

Hello!

POINT 1: Proudly, over the course of twenty-(20) years, Omaha's Community Telecast, Inc. broadcast more original Native American content (daily, weekly, monthly, per year), both "live" and recorded, than all television stations in Nebraska combined! As President/CEO of Community Telecast, Inc. (Channel 22), I had a couple of very positive conversations with Russell Means about broadcasting content about the Republic of Lakotah, and he approved my request. I also routinely produced and broadcast "live" content, and original programming for the Nebraska Commission on Indian Affairs, Ponca Tribe, Pow Wows (at UNO, Creighton, Winnebago, Denver March Pow Wow, etc.), and Aaron Huey's YouTube.com TED X video: [America's native prisoners of war!](#) Plus, I sent a [letter to President Obama](#) asking him to focus less on international affairs, but to focus on Native American affairs, especially the Republic of Lakotah, Pine Ridge, etc.

POINT 2: In addition to my great-great grandfather being a slave on the R.J. Reynolds tobacco plantation, my father spent much of his early life on an Indian Reservation living with his Blackfoot Native American grandmother; and my Mom's mother was half-white and half-Cherokee. So, throughout my life I've held and conveyed a keen "social awareness," and I'm not a "Johnny-come-lately" person looking for attention. As a subject matter expert in human resources, I've successfully directed AA/EEO/ADA/DEI programs in both public and private sector environments, which means holding people accountable for the good, the bad, and the ugly things they do. Therefore, both personally and professionally it's my demonstrated practice "*to practice the egalitarian principles*" (including employment law) that are supposed to be the cornerstone of the Declaration of Independence and the U.S. Constitution. Don't laugh.

POINT 3: Although important, the jobs I performed at previous employers do not mirror the exact job and strategic business objectives to be performed and accomplished at my future employer. Frankly, the "stereotypical interview process" of generic questions about a candidate's strengths and weakness, etc., or behavior-based subjective assessments, are not relevant. Most respectfully, the greater value of my candidacy is not based on the "glory of past achievements," and proudly and humbly I can immediately produce thousands of achievements specific to all HR disciplines (<http://www.reynos.com/bio.htm>), but more importantly, my greater value is showing you how I can and will achieve YOUR current and future "proprietary" strategic business objectives for the direction of human resources! Therefore, in support of a truly competitive recruitment and selection process consider requiring this and other candidates to do any of the following:

- a. Review an Excel spreadsheet with employee demographic data (no names, but containing dates of employment, position title, date of hire, race, sex, age, department), to identify salary inequities and propose resolution;
- b. Respond to an EEO complaint, or sexual harassment complaint, etc.;
- c. Propose a recruitment campaign for one or more of your "hard to fill" positions.

What can you expect of me? It's my practice to focus on achieving my employer's existing and projected business unit objectives. **This is what I focus on:**

- d. Targeted, strategic, and sustained growth;
- e. How to increase ROI for each business category without a corresponding reduction-in-force (RIFs);
- f. How to use technology and business networking to direct human capital to accomplish YOUR strategic business unit objectives; and
- g. Achieving HR objectives in alignment with company strategic growth and values (existing customers, emerging clientele/business development, community involvement/fundraising, politicians/government), etc.].

Expertise? My diverse HR management experience includes public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, and international environments, and from diverse industries: aerospace, public education, financial services, health care, gaming, IT, retail, manufacturing, municipal government, property/casualty insurance, broadcasting, and HR consulting.

1. I've consistently improved both employee and operational performance; and
2. Eliminated inefficiency and created new or expanded existing revenue streams.

Your organization will greatly benefit from my employment. Please be an advocate for my candidacy!

Harold (Trip) Reynolds 402-418-8424

EXPANDED RESUME (includes actual work product): <http://www.reynos.com/bio.htm>

" . . . because employers do not achieve and exceed strategic business objectives by hiring mediocrity!"

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; 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

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

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

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