

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 (acute, long-term care, medical research), 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 company policies and employment law.

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, medical 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	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 (# 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)		

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

- **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>