

**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
- **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

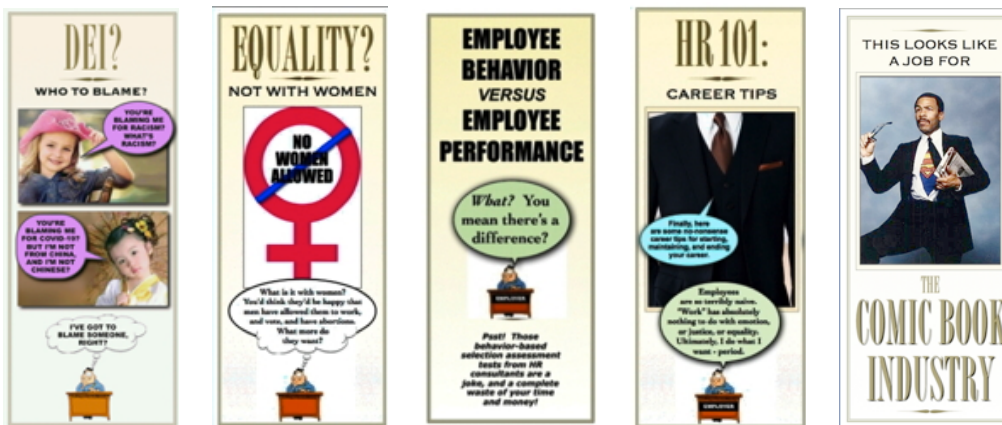
**WORK ENVIRONMENTS** (<http://reynos.com/bio.htm#scope>)

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)**

<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)		

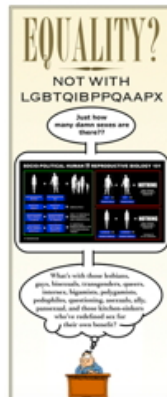
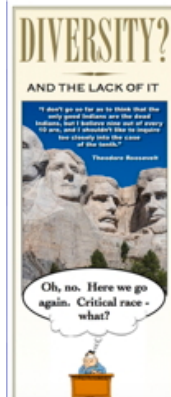
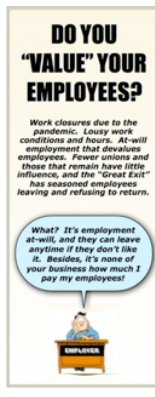
**TRAINING AND DEVELOPMENT:** Conducting original, proprietary seminars (<http://reynos.com/bio.htm#training>)



Public Speaking before the Omaha City Council in 2011 on proposed changes to community access television



Accustomed to conducting oral training and development presentations, seminars, and public speaking on all HR and other issues before senior executives, boards of directors, governmental agencies, criminal courts, civil courts, unemployment hearings, worker compensation hearings, and numerous employee-oriented encounters which are typically on-demand, unplanned, unscheduled and one-on-one or one vs. many. Likewise, I'm equally accustomed to directing, managing and conducting accelerated but quality research and analysis, and preparing written communications to all of the aforementioned on-demand.



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

MY ROLE *	EMPLOYER	COMPENSATION RESPONSIBILITY	BENEFITS RESPONSIBILITY
HR Management & Media Relations Consultant	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 / General Mgr (All broadcast operations)	Community Telecast, Inc. – 501(c)(3) cable-based community access TV	Not applicable; lead volunteers	Increased revenue from \$27K to \$95K in 18 months
Manager of Human Resources (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 Manager, Compensation	Jeppesen/Boeing – Englewood, CO - 2,100 Emp / Private Sector	Total payments: \$80,000,000	Total payments: N/A. Proprietary Boeing Corporation.
Program Director, Compensation	Denver Public Schools – Denver, CO - 17,100 Emp / Public Sector	Total payments: \$425,000,000	Total payments (approx): \$46,441,297
Vice President of Human Resources (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	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 (Comp, Benefits, EAP, Wellness)	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 ( <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.**

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