WORK COMMUNICATIONS (http://reynos.com/bio.htm#communications)

MY ROLE *	EMPLOYER	INSTALLED / MAINTAINED HRIS / ERP	SCOPE OF INTERNAL AND EXTERNAL COMMUNICATIONS	SCOPE OF COMMUNICATIONS	CREATED / INSTALLED INTERNET	CREATED / INSTALLED INTRANET
HR Management & Media Relations Consultant *07/2013 to present*	**Reynos** – Omaha, NE – Sole Proprietor / Private Sector / Diverse clients / NDA	YES; primarily as consultant on ERP selection (Lawson, JDEdwards, ADP, etc.)	YES, all internal and external communications per client's direction	YES; various; for SAM Group technology stack used ASANA for Project Management; and HubSpot for Customer Relationship Management (CRM)	YES, for 35 clients	YES, for 5 clients
President / CEO / General Mgr *12/2007 to 06/2013*	**Community Telecast, Inc.** – 501(c)(3) cable-based community access TV, Cox Cable Channel 22	NO; Not applicable.	YES; increased market share to 13% to 22% significantly greater than the national average of less than 5%	Responsible for 24/7/365 broadcast communications throughout all metro Omaha	YES, to support 5 individual program producers	YES, created, installed **CTI22**
Manager of Human Resources *11/2006 to 11/2007*	**Fremont Area Medical Center** – Fremont, NE – 900 Emp / Public Sector	YES, **Microsoft Dynamics GP** and **Kronos** (UKG) for HRIS / ERP	YES; per executive direction, all internal communications on human capital disciplines and OD	"Roll out" of communications and training for INTRANET; all HR policies, procedures, compensation, health benefits enrollment, etc. *Note: SAP review*	NO. I created intranet due to limits of ERP system edits	YES, created, installed **FAMC**
Program Manager, Compensation *04/2004 to 07/2006*	**Boeing (Jeppesen)** – Englewood, CO - 2,100 Emp / Private Sector	NO; Boeing's **Proprietary HRIS/ERP**; for Project Management of IT software and hardware development *used RUP*	YES, for operations in Englewood, CO; New York, NY; Atlanta, GA; San Jose, CA; Portland OR; Seattle, WA; and designated ops in Germany, China, South America	"Roll out" of communications and training (seminars) for INTRANET; all HR policies, procedures, compensation, health benefits enrollment, etc. *Note: SAP review*	NO. I created intranet due to limits of ERP system edits	YES; created, installed **JeppJobs**; Designed Intranet 8x faster than HRIS
Program Director, Compensation *05/1997 to 06/2003*	**Denver Public Schools** – Denver, CO - 17,100 Emp / Public Sector	YES; **Lawson** for ERP (HR, Payroll, and Finance); *required Lawson to comply with contract*	YES; for all internal communications on human capital disciplines and OD; directed "business partner" DeLoitte in ERP compliance protocols.	"Roll out" of HRIS/ERP communications and training to department heads, designated employees, etc. Related analysis saved District $7M	YES. I created intranet due to limits of ERP system edits	YES; created, installed **DPS-HR**
Vice President of Human Resources *04/1995 to 05/1997*	**Denver Municipal Federal Credit Union** – Denver, CO - 55 Employees	YES; **ADP** for HRIS / ERP and Payroll	YES; per executive direction on all human capital disciplines and OD	Conducted training seminars on organizational development (OD) and HRIS	NO; Not applicable.	NO; Not applicable.
Mgr, Employment, Comp & Employee Relations *01/1992 to 07/1995*	**National Jewish Medical Center** – Denver, CO - 1,500 Emp / Non-Profit	YES; **Wrote RFP;** awarded **JD Edwards** ERP (HR, Payroll, and Finance).	YES; per executive direction on all human capital disciplines and OD	Roll out" of HRIS/ERP communications and training to department heads, designated employees, etc.	NO; Not applicable.	NO; Not applicable.
Manager, Personal Programs *12/1982 to 11/1991*	**City of Dallas** – Dallas, TX - 17,400 Employees / Public Sector	YES; 3 major conversions to **IBM**'s proprietary HRIS / ERP	YES; to all employees policies, procedures, compensation, health benefits enrollment, etc.	ALL weekly "Council Agendas" on human capital operations and OD to all City department heads, local media, etc.	NO; Not applicable.	NO; Not applicable.

Proprietary Global / International Communications include (http://reynos.com/bio.htm#international): Germany, United Kingdom, European Union, China, Mexico, Indonesia, Vietnam, Brazil, Russia, Australia, Ethiopia, Sudan, Southern Sudan

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