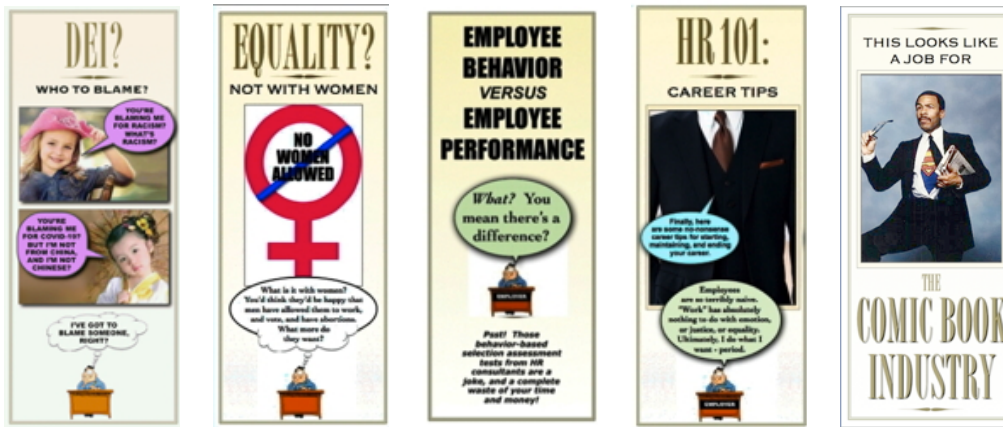


TRAINING AND DEVELOPMENT: Conducting original and proprietary training (<http://reynos.com/bio.htm#training>)

Accustomed to conducting oral training and development presentations, seminars, and public speaking on all HR disciplines (employment law, recruitment, compensation, etc.) and other issues for diverse audiences, including senior executives, boards of directors, governmental agencies, criminal courts, civil courts, unemployment hearings, worker compensation hearings, and numerous employee-oriented encounters which are typically on-demand, unplanned, unscheduled and one-on-one or one vs. many. Likewise, I'm equally accustomed to directing, managing and conducting accelerated but quality training, research and analysis, and preparing written communications to all of the aforementioned on-demand.

"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

TRAINING SEMINARS: Conducting original and proprietary seminars (<http://reynos.com/bio.htm#seminars>)



Public Speaking
before the Omaha City
Council in 2011 on
proposed changes to
community access
television



Public Speaking
"live" on Denver's
local TV Channel 9
on the impact of
Frank Sinatra's
career and death



WORK ACHIEVEMENTS (<http://www.reynos.com/bio.htm>)

- **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**; lead and validated a 68% drop in health claims by **health data analysis /wellness program** members vs. a 79% claims increase by non-members; created **proprietary benefits delivery system**.
- 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

WORK ENVIRONMENTS (<http://reynos.com/bio.htm#scope>)

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 (# OF EMPLOYEES)

CTI22 =	Community Telecast, Inc. (2)
FAMC =	Fremont Area Medical Center (900)
DPS =	Denver Public Schools (17,100)
DMFCU =	Denver Municipal FCU (55)
HNCU =	Horizons North Credit Union (70)

NJMC =	National Jewish Medical (1,500)
COD =	City of Dallas (17,400)
CPS =	Chicago Public Schools (21,500)
BOEING =	Boeing / Jeppesen (2,100)
CCI =	Crystal Courier Imports (150)

REYNOS =	Reynos.com (1)
ALLSTATE =	Allstate Insurance (60,000)
KEMPER =	Kemper Insurance (12,000)
BULLWACKERS =	Bullwackers Casinos (250)

WORK HISTORY – (<http://reynos.com/bio.htm#resume>) Representing 30+ years guiding the highest-level executives in all HR disciplines, OD, comp, benefits, etc.: President/CEO, EVP/CHRO, Boards of Directors, City Councils, County Commissioners, etc.

MY ROLE *	EMPLOYER	COMPENSATION RESPONSIBILITY	BENEFITS RESPONSIBILITY
HR Management and Media Consultant 07/13-Present	Reynos – Omaha, NE – Sole Proprietor / Private Sector / Diverse clients / NDA	Clients: \$482,835 to \$5.5 million	Total payments: \$175,330 to \$7,778,327
President / CEO 12/07-06/13 (Market share > national avg)	Community Telecast, Inc. – 501(c)(3) cable-based community access TV	Not applicable: All volunteer staff	Increased revenue from \$27K to \$95K in 18 months
Manager of Human Resources 11/06-11/07 (All HR disciplines)	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 Mgr, Compensation 04/04-07/06 (Designed 8x Intranet)	Jeppesen/Boeing – Englewood, CO - 2,100 Emp / Private Sector	Total payments: \$80,000,000	Total payments: N/A. Proprietary Boeing Corporation.
Program Dir., Compensation 05/97-06/03 (Saved \$7M)	Denver Public Schools – Denver, CO - 17,100 Emp / Public Sector	Total payments: \$425,000,000	Total payments (approx): \$46,441,297
VP Human Resources 04/95-05/97 (All HR disciplines)	Denver Municipal Federal Credit Union – Denver, CO - 55 Employees	Total payments: \$1,500,000	Total payments (approx): \$165,000
Mgr, Employment, Comp & Employee Relations 01/92-07/95	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 12/81-11/91 (All HR disciplines)	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.			

My candidacy represents robust expertise and achievements in all HR disciplines! I'm requesting an immediate interview.

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