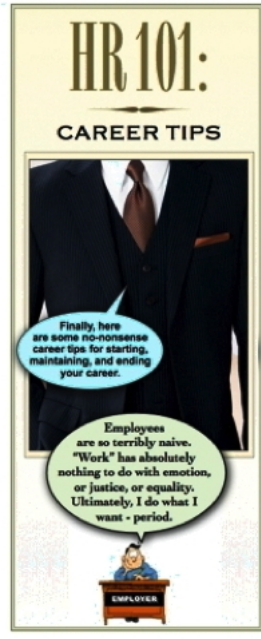


Hello!

**My industry is human resources.** Although I'm not an academician, I hold robust expertise in the character and scope of human capital management, organizational development, and AA/EEO/DEI in K-12 public education and higher education. I've managed HR in public education (Denver Public Schools, Chicago Public Schools), plus, as a track athlete I've been competing with and against K-12 and college student athletes my entire life (<http://www.reynos.com/Resume/Track/awards.htm>).

Many educational institutions espouse their educational environments as "rigorous," budget strapped, etc. In this regard, I've successfully produced original revenue streams and cost savings – all without a reduction-in-force. Plus, as represented below, I've also conducted proprietary career advancement and AA/EEO/DEI seminars at diverse populations of K-12 and collegiate students.



**1980s to Present**  
[reynos.com/HR101.htm](http://reynos.com/HR101.htm)

- Chicago Public Schools (IL),
- Dallas Independent School District (TX),
- Denver Public Schools (CO),
- University of Texas at Arlington (TX),
- Cherry Creek School District (CO),
- Metro Community College (NE),
- Iowa Western University (IO),
- University of Nebraska at Omaha (NE),

and more than  
five-(5) dozen more.  
(Authorized)

**FREMONT SENIOR HIGH SCHOOL**

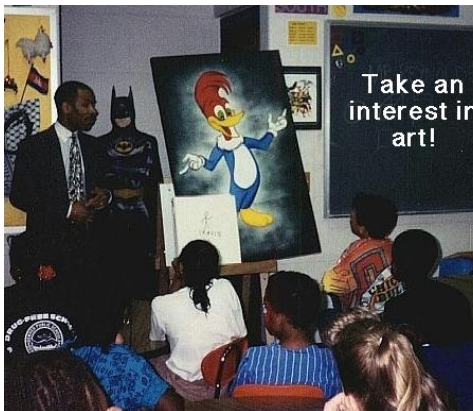
1750 North Lincoln Avenue  
Fremont, Nebraska 68025



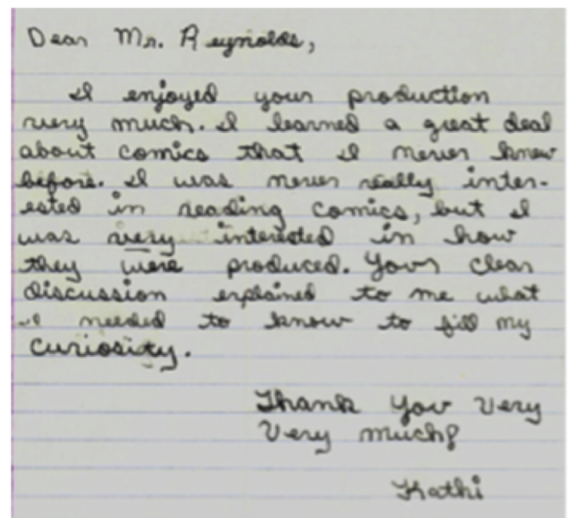
Hello, Trip:  
Thank you for participating in the 3<sup>rd</sup> quarter Interview Fair at Fremont High School on Thursday the 23<sup>rd</sup> of February from 7:45 am – 11:00 am. Thank you again for assisting us with this important and valuable program.

Sincerely,

Cheryl Seaman, School to Career Coordinator  
Fremont Senior High School 402-727-3970  
[Cheryl.Seaman@fpsmail.org](mailto:Cheryl.Seaman@fpsmail.org)



**1980s to Present**  
Chicago Public Schools (IL),  
Round Lake School District (IL),  
Dallas Independent School District (TX),  
Denver Public Schools (CO),  
and more than three dozens more!



1998, Hofstra University, Hempstead, N.Y.



Original 4'x4' oil painting by Reynolds

HOFSTRA CULTURAL CENTER LECTURE HALL, 1st. floor  
JOAN AND DONALD E. AXINN LIBRARY, SOUTH CAMPUS

**Steve Kaufman**  
Artist  
Los Angeles, California  
Creator of Frank Sinatra portrait  
authorized by the Sinatra family

**LeRoy Neiman**  
Artist  
New York, New York  
Creator of the LeRoy Neiman  
Frank Sinatra Collection  
Featured at the Frank Sinatra Conference  
Exhibition

**The Odyssey of My Painting of Frank Sinatra**  
Trip Reynolds  
Artist  
Aurora, Colorado

1973 to Present



Reynolds as USATF Umpire (above)



As a perennial athlete and [2019 E Lee Todd Memorial, Cornhusker State Games, Senior Male Athlete of the Year](#), Reynolds has always been “around” K-12 and collegiate track and field athletes, every week, decade after decade, for both indoor and outdoor seasons. Reynolds has personally and successfully guided, mentored high school students, collegiate student-athletes, and

masters’ athletes on how to strategically improve their physical and academic performance. Reynolds possesses robust subject matter expertise in track and field, which includes competing against “open division” college athletes, and officiating in Texas, Colorado, and Nebraska; as former *President* of the [Denver Track Club](#); as *Masters’ Chair* for USATF Nebraska; and as an active career athlete. Reynolds has competed in 350+ USATF sanctioned events, and has [placed](#) 1st, 2nd, or 3rd in 95% of all of his races. In addition to track events, Reynolds has also competed in over three dozen 5k, 10k, 20k, half-marathons, marathons, vertical marathons, and various multi-sporting events for cross-training, such as cycling and roller-skating events throughout the United States.

Proprietary training and development seminars on Employee Performance (<http://reynos.com/bio.htm#training>), Total Compensation, and DEI (<http://reynos.com/bio.htm#dei>) conducted by Trip Reynolds ([reynos.com/seminars.htm](http://reynos.com/seminars.htm)).



Again, my industry is human resources with immediate responsibility for management of all human capital functions and all related hierarchy as represented in the following work environments:

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**

<b>CTI22 =</b>	Community Telecast, Inc.	<b>NJMC =</b>	National Jewish Research Center	<b>REYNOS =</b>	Reynos.com
<b>FAMC =</b>	Fremont Area Medical Center	<b>COD =</b>	City of Dallas	<b>ALLSTATE =</b>	Allstate Insurance Company
<b>DPS =</b>	Denver Public Schools	<b>CPS =</b>	Chicago Public Schools	<b>KEMPER =</b>	Kemper Insurance Company
<b>DMFCU =</b>	Denver Municipal Federal Credit Union	<b>BOEING =</b>	Boeing / Jeppesen	<b>BULLWACKERS =</b>	Bullwackers Casinos
<b>HNCU =</b>	Horizons North Credit Union	<b>CCI =</b>	Crystal Courier Imports		

- **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

MY ROLE *	EMPLOYER	COMPENSATION RESPONSIBILITY	BENEFITS RESPONSIBILITY
<b>HR Management and Media Consultant</b> 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
<b>President / CEO</b> 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
<b>Manager of Human Resources</b> 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]
<b>Program Mgr, Compensation</b> 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.
<b>Program Dir., Compensation</b> 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
<b>VP Human Resources</b> 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
<b>Mgr, Employment, Comp &amp; Employee Relations</b> 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
<b>Manager, Personal Programs</b> 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 ( <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.			

It's my demonstrated practice to successfully direct all HR disciplines. I do not focus on hyperbole, or engage in mediocrity or ambiguity. My focus, as always, is to succeed over all challenges and competition, and support all management, academicians, and staff in achievement of strategic business unit objectives. **Yes, I welcome competition, because employers do not achieve and exceed strategic business objectives by hiring mediocrity!** I look forward to the next steps in the selection process.

Harold (Trip) Reynolds 402-418-8424  
[harold.reynolds@icloud.com](mailto:harold.reynolds@icloud.com) • [reynos.com/bio.htm](http://reynos.com/bio.htm)

## What have academicians and others said about Trip Reynolds?

<http://www.reynos.com/bio.htm#Letters>

I was so impressed by the 'Asian Ways for Children' program that I just had to contact you and get a copy to show my kids and grandkids! Thank you for showing such a great program on your channel (Cox Cable, Channel 22)! - **Shirley Higbee**

**Dr. Maorong Jiang, Director of the Asian World Center, Creighton University**, Becker Hall Suite G25, 2500 California Plaza, Omaha, NE 68178, 402-280-2896, [MaorongJiang@creighton.edu](mailto:MaorongJiang@creighton.edu)

It is a pleasure for me to write a letter recommending Trip Reynolds. Mr. Reynolds has an extensive knowledge of human resources and continuously seeks to expand his knowledge and problem solving/managerial skills. He has demonstrated ability to clearly articulate complex issues and presents information with confidence. Trip has analyzed the salary structures of all employee groups, identified inequities, and made recommendations for improving our "way of doing business." **Irv Moskowitz, Superintendent, Denver Public Schools / Director, Urban Education Center, University of Northern Colorado, UNC Denver Center, Higher Education & Advanced Technology Center at Lowry [Retired]**, 303-365-7631

Let me express my appreciation for the time and effort you devoted this summer to the development of salary proposals for teachers and administrators. I know that at times you worked at quite a hectic pace, but the quality of the work you produced is exemplary. I extend to you my sincere thanks and best wishes. **Sharon A. Johnson, Interim Superintendent, Denver Public Schools [Retired]** 720-423-3200

Dear Trip, I would like to thank you for the time and effort you put in with me as I tried to make sense of the reclassification process. Your sense of humor and patience on my behalf was quite refreshing. You walked me through some very confusing Excel applications and made it seem easy. Additionally, helping me to understand "options" available helps me to make a more informed career decision. Again, thank you and yes "Math is my friend!" **Diana Gadison, Teacher, Denver Public Schools**

"Trip often helped me in accomplishing my goals. He served as an instructor for two conferences held for two thousand employees, provided strategies to supervisors, and Trip was instrumental in carrying out the Executive Development Program by ensuring validity and reliability. He is creative, personable, and energetic. His talents will benefit any organization." **Bonnie A. McElearney, Manager of Personnel Development, City of Dallas**

"The supervisory development conference, 'Excellence Through Quality' was a success. Thank you for agreeing to facilitate the seminar on 'Upgrading Procedures and Policies.' Your commitment helped make the difference. Thank You." **Jan Hart, (former) City Manager, City of Dallas**

"Trip has always made himself available to help others. He has participated in and supported numerous training, and organizational development activities and Trip was very helpful in working with me to establish the position of Total Quality Manager." **Huey May, Total Quality Manager (Retired), City of Dallas** 214-670-3120

"Thank you very much for taking such an active, enthusiastic role in the four safety seminars provided for office personnel from the Business Operations of Dallas Water Utilities last week. Seventy-eight (78) employees attended the seminars, and I've heard some wonderful comments and compliments. We look forward to working with you again." **Janet Milligan, Prebill Audit and Clerical Support Supervisor, Meter Activities Division, City of Dallas**

We found (Trip) very conscientious, and adept in dealing with students and adults in our educational system. We would recommend him highly for any position dealing with people. **Joe D. Reaves, Dean of Students, Chicago Public Schools**

***Reynolds has a demonstrated proficiency working successfully  
with all kinds of people, in all kinds of environments!***

**HAROLD (TRIP) REYNOLDS • 402-418-8424 • [REYNOS.COM/BIO.HTM](http://www.reynos.com/bio.htm)**

<http://www.reynos.com/bio.htm#Letters>