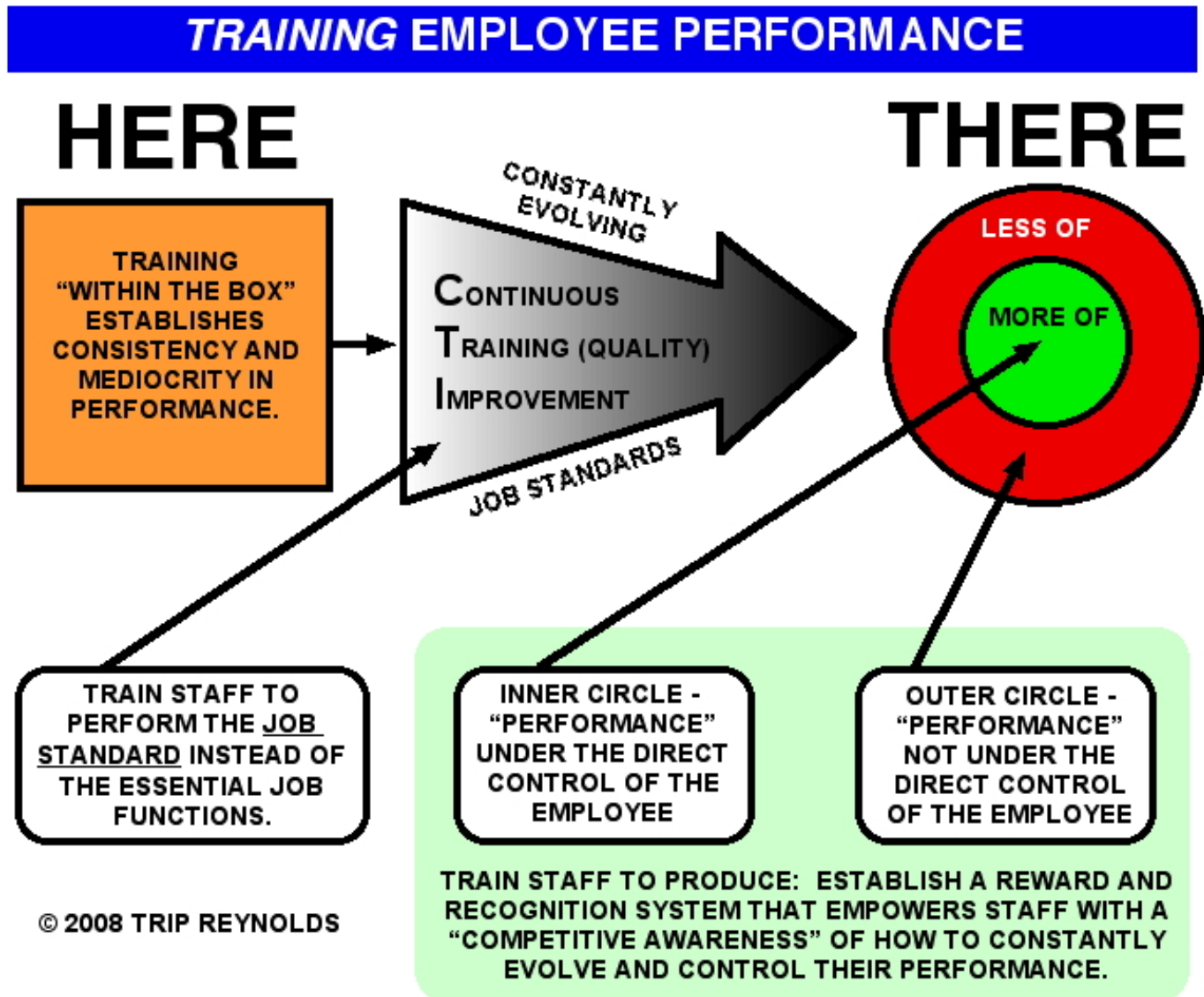


CANDIDACY OF HAROLD (TRIP) REYNOLDS – 402-418-8424

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

• Through hundreds of HR consulting opportunities or as HR VP, HR Director, HR Manager, or HR Subject Matter Expert (SME) [at Fremont Area Medical Center, Jeppesen/Boeing, Denver Public Schools, National Jewish Medical Research Center, Denver Municipal Federal Credit Union, and the City of Dallas]: Designed selection assessment instruments and related tools in compliance with the Uniform Guidelines on Employee Selection, and *trained management and staff* how to conduct recruitment and selection and employee development in compliance with employment law.



• Trained staff, supervisors, managers and senior executive management on recruitment and selection, employee relations, AA/EEO/ADA, unemployment compensation, workers compensation, benefits administration, position management, position equity, compensation, job evaluation, organizational development, employment law, FLSA, recruitment advertising, and HRIS administration.

• Constant high praise for my original consulting training seminars: <http://reynos.com/seminars.htm> such as work product (below) from "How to train legal employees to be more productive!"

Profile-LAW DEPARTMENT-EMP TRAINING PLAN

<http://www.reynos.com/Resume/PROFILE-LAW%20DEPARTMENT-EMP%20TRAINING%20PLAN.pdf>

Profile-LEGAL PERFORMANCE REVIEW

<http://www.reynos.com/Resume/PROFILE-LEGAL%20PERFORMANCE%20REVIEW.pdf>

Training Seminars

How to evaluate
job performance!

**EMPLOYEE
BEHAVIOR
VERSUS
EMPLOYEE
PERFORMANCE**

What? You mean there's a difference?

EMPLOYER

Psst! Those behavior-based selection assessment tests from HR consultants are a joke, and a complete waste of your time and money!

<http://www.reynos.com/EMP-BVP.htm>

How to become
an "Ideal" employee!

**HR 101:
CAREER TIPS**

Finally, here are some no-nonsense career tips for starting, maintaining, and ending your career.

Employees are so terribly naïve. "Work" has absolutely nothing to do with emotion, or justice, or equality. Ultimately, I do what I want - period.

EMPLOYER

<http://www.reynos.com/HR101.htm>

How to equitably eliminate
sexual discrimination!

**EQUALITY?
NOT WITH WOMEN**

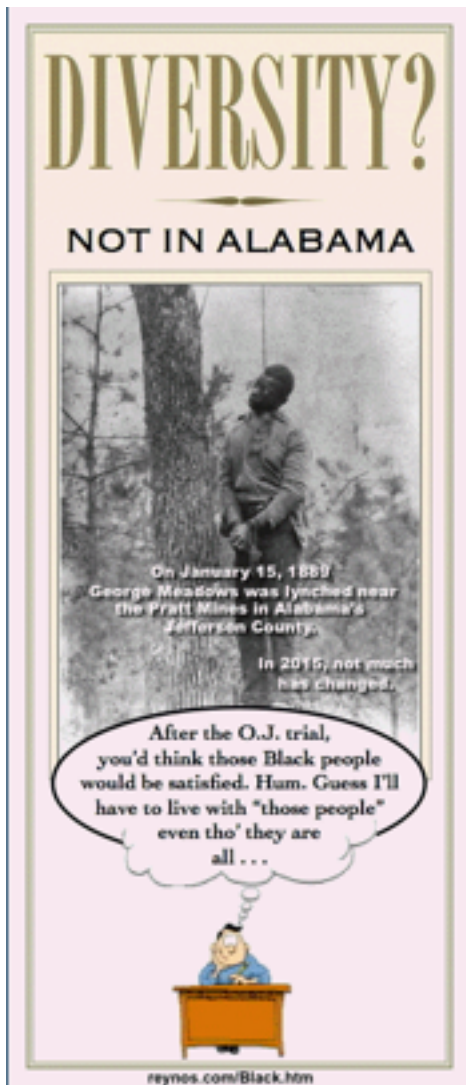
**NO
WOMEN
ALLOWED**

What is it with women? You'd think they'd be happy that men have allowed them to work, and vote, and have abortions. What more do they want?

EMPLOYER

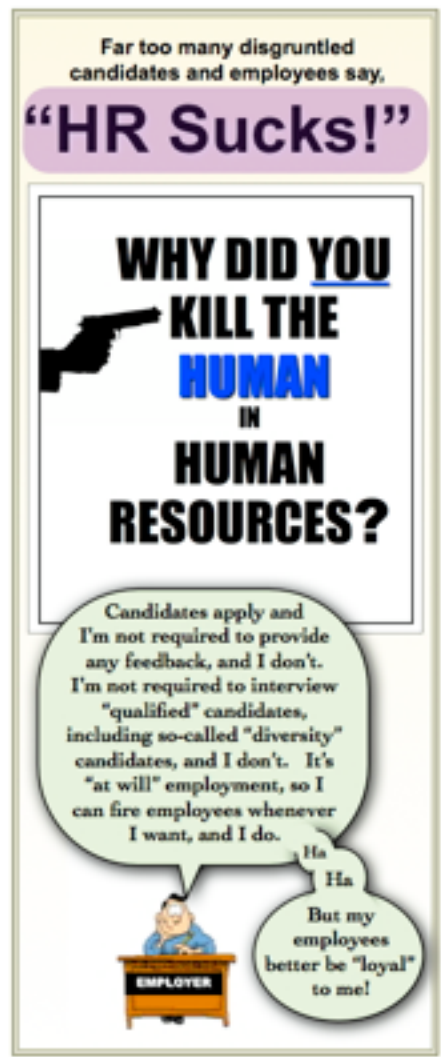
<http://www.reynos.com/WomenNE.htm>

How to equitably eliminate racial discrimination!



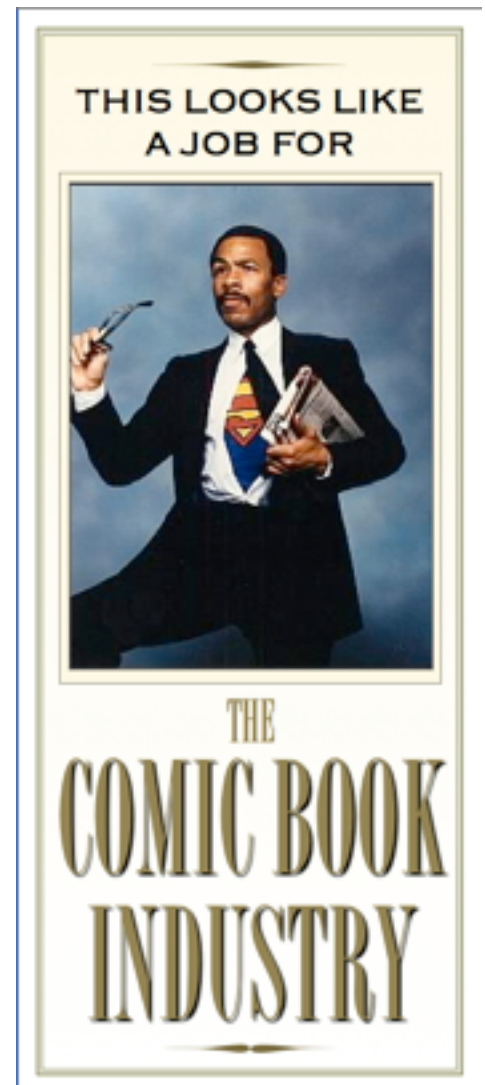
<http://www.reynos.com/BlackNE.htm>

Why do so many people hate human resources?



<http://www.reynos.com/YKHR2.htm>

For K-12 schools, and community and civic groups!



<http://www.reynos.com/Comics.htm>

• **At Boeing / Jeppesen:** Trained management and staff on how to conduct performance management in compliance with essential job functions, job standards, performance management policy, and employment law.

UNACCEPTABLE

<http://www.reynos.com/Resume/Recruitment & Selection-UNACCEPTABLE.pdf>

ACCEPTABLE

<http://www.reynos.com/Resume/Recruitment%20&%20Selection-ACCEPTABLE.pdf>

Trained product managers on employee compensation versus achieving strategic business objectives

<http://www.reynos.com/Resume/JEPPESEN/JEPPESEN-PDF/Product%20Managers-PREZ.pdf>

Trained all managers on "Good Compensation vs. Bad Compensation"

<http://www.reynos.com/Resume/JEPPESEN/JEPPESEN-PDF/COMP%20PREZ.pdf>

Trained all managers on "Employee Performance and Compensation"

<http://www.reynos.com/Resume/JEPPESEN/JEPPESEN-PDF/Employee%20Performance-Assessment-2005.pdf>

Trained senior management team on global compensation objectives

<http://www.reynos.com/Resume/JEPPESEN/JEPPESEN-PDF/2005%20HR%20Global%20Summit-Comp%20Prez.pdf>

Trained senior management on IT compensation

<http://www.reynos.com/Resume/JEPPESEN/JEPPESEN-PDF/IT%20Study%20-%20SLT%20Prez%20FINAL.pdf>

• **At Denver Public Schools:**

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**

• **At National Jewish Medical Research Center:**

"I just want to take this opportunity to thank you for your special assistance at National Jewish Center. As you are aware, the legal matter in which we were engaged required the presentation of a complex set of facts to a government agency. The manner in which you organized the facts was very important to the successful outcome of the case. Since working with you on this project, I have used the system you engineered successfully in other situations. In addition to presenting the facts in an organized, easy to understand fashion, it is a pleasure to work with a person who maintains their objectivity and is able to treat "difficult to handle" people fairly and with concern." **Ann Allott, Attorney at Law, Allott, Engineer & Makar**

Trained management and staff on HRIS installation and integration

<http://www.reynos.com/Resume/JDEDWARDS/JDEDWARDS.htm>

• **At the 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 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**

"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**

• **At Denver Municipal Federal Credit Union:** Stabilized staff performance and reduced teller overages by eliminating an ineffective training program.

Specific example: First-line supervisors and their immediate management were not trained in employment law and, appropriately, were concerned about scope of acceptable inquiries to be made of candidates, in particular, tellers.

What did I deliver: Consistent with the Uniform Guidelines on Employee Selection, I trained management on various employment related laws, and also introduced the following assessment question to be asked of all candidates applying for cash-handling positions: *"While working at a teller station, a credit union member asks you for a money order for \$12.50. The credit union member gives you a twenty-dollar bill. The cost of a money order is \$2.00. How much change should you return to the credit union member?"* Line management acknowledged being empowered with a job related skill assessment that objectively enhanced their ability to select quality candidates.

• Trained management and staff on JDEwards, LAWSON, ADP, Great Plains and other HRIS software; plus Windows, MacOS, HTML, and numerous software and hardware peripherals. etc. For numerous decades, have attended employment law seminars sponsored through numerous legal and legislative outlets, and accordingly trained staff.