## RESUME - HAROLD REYNOLDS • 402-418-8424 • REYNOS.COM/BIO.HTM

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

- Diverse HR management experience in public/private sector, profit/nonprofit, 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)

Center (900)

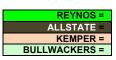
PUBIC SECTOR	PRIVATE SECTOR	FOR-PROFIT	NON-PROFIT	UNION	NON-UNION	MULTI-SITE	MULTI- STATE	U.S. DOMESTIC	INTER- NATIONAL
CTI22	REYNOS	REYNOS	CTI22	BOEING	REYNOS	BOEING	BOEING	REYNOS	CTI22
FAMC	BOEING	BOEING	FAMC	DPS	CTI22	DPS	NJMC	CTI22	BOEING
DPS	BULLWACKERS	BULLWACKERS	DPS	KEMPER	FAMC	DMFCU	ALLSTATE	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	
	<del>_</del> '			='		KEMPER		CCI	
						CPS		NJMC	
								COD	
								CPS	

## LEGEND (# OF EMPLOYEES)

CTI22 =	CTI22 = Community Telecast, Inc. (2)			
FAMC =	Fremont Area Medical Center (90			
DPS =	Denver Public Schools (17,100)			
DMFCU =	Denver Municipal FCU (55)			
HNCU =	Horizons North Credit Union (70)			

	NJMC =
	COD =
	CPS =
Е	BOEING =
	CCI =

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



Revnos.com (1) Allstate Insurance (60,000) Kemper Insurance (12,000) Bullwackers Casinos (250)

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	Reynos – Omaha, NE – Sole Proprietor	Clients: \$482,835	Total payments: \$175,330		
Consultant 07/13-Present	/ Private Sector / Diverse clients / NDA	to \$5.5 million	to \$7,778,327		
President / CEO 12/07-06/13	Community Telecast, Inc 501(c)(3)	Not applicable:	Increased revenue from \$27K		
(Market share > national avg)	cable-based community access TV	All volunteer staff	to \$95K in 18 months		
Manager of Human Resources	Fremont Area Medical Center –	Total payments:	Total payments: \$6,141,757		
11/06-11/07 (All HR disciplines)	Fremont, NE – 900 Emp / Public Sector	\$27 million	[Actual medical \$5,267,238.94]		
Program Mgr, Compensation	Jeppesen/Boeing – Englewood, CO -	Total payments:	Total payments: N/A.		
04/04-07/06 (Designed 8x Intranet)	2,100 Emp / Private Sector	\$80,000,000	Proprietary Boeing Corporation.		
Program Dir., Compensation	Denver Public Schools – Denver, CO	Total payments:	Total payments (approx):		
05/97-06/03 (Saved \$7M)	- 17,100 Emp / Public Sector	\$425,000,000	\$46,441,297		
VP Human Resources 04/95-	Denver Municipal Federal Credit	Total payments:	Total payments (approx):		
05/97 (All HR disciplines)	Union – Denver, CO - 55 Employees	\$1,500,000	\$165,000		
Mgr, Employment, Comp &	National Jewish Medical Center –	Total payments:	Total payments (approx):		
Employee Relations 01/92-07/95	Denver, CO - 1,500 Emp / Non-Profit	\$60,000,000	\$6,600,350		
Manager, Personal Programs	City of Dallas - Dallas, TX -	Total payments:	Total payments (approx):		
12/81-11/91 (All HR disciplines)	17,400 Employees / Public Sector	\$507,000,000	\$49,533,297		
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: 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.