

## HAROLD (TRIP) REYNOLDS • 402-418-8424 • [REYNOS.COM/BIO.HTM](http://REYNOS.COM/BIO.HTM)

**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) / 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

- **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

**HR and Media Relations Management Consultant**; Reynos Consulting; P. O. Box 540682; Omaha, Nebraska 68154 - [www.reynos.com](http://www.reynos.com) – July 2013 to Present - Provide HR, OD, compensation, and media relations consulting services to broadcasting, aerospace, IT, financial, gaming, manufacturing/distribution networks, retail, import/export industries, educational, governmental, and various non-profit organizations.

**President/CEO/GM**; Community Telecast, Inc., Omaha, Nebraska 68111 - December 2007 to June 2013 - Direct all business operations 24/7/365, including human resources and fund raising [501 (c)(3)], for Omaha's only community access television station.

**Manager of Human Resources**; Fremont Area Medical Center; Fremont, Nebraska 68025 - November 2006 to November 2007 [Temporary Employment] - Managed comp, benefits, employment, employee relations, and related HR disciplines for a 252 bed acute care and long-term care, in compliance with Joint Commission, medical center located in metro Omaha.

**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.

**Program Director/Compensation**; Denver Public Schools; Denver, Co. 80203 - May 1997 to June 2003 [Reduction-In-Force] - Provided subject matter expertise on compensation to Board of Education, senior management and 9 employee bargaining groups/unions.

**Vice President of Human Resources**; Denver Municipal Federal Credit Union; Denver, Co. 80204 - April 1995 to May 1997 - Directed all HR disciplines, including compensation, benefits, recruitment/selection, training, workers comp, unemployment comp, employee relations, organizational development, CM, AA/EEO/ADA, etc.

**Manager of Employment, Compensation, and Employee Relations**; National Jewish Medical Research Center; Denver, Co. 80206 - January 1992 to July 1995 - Managed comp, HRIS, recruitment/selection, unemployment comp, employee relations, AA/EEO/ADA, Joint Commission, etc.

**Manager, Personnel Programs**; City of Dallas; Dallas, Tx. 75201 - December 1982 to November 1991 - Managed compensation, benefits [cost containment, deferred comp 401(k) and 457, wellness, employee transportation services], HRIS, EAP, and position validation.

**Education**: Completed graduate hours toward degree, [Northern Illinois University](http://Northern Illinois University), DeKalb, Illinois; [BA - Ottawa University](http://BA - Ottawa University); Ottawa, Kansas, Academic Honors, FCC Certificate; [AA - Garden City Community Junior College](http://AA - Garden City Community Junior College), Garden City, Kansas, Academic Honors; [High School Diploma -Wichita Heights High School](http://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](http://IS-00100), [IS-00200](http://IS-00200), and [IS-00700](http://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 my expanded resume, work examples, and **references** at: <http://www.reynos.com/bio.htm>. LinkedIn.com - <http://www.linkedin.com/pub/harold-trip-reynolds/4/5b/801>