

Hello!

Briefly, in addition to subject matter expertise in all HR disciplines, proudly but humbly, and unlike other candidates: (1) I've never used a sick day, never filed a health claim or workers comp claim or unemployment claim, and never had an unscheduled absence; and (2) consistent with my successful management of health benefits, safety, and risk management, *my proprietary health system outperforms traditional indemnity plans, HMOs, PPOs, EPOs, IPOs, Medicare, and the Affordable Health Care Act* (Obamacare) by:

- Reducing both employer and employee health care costs by 25% within twelve months of implementation, and another 25% reduction within the next 18 months or less (and I can prove it! - <http://www.reynos.com/bbop.htm>);
- Producing on-going savings - and with absolutely no reduction in the quantity of care or quality of health benefit services;
- Most importantly, dramatically improving the health of all plan participants; and
- Capturing and indexing health benefit savings to various financial instruments!

**Please, don't ignore the aforementioned values unique to my candidacy!** Plus, as represented by the graphic below, my subject matter expertise in all HR disciplines spans very diverse public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, and international environments; which includes: aerospace, public education, financial services, health care, gaming, IT, retail, manufacturing, municipal government, property/casualty insurance, broadcasting, public/media relations, and HR Consulting.

PUBIC SECTOR	PRIVATE SECTOR	FOR-PROFIT	NON-PROFIT	UNION	NON-UNION	MULTI-SITE	MULTI-STATE	U.S. DOMESTIC	INTERNATIONAL
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 (# EMPLOYEES)**

<b>CTI22 =</b> Community Telecast, Inc. (2)	<b>NJMC =</b> National Jewish Medical (1,500)	<b>REYNOS =</b> Reynos.com (1)
<b>FAMC =</b> Fremont Area Medical Center (900)	<b>COD =</b> City of Dallas (17,400)	<b>ALLSTATE =</b> Allstate Insurance (60,000)
<b>DPS =</b> Denver Public Schools (17,100)	<b>CPS =</b> Chicago Public Schools (21,500)	<b>KEMPER =</b> Kemper Insurance (12,000)
<b>DMFCU =</b> Denver Municipal FCU (55)	<b>BOEING =</b> Boeing / Jeppesen (2,100)	<b>BULLWACKERS =</b> Bullwackers Casinos (250)
<b>HNCU =</b> Horizons North Credit Union (70)	<b>CCI =</b> Crystal Courier Imports (150)	

MY ROLE *	EMPLOYER	COMPENSATION RESPONSIBILITY	BENEFITS RESPONSIBILITY
<b>HR Management and Media Consultant</b> 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
<b>President / CEO</b> 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
<b>Manager of Human Resources</b> 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]
<b>Program Mgr, Compensation</b> 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.
<b>Program Dir., Compensation</b> 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
<b>VP Human Resources</b> 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
<b>Mgr, Employment, Comp &amp; Employee Relations</b> 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
<b>Manager, Personal Programs</b> 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
<b>Global / International Compensation includes comp analysis, salary/rate determination (<a href="http://reynos.com/bio.htm#international">http://reynos.com/bio.htm#international</a>) in:</b> Germany, United Kingdom, European Union, China, Mexico, Indonesia, Vietnam, Brazil, Russia, Australia, Ethiopia, Sudan, Southern Sudan.			

Again, I'll reduce both employer and employee health care costs by 25% within twelve months of implementation, and produces another 25% reduction within the next 18 months or less (and I can prove it!). *Do you really like paying more for health benefits?*

*I welcome competition, because employers do not achieve and exceed strategic business objectives by hiring mediocrity!*



Managed and negotiated self-insured and third-party health benefits (above)

> **Health Benefits**

<http://reynos.com/bio.htm#benefits>

> **Compensation and Total Rewards**

<http://reynos.com/bio.htm#compensation>

> **Position Management, Classification, OD**

<http://reynos.com/bio.htm#position>

> **Proprietary Health Benefits Delivery System**

<http://reynos.com/bbop.htm>

> **Personal Commitment to Health and Fitness**

<http://www.reynos.com/Resume/Track/awards.htm>

> **Performance Management**

<http://reynos.com/bio.htm#performance>

> **Job Descriptions**

<http://reynos.com/bio.htm#jobdescriptions>

> **Wellness**

<http://reynos.com/bio.htm#wellness>

- **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; plus a broadcast audience of 490,000+
- **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 Management Consultant**; Reynos Consulting; P. O. Box 540862; Omaha, Nebraska 68154 - [www.reynos.com](http://www.reynos.com) - July 2013 to Present - Provide HR, **compensation, benefits, organizational development**, 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. *NOTE: As defined by Non-Disclosure Agreements (NDA), client identity and related information is not available.*

**President/CEO/GM**; Community Telecast, Inc., Omaha, Nebraska 68111 - December 2007 to June 2013 (Volunteer) - 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 **compensation, 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 compensation, HRIS, recruitment, unemployment comp, employee/labor 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**: MBA-Completed graduate hours, [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**. references at: <http://www.reynos.com/bio.htm> and <http://www.linkedin.com/pub/harold-trip-reynolds/4/5b/801>. *I'm available to interview at your immediate convenience!*