

**Subject Matter Expertise (SME)** - 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) / Diversity Management (AA/EEO/ADA) and Ethics

**Environments** - Private & public sector / Profit & Non-profit / Union & Non-union / Multi-site, Multi-state & International / Average employee population serviced is 9,611 and has ranged from less than 100 to over 60,000

**Industries** – Broadcasting / Aerospace / Public Education / Financial Services / Healthcare / Gaming / Manufacturing / Municipal Government / IT / Retail / Property & Casualty Insurance / Human Resource Consulting / Media Relations, Public Affairs & Marketing

**FACTS ABOUT MY CANDIDACY (OVERVIEW)**

- **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, and HR Consulting.
- **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.

**HR and Media Relations Management Consultant**; Reynos Consulting; P. O. Box 327; Omaha, NE 68144 - July 2013 to Present - Provide professional consulting services involving human resources and organizational development, media relations, and project management. Provide consulting services to publishing, broadcasting, health care, aerospace, IT, financial services, gaming, municipal government, K-12 public education, manufacturing, retail, and import/export industries. Designed and reconciled compensation strategies for retail sales operations that aligned with business unit objectives and strategies. Guide HR management as in-house counsel on performance management, document retention, **report writing, data analytics, bargaining unit analysis and labor relations**, linkage of proprietary legal applications with HRIS, employee relations, **ethics**, and AA/ADA/EEO. Counseled senior management in **organizational development, compensation, benefits**, change management (CM), equity/stock analysis, training, and employee/labor relations, media relations. Won all **EEO claims**; wrote policies/employee handbook/rules. Consistently function as the “go-to” person for all aspects of employee and/or employer project management and organizational development, including: information technology, project implementation, sales, strategic CRM services and solutions, and "best practices" in professional services management.

**President/CEO/GM**; Community Telecast, Inc.; Omaha, NE 68111 - December 2007 to June 2013 (Volunteer) - Direct all business operations 24/7/365, including human resources and fund raising [501 (c)(3)], through a constant, accurate reconciliation of expenses, revenue streams, and staff productivity. Doubled CTI22's budget in less than 7 months; increased revenue streams; installed new broadcast technologies; increased broadcast program hours and market share; collected on outstanding account receivables and brought all accounts current; and developed new relationships with the Native American and the Asian community. Conceived, managed, and directed the **only** broadcast entity in metro Omaha to regularly produce **and broadcast** weekly “prime time” content featuring a White woman and man, Latina woman and man, Black woman and man, Asian Woman and man, and a Native American woman and man. Broadcast more **Omaha-based programming** for African-American, Latino, Native American, Asian, and other ethnic groups than all metro Omaha television stations combined. Broadcast more original, locally-based and syndicated religious programs than all metro Omaha television stations combined. Counseled employees, management, and community leaders on **religious diversity**. Broadcast the achievements of and programs of interest for greater Omaha, including business development, elected officials, culture/ethics, civic groups, ethnic groups, and non-profits.

**Manager of Human Resources**; Fremont Area Medical Center; Fremont, NE 68025 - November 2006 to November 2007 [Temporary Employment] - Direct management of compensation, data analytics, health benefits, employment, employee/labor relations, and other HR disciplines for a 252 bed acute care and long-term care medical center. Updated an **inequitably** designed and poorly managed legacy comp and benefit programs. Identified significant **salary inequities** in acute nursing. **Revised Employee Handbook** and Compensation Policy, updated all job descriptions and salary schedules; conducted **recruitment and selection**, and ensured compliance to Joint Commission. Designed and installed an HR intranet **web site**. Implemented cultural change to standards-based performance management, benefits management, and a proprietary point-factor job evaluation system. Directly managed 2 FLSA exempt Human Resource Generalists, and 2 FLSA non-exempt HR Specialists.

**Program Manager, Compensation**; Boeing/Jeppesen; Englewood, Co. 80112 - April 2004 to July 2006 [Reduction-In-Force] - Primary consultant to senior management for all compensation matters including research, validation, methodology, and philosophy. Introduced job design and evaluation. Produced original salary schedules for management, non-management, and IT. Consultant to management on equitable application of compensation strategies for department-driven multi-site domestic and international locations. Lead assessment and conversion from proprietary in-house HR job systems to alignment with Boeing's (parent company) Salaried Job Classification System. Created **JeppJobs.com**, an intranet inventory of all company jobs descriptions, salary schedules, and related data analytics. *Designed and installed an intranet web site for subsidiary compensation services (Jeppesen) 8 times faster/more efficient than a similar site managed by the parent corporation (Boeing)*. Compiled and

and marketing strategies; wrote and implemented Sales Incentive Plans for both U.S. domestic and international sales staff; Established market competitiveness and internal position equity for an \$80 million compensation program/2,000 employees. Worked in conjunction with in-house counsel on additions-to-staff, AA/EEO, ethics, and corporate-wide contract compliance to standards for protection of intellectual property with an emphasis on positions engaged in sales and marketing. Designed and implemented an original salary schedule/job description intranet for the HR department, management and staff. Wrote and implemented Sales Compensation and Incentive Plans for both U.S. domestic and international aviation and marine sales staff. (Continued) Aligned sales compensation to Business Requirements, IT Development Requirements, plus coordination with sales, customer service and product managers, PMP, and budgetary compliance with corporate Finance. Wrote a white-paper to prompt the evolution of product management and sales practices, and the reengineering of related compensation.

**Program Director, Compensation;** Denver Public Schools; Denver, Co. 80203 - May 1997 to June 2003 [Reduction-In-Force] - Designed an original compensation structure that increased employee pay, eliminated the salary cap for 48% of employees who had reached their salary grade ceilings, improved market competitiveness, and saved nearly \$4.5 million in salary expenditures with \$0 cost of implementation. Successfully managed \$350 million compensation program/17,500 employees. Worked in conjunction with in-house legal counsel on position hierarchy, additions-to-staff, salary placement, ethics, and alignment of positions to legislative oversight. Wrote RFP for HRIS services, and lead conversion from proprietary in-house HRIS system to Lawson. Produced \$12,000 savings in recruitment advertising expenditures with no reduction in services. Provided subject matter expertise to Board of Education, senior management and 9 employee bargaining groups/unions. Designed compensation plans and strategies that achieved recruitment goals for the attraction of retail sales staff for paraprofessional, food services, call center, and skilled trades positions. Created the **HR Department Intranet**, with an inventory of all DPS jobs openings, job descriptions, salary schedules and related data. Revised employee **handbook**.

**Vice President of Human Resources;** Denver Municipal Federal Credit Union; Denver, Co. 80204 - April 1995 to May 1997 - Successfully directed all HR disciplines, including compensation, benefits, recruitment/selection, training, workers comp, unemployment comp, employee relations, organizational development, CM, etc. Won all EEO claims; wrote AA plans, administrative policies/employee **handbook**/rules. Worked in conjunction with retained legal counsel on non-disclosure agreements and criminal prosecutions. Directed HR services to support increased asset growth from \$50 million to over \$100 million in less than 2 years! Designed compensation plans and strategies that achieved recruitment goals for the attraction of retail sales staff for teller positions, call center, and related strategies for cross-promotion of member services/sales. Won 100% of all unemployment claims resulting from involuntary terminations I've directly initiated, and 90% of all other claims! Reduced benefit expenses by 50%! Successfully managed \$1.5 million compensation program/50 employees, change management, training and development. Lead and coalesced peer credit unions by pioneering multiple employer "group" ads to recruit financial services employees! Directly managed 1 FLSA exempt Training Specialist.

**Manager of Employment, Compensation, and Employee Relations;** National Jewish Medical Research Center; Denver, Co. 80206 - January 1992 to July 1995 - Won all EEO claims; managed AA/EEO/ADA and ER; wrote five AA plans, administrative policies, and employee handbook/rules. Guided retained legal counsel on HR responses to immigration issues, ADA compliance, and criminal prosecutions. Won 100% of all unemployment claims resulting from involuntary terminations I directly initiated, and 90% of all other claims! Successfully complied with and completed a conciliation agreement with the OFCCP. Successfully managed \$60 million compensation program/1,500 employees, training, job evaluation, salary surveys, position classification and CM. Created fund-raising positions and updated related (sales) compensation plans (employer lead all metro area non-profits on fund-raising goal achievement). Wrote RFP for HRIS services, and lead conversion from proprietary in-house HRIS system to JDEdwards. Managed recruitment of foreign nationals and directed processing of J1, H1 Visas, etc. Managed HRIS and temporary employee services including RFPs; managed reduction-in-force (RIF). Ensured compliance to Joint Commission. Chaired United Way campaign and lead all Denver hospitals in employee participation. Directly managed 1 FLSA exempt Compensation Specialist, and 2 FLSA non-exempt HR Specialists.

**Manager, Personnel Programs;** City of Dallas; Dallas, Tx. 75201 - December 1981 to November 1991 - Successfully managed \$507 million compensation program/17,500 employees, including staff and management training, job evaluation, salary surveys, position classification, and CM. Achieved a 68% drop in health claims by health promotion program members vs. a 79% increase in health claims by non-members. Negotiated and managed health benefits; reduced targeted expenses by 50%. Maintained legal compliance with all employment laws. Created and maintained position hierarchy, salary surveys, salary schedules for all legal staff positions including attorneys, paralegals, legal secretaries, word processing pool, etc. Designed salary schedules, job postings, position hierarchy, workflow, etc. Successfully maintained union avoidance. Successfully averted EEO claims and class action initiatives; wrote administrative policies/employee handbook/rules. Managed compensation, benefits [cost containment, deferred comp 401(k) and 457, wellness], HRIS, EAP, and position validation (Uniform Guidelines on Employee Selection). Directly managed 4 FLSA exempt supervisors, 8 FLSA exempt Personnel Specialists, and 3 non-exempt HR Specialists.

[Note: Successful HR experience includes property/casualty insurance.]

**Education:** Juris Doctor (J.D.)—Completion pending. MBA—Completed graduate hours toward degree, [Northern Illinois University](#), DeKalb, Illinois; [BA - Ottawa University](#); Ottawa, Kansas, Academic Honors, FCC Certificate; [AA - Garden City Community Junior College](#), Garden City, Kansas, Academic Honors; [High School Diploma -Wichita Heights High School](#), Wichita, Kansas. Certifications in compensation, benefits, employment law, and employee relations. Computer/HRIS Certifications: J.D.Edwards, Lawson, Great Plains, ADP/Payroll, Kronos, and other proprietary platforms, including Windows, Mac OS, Microsoft Office, WordPerfect, PageMaker, PhotoShop, DreamWeaver, Flash, FireWorks, HomePage and HTML. FEMA Emergency Management Institute Certifications: [IS-00100](#), [IS-00200](#), and [IS-00700](#).

**Personal:** Health/Excellent - I've never used a sick day or filed a health claim with any employer! Masters Mile PR: 4:35 (1991) Masters 200 meter PR: 23.5 (1997); **President, Denver Track Club**; USA Track and Field **Champion** in various events (100 meters, 200 meters, 400 meters and 1,500 meters) over the past three decades in Kansas, Illinois, Texas, Nebraska, Colorado, and Utah! Robust experience in **philanthropy and fundraising**, and **leadership**. **Relocation:** Can handle my own relocation expenses. Review expanded resume and work examples at: <http://www.reynos.com/bio.htm> and <http://www.linkedin.com/pub/harold-trip-reynolds/4/5b/801>