

EXECUTIVE DIRECTION / HR / OD / CM / DEVELOPMENT / COMMUNICATIONS

SUBJECT MATTER EXPERTISE	DELIVERABLES	OD & PROJECT MGNT
<p>(SME) - Compensation / Position & Change Management / Job Design & Job Evaluation / Recruitment & Selection (local, regional, national & international) / Training / Organizational Development / Performance Management (design, orchestration, assessment, validation) / Employee & Labor Relations / Health Benefits Managed Care, Wellness & Cost Containment / HRIS / Employee Assistance Programs / Deferred Compensation / TQM (with Zero Base Budgeting, ISO, RUP, Six Sigma, Lean, etc.) / HRIS / Employee Communications (print, broadcast, intranet/internet) / Ethics / AA/EEO/ADA/DEI</p> <p>ENVIRONMENTS - Private & public sector / Profit & Non-profit / Union & Non-union / Multi-site, Multi-state & International / Average employee population serviced is 9,611 and has ranged from < 100 to > 60,000; plus a broadcast audience of 490,000+</p> <p>INDUSTRIES - Broadcasting / Aerospace / Public Education (K-12 and collegiate) / Finance / Healthcare (acute, long-term care, medical research) / Fundraising / Gaming / Manufacturing / Municipal Government / IT / Retail / Property & Casualty Insurance / Human Resource Consulting / Media Relations</p> <p><i>"Confidence to achieve OD objectives comes from strategic plans anchored to pre-determined, proven outcomes! It's not guesswork. There's no gray!"</i> Trip Reynolds</p>	<p>1. Diverse HR management experience in public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, and international environments.</p> <p>2. 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.</p> <p>3. Created/recruited over 50,000 jobs.</p> <p>4. Diverse HR management experience designing entire departments from scratch, including all related project management, position hierarchy, job design, job standards, compensation, recruitment and staffing, and creation and alignment of strategic business unit objectives in compliance with company objectives and employment law.</p> <p>5. Conducted performance management (reviewed and approved) 443,810 employee performance evaluations!</p> <p>6. Directed health benefits; lead and validated 68% drop in health claims by wellness program members vs. a 79% increase in health claims by non-members.</p> <p>7. Produced, filmed, edited, and broadcast 35,760+ hours of community-based content; increased development revenue by 225% in less than 7 months!</p> <p>8. Diverse subject matter expertise successfully conducting fund raising campaigns.</p> <p>9. Diverse subject matter expertise in employee/labor relations.</p> <p>10. Diverse subject matter expertise in training and development, and proprietary seminars.</p> <p>11. Won 100% of self-represented unemployment claims.</p> <p>12. Managed comp programs from \$1 million to \$507 million!</p> <p>13. SME in proprietary HRIS/ERP installation, maintenance, and data analytics, including RFPs.</p> <p>14. SME in all HR communications, including newsletters, intranet/HTML, and audio/video.</p> <p>15. Evaluated over 7,000 jobs.</p> <p>16. Wrote over 7,200 job descriptions.</p> <p>17. Wrote over 3,000 policies; wrote dozens of employee handbooks.</p> <p>18. Conducted over 3,500 job audits.</p> <p>19. Created over 2,500 salary schedules.</p> <p>20. Never used any sick days.</p> <p>21. Never filed any health claims.</p>	<p>The ultimate purpose of organizational development, and its achievement through project management, is to move from one paradigm - typically perceived as inefficient or dysfunctional - to a paradigm that provides for the achievement of better performance outcomes. I've designed thousands of corporate-wide departmental reorganizations, from top to bottom, involving all FLSA exempt and non-exempt positions, I know exactly how to get you there through:</p> <ul style="list-style-type: none"> ■ Strategic PM Team Leadership ■ PM Policy and Planning ■ HRIS/ERP/Data management, analytics, and IT integration ■ Alignment of technology to achieve strategic scope of business unit outcomes. ■ Job design, job evaluation and position hierarchy with specific and validated performance and compensation outcomes. ■ Design of infrastructure, operational systems, and materials management with specific and validated performance outcomes. ■ Achievement of AA/EEO/ADA/DEI objectives compliance with employment law ■ Communications: Internal audiences; external audiences; public speaking; seminars; training and development; graphics, print, broadcast, HTML, and media/public relations

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 (# 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)	

WORK HISTORY – (<http://reynos.com/bio.htm#resume>)

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

HR Management Consultant; Reynos Consulting; P. O. Box 540862; Omaha, Nebraska 68154 - www.reynos.com – July 2013 to Present - Provide professional consulting services involving all human resources disciplines: recruitment and selection; compensation; benefits; HRIS; AA/ADA/EEO/DEI; organizational development; communications and media relations (print, broadcast, HTML, social media, etc.); 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.

President/CEO/GM; Community Telecast, Inc., Omaha, Nebraska 68111 - December 2007 to June 2013 - 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 OD and 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 OD and 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 OD and 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 OD and total rewards (compensation, benefits), recruitment/selection, 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 OD and comp, HRIS, recruitment, 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.

COMMUNICATIONS / TRAINING / SEMINARS

<http://reynos.com/bio.htm#communications> • <http://reynos.com/bio.htm#training> • <http://reynos.com/bio.htm#seminars>



MEDIA RELATIONS / FUNDRAISING & DEVELOPMENT
<http://reynos.com/bio.htm#media> • <http://reynos.com/bio.htm#fundraising>

OVERVIEW OF 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; 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

Education: 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. Windows OS, 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>

REFERENCES (<http://reynos.com/bio.htm#letters>)

I have had the pleasure of working directly with Mr. Reynolds. I am giving my full recommendation for Mr. Reynolds, as he would be an asset to any company interested in hiring an individual strong in human resources and/or employee wellness. **Lynn Lamprecht, 402-720-8097, llamprecht@yahoo.com, former Director of Outreach Services, Fremont Area Medical Center, and former President/CEO of PROMEDCARE**

Trip is not only a friend but also my mentor. He is able to adapt and use his expertise in any industry. As an HR Manager, I have worked primarily in the manufacturing and food industry since 1995. I recommend Trip Reynolds to any employer that is looking for a seasoned, proactive and innovative person. You would not be disappointed." **Elizabeth "Liz" Laurel, Human Resources Manager, Foxhead Incorporated Distribution Center, 4611 New Castle Road Stockton, California 95215, 209-939-8600 x4971, lizlaurel@foxhead.com**

On several occasions I've had the pleasure of working with Trip on various HR consulting and media relations campaigns, and he always delivered as expected, and with enthusiasm, creativity, and a willingness to put in whatever extra effort is necessary to achieve objectives! Of course, conduct your due diligence, then promptly hire Trip! **Beverly Johnson, Wonderbev Executive Search, wonderbev@gmail.com, 209-792-6070**