academician, but I hold robust expertise on the character and scope of human capital management and organizational development in K-12 public education and higher education.

Notably, with few exceptions, it's the practice of most educational institutions to espouse their educational environments as "rigorous," budget strapped, etc. Given the aforementioned, Reynolds has a well-documented experience helping extremely diverse populations of K-12 and collegiate students in academic achievement, which includes offering proprietary career advancement seminars.



1980s to Present
reynos.com/HR101.htm

Chicago Public Schools (IL),
Dallas Independent School District (TX),
Denver Public Schools (CO),
University of Texas at Arlington (TX),
Cherry Creek School District (CO),
Metro Community College (NE),
Iowa Western University (IO),
University of Nebraska at Omaha (NE),
and more than
five-(5) dozen more.
(Authorized)

FREMONT SENIOR HIGH SCHOOL

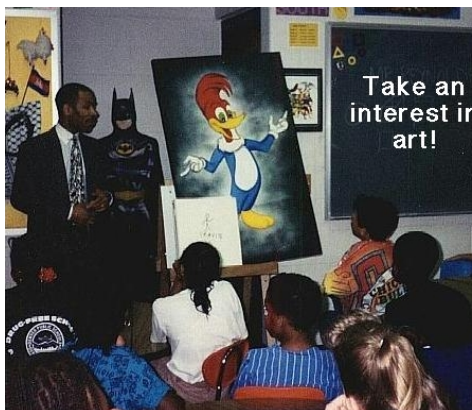
1750 North Lincoln Avenue
Fremont, Nebraska 68025



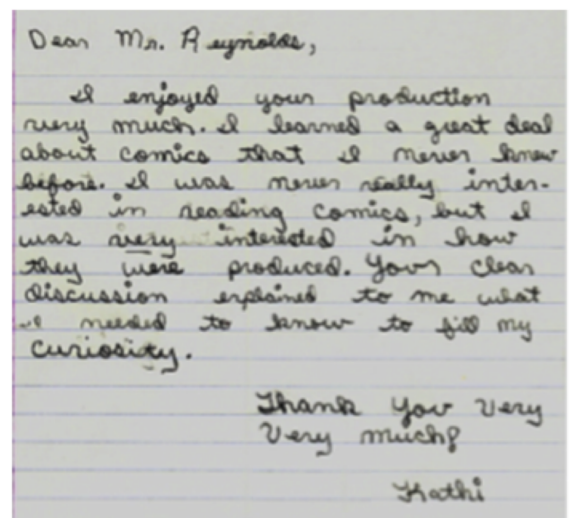
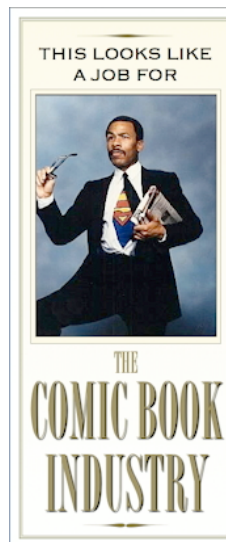
Hello, Trip:
Thank you for participating in the 3rd quarter Interview Fair at Fremont High School on Thursday the 23rd of February from 7:45 am - 11:00 am. Thank you again for assisting us with this important and valuable program.

Sincerely,

Cheryl Seaman, School to Career Coordinator
Fremont Senior High School 402-727-3970
Cheryl.Seaman@fpsmail.org



1980s to Present
Chicago Public Schools (IL),
Round Lake School District (IL),
Dallas Independent School District (TX),
Denver Public Schools (CO),
and more than three dozens more!



1998, Hofstra University, Hempstead, N.Y.



Original 4'x4' oil painting by Reynolds

HOFSTRA CULTURAL CENTER LECTURE HALL, 1st. floor
JOAN AND DONALD E. AXINN LIBRARY, SOUTH CAMPUS

Steve Kaufman
Artist
Los Angeles, California
Creator of Frank Sinatra portrait
authorized by the Sinatra family

LeRoy Neiman
Artist
New York, New York
Creator of the LeRoy Neiman
Frank Sinatra Collection
Featured at the Frank Sinatra Conference
Exhibition

The Odyssey of My Painting of Frank Sinatra
Trip Reynolds
Artist
Aurora, Colorado

1973 to Present



Reynolds as USATF Umpire (above)



As a perennial athlete and [2019 E Lee Todd Memorial, Cornhusker State Games, Senior Male Athlete of the Year](#), Reynolds has always been “around” K-12 and collegiate track and field athletes, every week, decade after decade, for both indoor and outdoor seasons. Reynolds has personally and successfully guided, mentored high school students, collegiate student-athletes, and

masters’ athletes on how to strategically improve their physical and academic performance. Reynolds possesses robust subject matter expertise in track and field, which includes competing against “open division” college athletes, and officiating in Texas, Colorado, and Nebraska; as former *President* of the [Denver Track Club](#); as *Masters’ Chair* for USATF Nebraska; and as an active career athlete. Reynolds has competed in 350+ USATF sanctioned events, and has [placed](#) 1st, 2nd, or 3rd in 95% of all of his races. In addition to track events, Reynolds has also competed in over three dozen 5k, 10k, 20k, half-marathons, marathons, vertical marathons, and various multi-sporting events for cross-training, such as cycling and roller-skating events throughout the United States.

Again, my industry is human resources with immediate responsibility for management of all human capital functions including: Compensation / Position & Change Management, Job Evaluation / Recruitment & Selection (local, regional, national, international) / Training & Organizational Development / Employee & Labor Relations / Health Benefits (acute, long-term care, medial research, wellness) / Employee Assistance Programs / Deferred Compensation / TQM / HRIS / Employee Communications & Media relations (print, broadcast, intranet/internet, social media, web design/HTML, seminars, public speaking), AA/EEO/ADA/DEI/Ethics, and all related hierarchy as represented in the following work environments:

PUBIC SECTOR	PRIVATE SECTOR	FOR-PROFIT	NON-PROFIT	UNION	NON-UNION	MULTI-SITE	MULTI-STATE	U.S. DOMESTIC	INTER-NATIONAL
CTI22	REYNOS	REYNOS	CTI22	BOEING	REYNOS	BOEING	BOEING	REYNOS	CTI22
FAMC	BOEING	BOEING	FAMC	DPS	CTI22	DPS	NJMC	CTI22	BOEING
DPS	BULLWACKERS	BULLWACKERS	DPS	KEMPER	FAMC	DMFCU	ALLSTATE	FAMC	NJMC
DMFCU	CCI	CCI	DMFCU	CPS	DMFCU	HNCU	KEMPER	BOEING	DPS
HNCU	ALLSTATE	ALLSTATE	HNCU		COD	BULLWACKERS		DPS	CPS
NJMC	KEMPER	KEMPER	NJMC			NJMC		DMFCU	CCI
COD			COD			COD		HNCU	
CPS			CPS			ALLSTATE		BULLWACKERS	
						KEMPER		CCI	
						CPS		NJMC	
								COD	
								CPS	

LEGEND

CTI22 =	Community Telecast, Inc.
FAMC =	Fremont Area Medical Center
DPS =	Denver Public Schools
DMFCU =	Denver Municipal Federal Credit Union
HNCU =	Horizons North Credit Union

NJMC =	National Jewish Research Center
COD =	City of Dallas
CPS =	Chicago Public Schools
BOEING =	Boeing / Jeppesen
CCI =	Crystal Courier Imports

REYNOS =	Reynos.com
ALLSTATE =	Allstate Insurance Company
KEMPER =	Kemper Insurance Company
BULLWACKERS =	Bullwackers Casinos

- **Diverse HR management experience** in public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, and international environments.
- **Diverse HR management experience** in aerospace, public education, financial services, health care, gaming, IT, retail, manufacturing, municipal government, property/casualty insurance, broadcasting, public/media relations, and HR Consulting.
- Average employee population serviced is 9,611 and has ranged from less than 100 to over 60,000
- **Created/recruited** over 50,000 jobs.
- Conducted **performance management** (reviewed and approved) over 443,810 employee performance evaluations!
- Directed **health benefits**, and lead and validated a 68% drop in health claims by **health data analysis/wellness program** members vs. a 79% increase in health claims by non-members.
- Produced (filmed and edited) and broadcast over 35,760 hours of **community-based (DEI) content and media relations**
- SME in all **HR communications**, including newsletters, intranet/HTML, **media relations**, audio/video, **seminars**.
- Diverse subject matter expertise in **employee/labor relations**.
- Diverse subject matter expertise in **training and development**.
- Managed comp programs from **\$1 million to \$507 million!**
- SME in proprietary HRIS and data analytics.
- **Evaluated over 7,000 jobs**.
- **Wrote over 7,200 job descriptions**.
- Wrote over 3,000 policies; wrote dozens of **employee handbooks**.
- Conducted over 3,500 **job audits**.
- Created over 2,500 **salary schedules**.
- Never used any sick days; **career athlete**.
- Never filed any health claims.
- **Never lost a decision to the EEOC**.
- Won 100% of self-represented unemployment claims.
- **Fundraising and community involvement**
- My candidacy supports your commitment to DEI

MY ROLE	EMPLOYER	MY RESPONSIBILITY ANNUAL COMP	MY RESPONSIBILITY ANNUAL BENEFITS
HR Management Consultant	Reynos – Omaha, NE – Sole Proprietor / Private Sector	Clients: \$482,835 to \$5.5 million	Total payments: \$175,330 to \$7,778,327
Manager of Human Resources	Fremont Area Medical Center – Fremont, NE – 900 Emp / Public Sector	Total payments: \$27 million	Total payments: \$6,141,757 [Actual medical \$5,267,238.94]
Program Manager, Compensation	Jeppesen/Boeing – Englewood, CO - 2,100 Emp / Private Sector	Total payments: \$80,000,000	Total payments: N/A. Proprietary Boeing Corporation.
Program Director, Compensation	Denver Public Schools – Denver, CO - 17, 100 Emp / Public Sector	Total payments: \$425,000,000	Total payments (approx): \$46,441,297
Vice President of Human Resources	Denver Municipal Federal Credit Union – Denver, CO - 55 Employees	Total payments: \$1,500,000	Total payments (approx): \$165,000
Mgr, Employment, Comp & Employee Relations	National Jewish Medical Center – Denver, CO - 1,500 Emp / Non-Profit	Total payments: \$60,000,000	Total payments (approx): \$6,600,350
Manager, Personal Programs (+ Wellness)	City of Dallas – Dallas, TX - 17,400 Employees / Public Sector	Total payments: \$507,000,000	Total payments (approx): \$49,533,297
Global / International Compensation includes comp analysis, salary/rate determination (http://reynos.com/bio.htm#international) in: Germany, United Kingdom, European Union, China, Mexico, Indonesia, Vietnam, Brazil, Russia, Australia, Ethiopia, Sudan, Southern Sudan.			

It’s my demonstrated practice to successfully direct all HR disciplines. I do not focus on hyperbole, or engage in mediocrity or ambiguousness. My focus, as always, is to succeed over all challenges and competition, and support all management, academicians, and staff in achievement of strategic business unit objectives. **Yes, I welcome competition, because employers do not achieve and exceed strategic business objectives by hiring mediocrity!**

I look forward to the next steps in the selection process.

Harold (Trip) Reynolds 402-418-8424
harold.reynolds@icloud.com • reynos.com/bio.htm

What have academicians and others said about Trip Reynolds?

<http://www.reynos.com/bio.htm#Letters>

I was so impressed by the 'Asian Ways for Children' program that I just had to contact you and get a copy to show my kids and grandkids! Thank you for showing such a great program on your channel (Cox Cable, Channel 22)! - **Shirley Higbee**

Dr. Maorong Jiang, Director of the Asian World Center, Creighton University, Becker Hall Suite G25, 2500 California Plaza, Omaha, NE 68178, 402-280-2896, MaorongJiang@creighton.edu

It is a pleasure for me to write a letter recommending Trip Reynolds. Mr. Reynolds has an extensive knowledge of human resources and continuously seeks to expand his knowledge and problem solving/managerial skills. He has demonstrated ability to clearly articulate complex issues and presents information with confidence. Trip has analyzed the salary structures of all employee groups, identified inequities, and made recommendations for improving our "way of doing business." **Irv Moskowitz, Superintendent, Denver Public Schools / Director, Urban Education Center, University of Northern Colorado, UNC Denver Center, Higher Education & Advanced Technology Center at Lowry [Retired]**, 303-365-7631

Let me express my appreciation for the time and effort you devoted this summer to the development of salary proposals for teachers and administrators. I know that at times you worked at quite a hectic pace, but the quality of the work you produced is exemplary. I extend to you my sincere thanks and best wishes. **Sharon A. Johnson, Interim Superintendent, Denver Public Schools [Retired]** 720-423-3200

Dear Trip, I would like to thank you for the time and effort you put in with me as I tried to make sense of the reclassification process. Your sense of humor and patience on my behalf was quite refreshing. You walked me through some very confusing Excel applications and made it seem easy. Additionally, helping me to understand "options" available helps me to make a more informed career decision. Again, thank you and yes "Math is my friend!" **Diana Gadison, Teacher, Denver Public Schools**

"Trip often helped me in accomplishing my goals. He served as an instructor for two conferences held for two thousand employees, provided strategies to supervisors, and Trip was instrumental in carrying out the Executive Development Program by ensuring validity and reliability. He is creative, personable, and energetic. His talents will benefit any organization." **Bonnie A. McElearney, Manager of Personnel Development, City of Dallas**

"The supervisory development conference, 'Excellence Through Quality' was a success. Thank you for agreeing to facilitate the seminar on 'Upgrading Procedures and Policies.' Your commitment helped make the difference. Thank You." **Jan Hart, (former) City Manager, City of Dallas**

"Trip has always made himself available to help others. He has participated in and supported numerous training, and organizational development activities and Trip was very helpful in working with me to establish the position of Total Quality Manager." **Huey May, Total Quality Manager (Retired), City of Dallas** 214-670-3120

"Thank you very much for taking such an active, enthusiastic role in the four safety seminars provided for office personnel from the Business Operations of Dallas Water Utilities last week. Seventy-eight (78) employees attended the seminars, and I've heard some wonderful comments and compliments. We look forward to working with you again." **Janet Milligan, Prebill Audit and Clerical Support Supervisor, Meter Activities Division, City of Dallas**

We found (Trip) very conscientious, and adept in dealing with students and adults in our educational system. We would recommend him highly for any position dealing with people. **Joe D. Reaves, Dean of Students, Chicago Public Schools**

***Reynolds has a demonstrated proficiency working successfully
with all kinds of people, in all kinds of environments!***

HAROLD (TRIP) REYNOLDS • 402-418-8424 • [REYNOS.COM/BIO.HTM](http://www.reynos.com/bio.htm)

<http://www.reynos.com/bio.htm#Letters>