

COMPENSATION, SUBJECT MATTER EXPERT – Career HR compensation professional with decades of immediate and progressive responsibility for directing all compensation (direct comp and indirect comp, including health benefits) practices in 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, and HR Consulting; with an average employee population serviced is 9,611 and has ranged from less than 100 to over 60,000; essential compensation functions directed include job pricing (local, regional, national, international); job evaluation; salary surveys (thousands!!!); identifying and correcting internal inequities including AA/EEO and OFCCP claims of discrimination; performance management and rewards; executive compensation (stocks, SEC, payouts, equity, etc.); sales compensation; deferred compensation [401(k), 457, 457(b), 401(a)]; establishing external competitiveness; position and change management; organizational development; directing compliance with employment law (FLSA, ADEA, ADA, ERISA, EEO-1s, EEO-4s, etc.); writing, establishing and monitoring compliance with employer compensation policy and procedures; training and guiding senior and executive management on achievement of business unit objectives in compliance with compensation practices, policies, and procedures and much more!

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

Compensation and Total Rewards
<http://revnos.com/bio.htm#compensation>

Position Management, Classification, Organizational Development
<http://revnos.com/bio.htm#position>

Performance Management
<http://revnos.com/bio.htm#performance>

Job Descriptions
<http://revnos.com/bio.htm#jobdescriptions>

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://revnos.com/bio.htm#international) in: Germany, United Kingdom, European Union, China, Mexico, Indonesia, Vietnam, Brazil, Russia, Australia, Ethiopia, Sudan, Southern Sudan.			

My robust subject matter expertise directing and managing compensation, organizational development, salary administration, job evaluation, job pricing, job evaluation, and position management and all related hierarchy is represented in the following work environments:

PUBLIC 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)

CTI22 =	Community Telecast, Inc. (2)
FAMC =	Fremont Area Medical Center (900)
DPS =	Denver Public Schools (17,100)
DMFCU =	Denver Municipal FCU (55)
HNCU =	Horizons North Credit Union (70)

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

REYNOS =	Reynos.com (1)
ALLSTATE =	Allstate Insurance (60,000)
KEMPER =	Kemper Insurance (12,000)
BULLWACKERS =	Bullwackers Casinos (250)

I possess robust expertise directing all aspects of compensation. Please, schedule me for an interview!

HAROLD (TRIP) REYNOLDS • 402-418-8424 • 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

HR Management Consultant, Compensation and OD; Reynos Consulting; P. O. Box 327; Omaha, Nebraska 68144 - www.reynos.com – July 2013 to Present - Provide professional consulting services involving human resources and organizational development, media relations, and project management. Provide consulting services to publishing, broadcasting, health care, aerospace, IT, financial services, gaming, municipal government, K-12 public education, manufacturing, retail, and import/export industries. Designed and reconciled **compensation** strategies for retail sales operations that aligned with business unit objectives and strategies. Guide HR management as in-house counsel on performance management, executive compensation (stocks, SEC, payouts, equity, etc.), document retention, report writing, data analytics, bargaining unit analysis and labor relations, linkage of proprietary legal applications with HRIS, employee relations, ethics, recruitment and selection (plus retained search) and AA/ADA/EEO. Counseled senior management in organizational development, compensation, benefits, change management (CM), equity/stock analysis, training, employee/labor relations, and media relations. Won all EEO claims; wrote policies/employee handbook/rules. Consistently function as the “go-to” person for all aspects of employee and/or employer project management and organizational development, including: information technology, project implementation, sales, strategic CRM services and solutions, and "best practices" in professional services management.

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 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: Juris Doctor (J.D.)—Completion pending. MBA—Completed graduate hours toward degree, **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**.

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 expanded resume, work examples, and **references** at: <http://www.reynos.com/bio.htm> and <http://www.linkedin.com/pub/harold-trip-reynolds/4/5b/801>

I'm not a rookie but a seasoned HR compensation professional with extremely high expectations to achieve or exceed all performance objectives - which is what I've always done (<http://www.reynos.com/bio.htm>)! The Director of Compensation is not a "trainee" position, so "our" mutual expectation is you're hiring me for my subject matter expertise and demonstrated proficiency to achieve strategic business unit objectives. Accordingly, most respectfully, please hire me and let's get to work!

Director of Compensation – Detail

NO.	ESSENTIAL JOB FUNCTIONS	CANDIDATE VALIDATION (PROOF)
1.	<p>Manage a team of 5 Compensation Analysts supporting 10,000+ employees across 30+ countries.</p>	<p>http://reynos.com/bio.htm#scope</p> <p>City of Dallas – As Manager, Personnel Programs for COMPENSATION, classification, selection assessments, and healthcare cost containment, directly managed 4 FLSA exempt supervisors, 8 FLSA exempt Personnel Specialists (Compensation, Recruitment and Selection, Deferred Compensation, Employee Assistance, and 3 non-exempt HR Specialists), for 17,400 employees.</p> <p>Denver Public Schools – As Program Director for COMPENSATION, a single-incumbent subject matter expert, I counseled executive management and staff, conducted training, and interpreted laws and corresponding policies and procedures on compensation, employment, FLSA, and related HR issues. Conducted original presentations on compensation before the Board of Education. Designed an original compensation structure that increased employee pay, eliminated the salary cap for 48% of employees who had reached their salary grade ceilings, improved market competitiveness, and saved nearly \$7.5 million in salary expenditures with \$0 cost of implementation. Consolidated forty-two (42) separate salary schedules into one (1) salary schedule with no cost impact. Compared agreements, and developed and communicated compensation strategies to 9 employee bargaining units, and established equity within and between bargaining units, for 17,100 employees.</p> <p>Boeing / Jeppesen - As Program Manager for COMPENSATION, a single-incumbent subject matter expert, I performed as primary consultant to senior management for all compensation matters including research, validation, methodology, and philosophy. Introduced job design and evaluation. Produced original salary schedules for management, non-management, and IT. Consultant to management on equitable application of compensation strategies for department-driven multi-site domestic and international locations. Lead assessment and conversion from proprietary in-house HR job systems to alignment with Boeing's (parent company) Salaried Job Classification System. Created JeppJobs.com, an intranet inventory of all company jobs descriptions, salary schedules, and related data analytics. Designed and installed an intranet web site for subsidiary compensation services (Jeppesen) 8 times faster/more efficient than a similar site managed by the parent corporation (Boeing). Compiled and validated merit ratings, merit increases, and bonuses for over 1,400 employees; identified major deficiencies in corporate-wide sales and marketing strategies; wrote and implemented Sales Incentive Plans for both U.S. domestic and international sales staff; Established market competitiveness and internal position equity for an \$80 million compensation program/2,000 employees.</p> <p>National Jewish Medical Research Center – As Manager of Employment COMPENSATION and Employee Relations</p>

researched, managed, and implemented compensation for the recruitment of elite physicians, elite medical research, and nursing staff, with an emphasis on Europe and Asia (China). Conducted worldwide telephone surveys (via peer-to-peer medical research institutions) or purchased proprietary surveys for management of **\$60 million compensation program/1,500 employees, including training, job evaluation, salary surveys, position classification and CM.**

2. Manage the administration of global annual compensation program cycle within Workday.

GLOBAL / INTERNATIONAL		
http://reynos.com/bio.htm#international		
FUNCTION	WHAT	WHERE
Compensation; Recruitment and Selection	<ul style="list-style-type: none"> • Assessed validity of existing, proposed salary schedules against targeted hiring practices and market equity, with on emphasis on operations in the UK and Germany, and compliance with Works Councils and related data privacy requirements. Researched compensation in developing markets in South America and China. • Salary Surveys – Conducted telephone surveys (via satellite offices) or purchased (Mercer) proprietary surveys • Assessed validity of salary schedule design against parent company (Boeing) • Write/update job descriptions 	<p>Jeppesen - The world's leading producer of navigation charts and related services for aviation, marine and rail.</p> <p>U.S. facilities in Englewood, CO; Portland, OR; New York, NY; Atlanta, GA; and San Jose, CA.</p>
Compensation; Recruitment and Selection	<ul style="list-style-type: none"> • Compensation analysis – Researched compensation for the recruitment of teachers, with an emphasis on bilingual (Spanish and Vietnamese) staff; research primarily focused on Mexico and 	<p>Denver Public Schools - 46th largest public school districts in the U.S.</p> <p>Largest public school district in Colorado, with 110 elementary schools, 24 middle schools, and 10 high schools</p>

		<p>Southeast Asia (Indonesia, Vietnam).</p> <ul style="list-style-type: none"> Assessed validity of existing/proposed salary schedules against targeted hiring practices 	<p>Largest food warehouse in Colorado, and without regard to public sector, private sector, or retail.</p>
	<p>Compensation; Recruitment and Selection</p>	<ul style="list-style-type: none"> Compensation analysis - Researched and implemented compensation for the recruitment of elite physicians, elite medical research, and nursing staff, with an emphasis on Europe and Asia (China). Salary Surveys - Conducted worldwide telephone surveys (via peer-to-peer medical research institutions) or purchased proprietary surveys Assessed validity of existing and/or proposed salary schedules against targeted hiring practices Write/Update job descriptions 	<p>National Jewish Medical Research Center - the #1 respiratory medical research center in the U.S.</p>
	<p>Compensation; Recruitment and Selection</p>	<ul style="list-style-type: none"> Compensation analysis – Analysis confined to a general assessment on the value of Police and Fire positions internationally. Note: Data was not used to influence pay practices. 	<p>City of Dallas - the nation's ninth largest municipal government [during my employment with the City of Dallas, it held the longest continuous Aaa rating from Moody's (since 1973) and AAA from Standard & Poor's (since 1978) of cities with populations of more than 400,000]</p>
	<p>Compensation; Recruitment and</p>	<ul style="list-style-type: none"> Identified Foreign Nationals employed/to be 	<p>National Jewish Medical Research Center - the #1</p>

		<p>Selection</p>	<p>employed.</p> <ul style="list-style-type: none"> • Designed and placed display advertisements in local, regional, national, and international print or broadcast media. • Recruited foreign nationals and managed J1, H1 Visa (China, UK, Russia, Australia, Ethiopia, various nations in Africa, etc.) 	<p>respiratory medical research center in the U.S.</p>
		<p>Employee Relations</p>	<ul style="list-style-type: none"> • Developed and maintained a Foreign language Directory • Internal: Eleven languages; 14 countries (Europe, Asia, South America, Africa); 25 to 40 employee participants • External: 50 to 100 languages via an external language bank 	<p>National Jewish Medical Research Center - the #1 respiratory medical research center in the U.S.</p>
		<p>Communications Community Involvement</p>	<ul style="list-style-type: none"> • Produced, filmed, edited, and broadcast the most diverse community-based U.S. domestic and international-based content of any public access television station in the U.S. • As reported to the Omaha City Council in April 2010, as a result of CTI22's diverse domestic and international content, at any given time CTI22's broadcast audience ranged from 13% to 20% of Cox 	<p>Community Telecast, Inc.</p> <p>CTI22 broadcast more of the following content than all other metro Omaha TV stations combined: public service announcements promoting metro Omaha community-based organizations, events, and businesses; more original programming involving elected officials; more original, Omaha-based programming for African-American, Latino, Native American, Asian, and other ethnic groups; and more original.</p>

			<p>subscribers!</p> <ul style="list-style-type: none"> • Special Approval from the Embassy of the People's Republic Of China (Geng Shuang, Press Counselor and Spokesman) to exclusively broadcast original, unedited video content from the People's Republic of China. <p><i>"Dear Trip Reynolds, referring to your letter addressed to Ambassador Zhang Yesui of the P.R.China and dated on November 23, 2011, we are providing these materials (15 videos) for your company (Community Telecast, Inc.). Hope you will find them interesting and useful. Best regards, Geng Shuang, Press Counsellor, Embassy of P.R.China in the U.S."</i></p> <ul style="list-style-type: none"> • Special Approval from the Consulado de Mexico en Omaha (Jorge Ernesto Espejel Montes, Consul de Mexico) to exclusively broadcast original, unedited video content from the nation of Mexico. • CTI22 broadcast more of the following content than all other metro area TV stations combined: public service announcements promoting metro 	<p>Omaha-based religious programming. We Broadcast the Community!TM</p> <p>[IRS 501 (c)(3)] was the only broadcast cable television company in the metro Omaha area and within 18 states to focus on the community. For its general operations we receive NO tax support from the federal government, State of Nebraska, or local government, or revenue based on franchise fees from the cable company franchise holder. We were supported only through membership fees and donations.</p>
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			<p>Omaha community-based organizations, events, and businesses; more original programming involving elected officials; more original, Omaha-based programming for African-American, Latino, Native American, Asian, and other ethnic groups; and more original, Omaha-based religious programming. We Broadcast the Community!™</p>	
<p>3.</p>	<p>Partner with Legal and external vendors to lead pay equity analyses.</p>	<p><i>I just want to take this opportunity to thank you for your special assistance at National Jewish Center. As you are aware, the legal matter in which we were engaged required the presentation of a complex set of facts to a government agency. The manner in which you organized the facts was very important to the successful outcome of the case. Since working with you on this project, I have used the system you engineered successfully in other situations. In addition to presenting the facts in an organized, easy to understand fashion, it is a pleasure to work with a person who maintains their objectivity and is able to treat "difficult to handle" people fairly and with concern.</i></p> <p><u>Ann Allott, Attorney at Law, Allott, Engineer & Makar</u></p> <p><i>Trip is straightforward in his demeanor and not afraid to address a negative situation. He would seek out solutions instead of fingerpoint. I consider him to have vision as well as the ability to follow through. He is honest, articulate and conceptual in his dealings with my company. He exhibits a 'can do' attitude with the discipline to get it done. He takes on the yoke of responsibility and has the drive and focus to achieve a goal with bottom line earnest. He is an excellent "people person" and knows his staff quite well.</i></p> <p><u>John M. Stepien, Regional Vice President, Nationwide Advertising Service</u></p> <p><u>http://reynos.com/bio.htm#letters</u></p>		
<p>4.</p>	<p>Develop, implement and manage broad-based compensation strategy, programs and solutions that align with organizational goals and objectives.</p>	<p>Compensation / Total Rewards <u>http://reynos.com/bio.htm#compensation</u></p> <p>Position Management, Classification, and Organizational Development <u>http://reynos.com/bio.htm#position</u></p>		
<p>5.</p>	<p>Provide consulting on offers and retentions, incentive plan design, position and pay program evaluation and compensation benchmarking.</p>	<p>See response to #4 above.</p>		
<p>6.</p>	<p>Partner with HR, Legal, Finance, and external consultants to deliver effective</p>	<p>See response to #4 above.</p>		

	pay programs.	
7.	Utilize Mercer IPE methodology, Radford surveys, and Workday HRIS.	Successfully used various Mercer, Watson Wyatt, Hay, KPMG, Deloitte, and other salary survey tools and related HRIS/ERP applications to orchestrate compensation methodology, including: J.D.Edwards (HR Certification), Lawson (HR Certification), Great Plains, ADP, Kronos, and other proprietary HRIS
8.	Present to senior leadership teams like CFO, CLO, and CEO on broad-based compensation programs.	<p>http://reynos.com/bio.htm#scope</p> <p>Extremely robust career as primary consultant to senior/executive leadership teams for the assessment, communication, and implementation of all compensation programs and practices. Immediate audience has consistently been the highest-level executive(s) responsible for HR, an EVP/COO, or President/CEO, or Boards of Directors (including City Council). Reynolds has literally made hundreds of presentations before senior/executive leadership. For example:</p> <p>Greater Omaha Chamber Board of Directors http://reynos.com/bio.htm#chamber</p> <p>Crete Public Schools Board of Education reynos.com/Resume/COMPENSATION/CRETE-PUBLIC-SCHOOLS-SALARY-SCH.xlsx</p> <p>Sarpy County Commissioners http://reynos.com/REPORTS/SARPY-COUNTY-SALARY.SCHEDULES-OVERVIEW.pdf</p> <p>Boeing / Jeppesen Senior Executive Team http://reynos.com/Resume/JEPPESEN/JEPPESEN-PDF/IT%20Study%20-%20SLT%20Prez%20FINAL.pdf</p> <p>Boeing / Jeppesen Senior Executive Team http://reynos.com/Resume/JEPPESEN/JEPPESEN-PDF/2005%20HR%20Global%20Summit-Comp%20Prez.pdf</p> <p>Boeing / Jeppesen Senior Executive Team http://reynos.com/Resume/JEPPESEN/JEPPESEN-PDF/Employee%20Performance-Assessment-2005.pdf</p> <p>Denver Public Schools http://reynos.com/bio.htm#dpschools</p> <p>City of Dallas http://reynos.com/bio.htm#codallas</p> <p>Overview http://reynos.com/bio.htm#compensation</p>
9.	Knowledge of evolving regulatory and compliance matters related to compensation programs, partnering with local HR.	<p>http://reynos.com/bio.htm#erlr</p> <ul style="list-style-type: none"> • Unlike the overwhelming majority of his peers, Reynolds commands robust subject matter expertise in all human resources disciplines, especially the two most important factors in labor relations, compensation and benefits. Therefore, instead of delaying negotiations to seek expertise, Reynolds possess expertise to immediately assess, construct and negotiate: Compensation; Position and Change Management and related hierarchy and internal equity; Job Evaluation; Health Benefits and Managed Care; Wellness & Cost Containment; Employee Assistance Programs; Deferred Compensation; Policies; Procedures;

		<p>Recruitment & Selection (local, regional, national & international); Training and Organizational Development; Employee and Labor Relations including disciplinary and grievance protocols; TQM; HRIS Employee analytics; Communications (print & Internet); Diversity Management (AA/EEO/ADA/DEI), and Ethics.</p> <ul style="list-style-type: none"> • Diverse subject matter knowledge and expertise of employment law, which includes but is not limited to: FLSA, ADEA, EEO/AA/ADA, Civil Rights Act, ERISA, HIPPA, Title VII, Walsh-Healy, Service Contract Act, Davis-Bacon Act, Executive Order 11246, FMLA, Rehabilitation Act of 1973, Selective Service Act, COBRA, FICA, FUTA, Employee Polygraph Protection Act, OSHA, Equal Pay Act, Federal Minimum Wage under FLSA, legislation involving the financial services and public education; plus, the routine pursuit of continuing education. • Diverse subject matter knowledge and expertise conducting hundreds of employee opinion surveys and strategically implementing results. Diverse expertise counseling management and conducting training <u>seminars</u> on "employee engagement" strategies, with an emphasis on the disparity between what actually happens between employee career expectations and the employer's "at will" doctrine, including the planning and execution of reductions-in-force. • In contrast to my successful record of <i>effectively representing my employer(s)</i> by managing AA/EEO/ADA with absolutely no losses to the EEOC, it's equally important to consider that in my dealings with employees and their immediate management I've consistently been recognized by both employees (see the example below) and management (see the testimony below) for being completely <i>equitable</i> in my fact finding, analysis, resolution, and when appropriate, pursuing progressive discipline or termination [I do play "hard ball"]. Proudly but humbly, I'm very effective getting managers to elevate their thinking from employee traits (emotion, feelings, etc.) to concentrate on the essential functions (job standards, measurable and realistic performance outcomes, etc.). As stated previously, I have a unique, hands-on experience working with extremely diverse employee populations (vocational, social, ethnic, political, etc.) which, as represented by the aforementioned EE0-1, 4 and 5 above, I'm already well prepared to successfully meet, direct and manage evolving workforces.
10.	Flexibility to work in ambiguous and complex situations where there is no unique, correct answer and be able to apply independent judgment to create solutions outside of established guidelines, policies, and procedures.	<p>See response to #4 above.</p> <p>As a "seasoned" and perpetually successful subject matter expert in all aspects of compensation, I'm comfortable "flying without a net."</p> <p>Do You Value Your Employees? http://reynos.com/totalcomp.htm</p> <p>Employee Behavior versus Employee Performance http://www.reynos.com/EMP-BVP.htm</p>
11.	Ability to multitask many duties at same time and prioritize as needed based on deadlines, impact and urgency.	<p>See response to #4 above. This is a "perfunctory" essential job function, which I've successfully, consistently, and repeatedly performed throughout my HR career managing all aspects of compensation and all related HR disciplines.</p> <p>http://reynos.com/bio.htm</p>
12.	Takes on unplanned tasks without losing sight of other planned tasks.	<p>See response to #4 above. This is a "perfunctory" essential job function, which I've successfully, consistently, and repeatedly performed throughout my HR career managing all aspects of</p>

		compensation and all related HR disciplines. http://reynos.com/bio.htm
13.	Is able to work on assignments and projects individually and in team environments.	See response to #4 above. This is a “perfunctory” essential job function, which I’ve successfully, consistently, and repeatedly performed throughout my HR career managing all aspects of compensation and all related HR disciplines. http://reynos.com/bio.htm

	Bachelor’s degree in Human Resources, Business, or related field.	Yes.
	10-15+ years of experience managing compensation programs, specifically broad-based compensation.	<p>Yes.</p> <ul style="list-style-type: none"> • 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, and HR Consulting.
	Experience managing a small team (4-5 people).	Yes. Go here: http://reynos.com/bio.htm#scope
	Experience working at a global company (APAC, EMEA, LATAM, NAM).	Yes , including Boeing/Jeppesen, Denver Public Schools, National Jewish Medical Research Center, property/casualty insurance companies, and import/export companies.
	Experience managing the accrual process, M&A integrations, job architecture, and presenting to senior leadership like CFO, CLO, and CEO.	<p>Yes. See response to #8 above.</p> <p>Performance Management http://reynos.com/bio.htm#performance</p> <p>Job Architecture / Organizational Development http://reynos.com/bio.htm#position</p> <p>Presentations before Senior Leadership</p> <p>PROBLEM (At Boeing/Jeppesen): An outdated IT salary schedule. What did I deliver: Conducted a major compensation analysis which included 200 job audits, 10 salary surveys; restructured the corporate IT function, and established position equity. To download PowerPoint Presentation, please click here.</p>
	Experience with M&A due diligence and integration of global compensation structures.	Yes, while working in property/casualty insurance, healthcare, aerospace, and HR consulting.
	Workday HRIS experience.	Yes, plus J.D.Edwards (HR Certification), Lawson (HR Certification), Great Plains, ADP, Kronos, and other proprietary HRIS