

References / Letters of Recommendation for Harold (Trip) Reynolds

Unabridged Letters of Recommendation available at: <http://www.reynos.com/bio.htm#Letters>

I have had the pleasure of working directly with Mr. Reynolds. I am giving my full recommendation for Mr. Reynolds, as he would be an asset to any company interested in hiring an individual strong in human resources and/or employee wellness. **Lynn Lamprecht, 402-720-8097, lclamprecht@yahoo.com, former Director of Outreach Services, Fremont Area Medical Center, and former President/CEO of PROMEDCARE**

Trip is not only a friend but also my mentor. He is able to adapt and use his expertise in any industry. As an HR Manager, I have worked primarily in the manufacturing and food industry since 1995. I have requested Trip's HR expertise many times and he successfully helped me through many HR situations ranging from employee relations, compensation and training. He has also helped me in starting my own consulting career. I recommend Trip Reynolds to any employer that is looking for a seasoned, proactive and innovative person. You would not be disappointed." **Elizabeth "Liz" Laurel, Human Resources Manager, Foxhead Incorporated Distribution Center, 4611 New Castle Road Stockton, California 95215, 209-939-8600 x4971, lizlaurel@foxhead.com**

Bernita Mascher, HR Recruiter/Comp Specialist, Fremont Area Medical Center, 450 East 23rd Street, Fremont, NE 68025, 402-941-7366, BMascher@famc.org

Angie Martens, HR Director, Nebraska Cancer Center, 402-719-1798 or 402-955-2697

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

Trip, it is difficult for me not to overstate the value I feel you have brought to the Human Resources team and to Jeppesen. Your previous experiences have brought Jeppesen a new expertise. Your ability to evaluate the current issues, to develop a method to address these issues and to communicate in a logical and understandable manner has already started to establish more credibility in the compensation area. Because your responses are well researched and well thought out managers and employees are appreciative of the direct answers you give to their questions. (RETIRED) **Gwen Underwood, Manager of Employee Services, Jeppesen 800-353-2107**

Trip, Thanks for your contribution this year! You've made a great difference in the way compensation is viewed by the management! Thank you! **Alice DiFraia, Director of Human Resources and Organizational Development, Jeppesen [Terminated] 800-353-2107**

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, 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**

It is my pleasure to write a letter of recommendation for Trip Reynolds, who served as the Vice President of Human Resources at Denver Community Federal Credit Union for three years. As President/CEO of Denver Community Federal Credit Union, I have had the pleasure of working directly with Trip. Trip has played a pivotal role in developing and implementing the HR programs that make DCFCU strong. His work ethic and communication skills would bring value to any new opportunity he pursues. **Carla Hedrick, President/CEO, Denver Community Federal Credit Union**

Trip has been an invaluable resource for us the past few years. As you are aware, Human resources is a landscape littered with many potential landmines. He has extensive knowledge in this area, and we have always been very comfortable relying upon his advice. Trip has given us excellent counsel on many different situations. He has also composed exceptional documents for us to handle these various situations. Please feel free to contact me regarding Trip Reynolds. I would be happy to give my highest recommendation regarding him and his expertise in the HR field. **Bradley H. Harvey, President/CEO, Horizons North Credit Union**

"While my relationship has been limited with Mr. Reynolds, all of my business negotiations have been very professional. He has followed through and done what he told me he would do, and for this reason by itself, I would certainly look forward to working with him in the future in any capacity he may be in." **Larry Fine, President, Fine & Company Executive Recruiters**

"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**

"I have found you to be my point of contact very frequently over the past three years. I take this opportunity to thank you for those many times you have assisted me in my work. You have always been pleasant, knowledgeable and competent from my point of view." **Betty D. Askew, PBX Supervisor, National Jewish Center for Immunology and Respiratory Medicine**

"...Enclosed in the proposed personnel reorganization of Reunion Arena. This is the result of many hours of working with the Personnel Department over the last 8 months. Individuals with the Personnel Department who have assisted in this effort are Dr. Troy Coleman, Joe Tillotson, Albert Chew, Bill Underhill, Melinda Crayton, and especially Trip Reynolds." **Will Caudell, General Manager, Reunion Arena**

"Trip has demonstrated a thorough knowledge in the human resources field. His ability to deal with the issues is reflected in how he has handled difficult situations for the Plant Services Department. He is able to support the employee's position and maintain a strong representation of this institution's policies and goals." **Rich Palestro, Director of Plant Services, National Jewish Center for Immunology and Respiratory Medicine**

"Trip, I have just reviewed the Affirmative Action Plan and want to congratulate you on a job well done. It is by far the most complete, well organized and accurate plan done during my time at National Jewish. Thanks!" (Retired) **Fred Langille, Executive Vice President/Chief Operating Officer, National Jewish Center for Immunology and Respiratory Medicine 303-388-4461**

"As Manager of Employment, (Trip) demonstrated many innovative approaches to staffing challenges creating more effectiveness within his organization. I can honestly say that I find Trip to be a very bright and capable individual and would recommend his talents to anyone needing a strong human resources individual." **Jay Velinder, Executive Vice President, Talent Tree (Staffing Services)**

"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 is straightforward in his demeanor and not afraid to address a negative situation. He would seek out solutions instead of fingerpoint. I consider him to have vision as well as the ability to follow through. He is honest, articulate and conceptual in his dealings with my company. He exhibits a 'can do' attitude with the discipline to get it done. He takes on the yoke of responsibility and has the drive and focus to achieve a goal with bottom line earnest. He is an excellent "people person" and knows his staff quite well." **John M. Stepien, Regional Vice President, Nationwide Advertising Service 866-627-7327**

"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 (303) 797-8055**

"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**

"My interaction with Trip has been limited, but positive. In 1991, as a part of the downsizing it was necessary for me to lay-off an employee. I was on sick leave so Trip came to Dallas to handle this and to meet with remaining staff. This was a delicate situation and Trip handled it well!" **Ann J. Stephens, Director/Dallas Regional Office, National Jewish Center for Immunology and Respiratory Medicine**

"Trip and I had the opportunity to work together on the 1992/93 United Way campaign at National Jewish. That campaign produced the highest dollars raised by National Jewish and placed the Center at the top of Denver hospitals in employee participation. Trip is not afraid to step out of the box and try new and innovative approaches rather than do things the way they have always been done. In looking at Trip and his many talents he is certainly someone that would be an asset to any management team." **Jan M. Swanson, Assistant Campaign Director, Mile High United Way**

"Seldom do people take the time to appreciate the efforts of those around them, however I wanted to do that for Trip Reynolds. Although Trip has never helped me personally with any major projects, I continue to hear good things about him from other employees, particularly those in my department. The impression I have gotten is that Trip takes the time to help others and is genuinely concerned about other people's problems. From a personal standpoint, I can tell you that every time I have ever called to request information, Trip has gotten back to me in less than 24 hours with accurate and precise answers. It is always refreshing to deal with someone with such a positive and helpful attitude, and I didn't want to see his efforts unnoticed!" **Jeryl Feeley, Project Coordinator, National Jewish Center for Immunology and Respiratory Medicine**

***Reynolds has 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)

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