





## GOVERNMENT AFFAIRS AND PUBLIC POLICY

JOB POSTING - PREFERRED QUALIFICATIONS:	CANDIDACY OF HAROLD (TRIP) REYNOLDS
<p>1. Previous communication strategy development and oversight.</p> <ul style="list-style-type: none"> <li>■ Represent the company at government meetings, public hearings, and industry events.</li> <li>■ Prepare and deliver presentations to government officials and other stakeholders.</li> <li>■ Excellent written and verbal communication skills.</li> <li>■ Strong interpersonal and relationship-building skills.</li> <li>■ Ability to work independently and collaboratively in a fast-paced environment.</li> <li>■ Experience working with cross-functional teams.</li> </ul>	<p>Robust and successful proficiency directing all aspects of communications in extremely diverse public and private sector environments, both internal and external media and public relations, audio/video production, graphic design, website design and development, and all human capital “employee” communications via newsletters, emails, direct mail, etc.</p> <ul style="list-style-type: none"> <li>• <b>Media Relations</b> (Direction/Management of Community Access Broadcast Television; broadcast television (35,760 hours of content) and <a href="#">radio</a>; etc. <a href="http://reynos.com/bio.htm#media">http://reynos.com/bio.htm#media</a>)</li> </ul> <p>As reported to the Omaha City Council [<a href="http://www.cti22.org/franchise.htm">http://www.cti22.org/franchise.htm</a>], I grew <a href="#">CTI22</a>'s broadcast audience to range from 13% to 20% of Cox subscribers, significantly above the national average for community access TV of less than &lt;5%!</p> <p>Lead the communication, creation, design, and implementation of:</p> <ul style="list-style-type: none"> <li>• <b>Organizational Development</b> <a href="http://reynos.com/bio.htm#position">http://reynos.com/bio.htm#position</a></li> <li>• <b>City Policies and Procedures and Personal Rules</b> <a href="http://reynos.com/bio.htm#handbooks">http://reynos.com/bio.htm#handbooks</a></li> <li>• <b>HRIS/ERP installation</b> – Lead the communication of <a href="http://reynos.com/bio.htm#hris">http://reynos.com/bio.htm#hris</a></li> <li>• <b>Conducting training and development of City employee</b> <a href="http://reynos.com/bio.htm#training">http://reynos.com/bio.htm#training</a></li> </ul> <p><i>“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.”</i> <a href="#">Bonnie A. McElearney, Manager of Personnel Development, City of Dallas</a></p> <ul style="list-style-type: none"> <li>• <b>Compensation</b> – Lead the communication of compensation (salary schedules, bargaining group negotiations, etc.) and health benefits (open enrollment, new employee orientation, negotiations with third-party vendors, etc.) <a href="http://reynos.com/bio.htm#compensation">http://reynos.com/bio.htm#compensation</a></li> <li>• <b>AA / EEO / ADA / DEI</b> (All communications, including EEO-1, EEO-4, and EEO-5 reporting; OFCCP conciliation agreement and compliance; Vets 100, ERISA; ADEA; FLSA; salary schedule equity analysis; bargaining unit equity analysis; and health benefits and deferred compensation equity analysis 457(a), 401(k), ICD9, ICD10, etc.) <a href="http://reynos.com/bio.htm#dei">http://reynos.com/bio.htm#dei</a></li> <li>• <b>Employee/Labor Relations</b> (including communication of multiple Reductions-In-Force) <a href="http://reynos.com/bio.htm#erlr">http://reynos.com/bio.htm#erlr</a></li> </ul> <p><i>“Trip has demonstrated a thorough knowledge in the human resources field. His ability to deal with the issues is reflected in how he has handled difficult situations for the Plant Services Department. He is able to support the employee's position and maintain a strong representation of this institution's policies and goals.”</i> <a href="#">Rich Palestro, Director of Plant Services, National</a></p>

	<p style="text-align: center;"><u><a href="#">Jewish Center for Immunology and Respiratory Medicine</a></u></p> <ul style="list-style-type: none"> <li>• Wrote over 3,000 policies; wrote dozens of <u><a href="#">employee handbooks</a></u>.</li> <li>• SME in all <u><a href="#">HR communications</a></u>, including newsletters, intranet/HTML, <u><a href="#">media relations</a></u>, audio/video, and <u><a href="#">seminars</a></u>.</li> <li>• Produced (filmed and edited) and broadcast over 35,760 hours of <u><a href="#">community-based (DEI) content and media relations</a></u></li> <li>• <b>Presentation Skills:</b> When communicating with diverse employee and general public audiences, unlike behavior-based "social warrior" or "diversity" seminars, my proprietary seminars (below) are strategically designed to present positive, candid, measurable solutions to end or significantly reduce racism and sexism in compliance with employment law, and egalitarian principles that "all lives matter."</li> </ul>	
<p>Reynolds receiving an <u><a href="#">award</a></u> in 2019 for athletic performance from the Nebraska Sports Council</p> <p><u><a href="http://reynos.com/Resume/Track/2019-CSG-E-LEE-TODD-AWARD.jpg">http://reynos.com/Resume/Track/2019-CSG-E-LEE-TODD-AWARD.jpg</a></u></p>		
<p>Reynolds speaking before the Omaha City Council on the Franchise Cable Agreement</p> <p><u><a href="http://reynos.com/CTI22/franchise.htm">http://reynos.com/CTI22/franchise.htm</a></u></p>		
<p>Reynolds broadcasting "live" on Cox Cable Channel 22 on political content and political access to community access television</p> <p><u><a href="http://reynos.com/Resume/PHOTOS/TR-PUBLIC%20SPEAKING-03-325W.jpg">http://reynos.com/Resume/PHOTOS/TR-PUBLIC%20SPEAKING-03-325W.jpg</a></u></p>		
<p>Reynolds speaking in the wake of Frank Sinatra's death via "live" TV interview on Sinatra's career</p> <p><u><a href="http://reynos.com/VIDEOS/TR-Tribute-to-FAS.mp4">http://reynos.com/VIDEOS/TR-Tribute-to-FAS.mp4</a></u></p>		

		<p><a href="http://reynos.com/bio.htm#seminars">http://reynos.com/bio.htm#seminars</a> - Most importantly, these seminars are proprietary, with content designed (added, modified, or deleted) to address your specific training objectives!</p>														
2.	<p>Experience in the public sector; local, state, or federal government.</p> <ul style="list-style-type: none"> <li>■ Establish and nurture relationships with key government officials, agencies, and relevant stakeholders.</li> <li>■ Monitor legislative and regulatory developments to identify potential impacts on numerous clients.</li> <li>■ Advocate for policies that align with client objectives and contribute to a favorable regulatory environment.</li> <li>■ Proven work experience in government relations, public policy or a related field.</li> <li>■ In-Depth knowledge of legislative and regulatory processes.</li> </ul>	<p>Public sector employers for the receipt or distribution of various communications include:</p> <table border="1" data-bbox="513 474 1040 753"> <thead> <tr> <th>As an Employee</th> <th># of Employees</th> </tr> </thead> <tbody> <tr> <td>City of Dallas</td> <td>17,400</td> </tr> <tr> <td>Denver Public Schools</td> <td>17,100</td> </tr> <tr> <td>Chicago Public Schools</td> <td>21,500</td> </tr> </tbody> </table> <table border="1" data-bbox="1073 474 1516 1184"> <thead> <tr> <th>In-Direct Reporting Relationship</th> </tr> </thead> <tbody> <tr> <td>City of Omaha (Cable Franchise)</td> </tr> <tr> <td>City of Denver (Credit Union)</td> </tr> <tr> <td>U.S. Department of Labor; U.S. Census; U.S. Department of Justice; CDC (HR)</td> </tr> <tr> <td>States of Illinois, New York, California, Georgia, Texas, Colorado, Missouri, Washington, Oregon, Nebraska (Human Resources; Employment Law and Compliance; Civil and Criminal Court Judiciary)</td> </tr> <tr> <td>Germany, United Kingdom, European Union, China, Mexico, Indonesia, Vietnam, Brazil, Russia, Australia, Ethiopia, Sudan, Southern Sudan. (Human Resources)</td> </tr> </tbody> </table>	As an Employee	# of Employees	City of Dallas	17,400	Denver Public Schools	17,100	Chicago Public Schools	21,500	In-Direct Reporting Relationship	City of Omaha (Cable Franchise)	City of Denver (Credit Union)	U.S. Department of Labor; U.S. Census; U.S. Department of Justice; CDC (HR)	States of Illinois, New York, California, Georgia, Texas, Colorado, Missouri, Washington, Oregon, Nebraska (Human Resources; Employment Law and Compliance; Civil and Criminal Court Judiciary)	Germany, United Kingdom, European Union, China, Mexico, Indonesia, Vietnam, Brazil, Russia, Australia, Ethiopia, Sudan, Southern Sudan. (Human Resources)
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3.	<p>Prepare and deliver presentations to government officials and other stakeholders.</p> <ul style="list-style-type: none"> <li>■ Contribute to the development of government affairs strategies and initiatives.</li> <li>■ Provide input on public affairs campaigns and outreach efforts.</li> </ul>	<p>I've prepared original campaign literature, broadcast advertisements, PSAs, websites, and broadcast political programs, etc., for numerous candidates; or conducted critical assessments of the aforementioned per NDAs, which includes but is not limited to: U.S. Congressman Lee Terry; Omaha City Councilmember Ben Gray; Omaha City Councilmember Frank Brown; Senator Ernie Chambers, and numerous candidates for Omaha City Council, or Douglas County Commission, Nebraska State Legislature (Cheryl Weston, Attorney Timothy Ashford, Brenda Council, Susan Smith, Dr. Larry Bradley, Tariq Al-Amin, Preston Love, Jr., and dozens more.</p> <ul style="list-style-type: none"> <li>• <b>Ernie Chambers for Douglas County Commissioner</b> <a href="http://reynos.com/WEBSITES/CHAMBERS/index.html">http://reynos.com/WEBSITES/CHAMBERS/index.html</a></li> <li>• <b>Don Bacon vs. Tony Vargas for Congress</b> <a href="http://reynos.com/WEBSITES/vargas-v-bacon.htm">http://reynos.com/WEBSITES/vargas-v-bacon.htm</a></li> </ul>														
<b>JOB POSTING - MINIMUM QUALIFICATIONS:</b>		<b>CANDIDACY OF HAROLD (TRIP) REYNOLDS</b>														
4.	Bachelor's degree in															

	<p>Political Science, Public Administration, or a related field.</p>	<ul style="list-style-type: none"> <li>• <b>Graduate, BA, from Ottawa University, Ottawa KS. Communications and Graphic Media</b>  <a href="http://reynos.com/ARTIST/portraits.htm">http://reynos.com/ARTIST/portraits.htm</a>  <a href="http://reynos.com/Resume/Degrees/BA-Degrees.htm">http://reynos.com/Resume/Degrees/BA-Degrees.htm</a></li> <li>• <b>FCC Broadcasting Certificate</b>  <a href="http://reynos.com/Resume/Degrees/KTJO-Certificate.htm">http://reynos.com/Resume/Degrees/KTJO-Certificate.htm</a></li> <li>• Graduate hours in journalism, film, and broadcasting from Northern Illinois University</li> </ul>
<p>5.</p>	<p>Robust experience involving community relations work.</p>	<p>Several “decades” of extremely robust and successful experience involving community relations work among all demographic groups (age, race, sex, creed, national origin, LGBTQIBPP+QAAPX, veterans, religious, etc.) within both urban and rural environments:</p> <ul style="list-style-type: none"> <li>• <b>Help Update Parkside Park (60 second fundraising PSA)</b>  <a href="https://www.youtube.com/watch?v=tKq9b_1HH9g">https://www.youtube.com/watch?v=tKq9b_1HH9g</a></li> <li>• Lead and sponsored community-access television, non-profit athletic organizations, and cultural and fitness events.</li> </ul> <p><i>"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!"</i>  <b>Shirley Higbee</b></p> <ul style="list-style-type: none"> <li>• Proposed and developed fundraising campaigns to advance revenue streams for local and nationally recognized mentoring organizations, healthcare providers, civic and cultural organizations, religious organizations, 501 (c)(3) non-profits, etc.</li> </ul> <p><i>"Trip and I had the opportunity to work together on the 1992/93 United Way campaign at National Jewish. That campaign produced the highest dollars raised by National Jewish and placed the Center at the <a href="#">top of Denver hospitals</a> in employee participation. Trip is not afraid to step out of the box and try new and innovative approaches rather than do things the way they have always been done. In looking at Trip and his many talents he is certainly someone that would be an asset to any management team."</i>  <a href="#">Jan M. Swanson, Assistant Campaign Director, Mile High United Way</a></p> <ul style="list-style-type: none"> <li>• Lead employee-based fundraising campaigns for local charitable organizations, and as an active member of community-base speakers bureaus.  <a href="http://www.reynos.com/Resume/SPEAKERS-BUREAU/comic-prez.htm">http://www.reynos.com/Resume/SPEAKERS-BUREAU/comic-prez.htm</a></li> <li>• <b>Community relations, Fundraising and Development</b>  <a href="http://reynos.com/bio.htm#fundraising">http://reynos.com/bio.htm#fundraising</a></li> <li>• <b>Civic Involvement, Participation and Support</b>  <a href="http://reynos.com/bio.htm#communityevents">http://reynos.com/bio.htm#communityevents</a></li> <li>• <b>Artist Recognition Award for Community Involvement</b>  <a href="http://reynos.com/ARTIST/LARIMER%20SQUARE%20CERTIFICATION.jpg">http://reynos.com/ARTIST/LARIMER%20SQUARE%20CERTIFICATION.jpg</a></li> </ul>
<p>6.</p>	<p>Collaborate with internal teams to develop and communicate policy positions effectively.</p>	<ul style="list-style-type: none"> <li>• <b>Team Building</b>  <a href="http://reynos.com/bio.htm#teams">http://reynos.com/bio.htm#teams</a></li> </ul> <p>Coalesced staff and management within and <a href="#">across departmental boundaries</a>.</p>

<ul style="list-style-type: none"> <li>■ Stay abreast of relevant laws and regulations for various clients.</li> <li>■ Work closely with internal client teams to ensure client goals and objectives are advanced.</li> <li>■ Analyze proposed legislation and regulatory initiatives to assess potential impacts.</li> <li>■ Prepare reports and briefings for internal and external stakeholders.</li> </ul>	<p>and built teams to achieve strategic business unit objectives: <a href="#">recruitment-based team building</a>; <a href="#">organizational development team building</a>; <a href="#">bargaining unit team building</a>; <a href="#">employee handbook and policy development team building</a>; health benefits and <a href="#">wellness program team building</a>; <a href="#">fund raising and community involvement team building</a>; and <a href="#">employee leadership team building</a>.</p> <p>Trip, it is difficult for me not to overstate the value I feel you have brought to the Human Resources team and to Jeppesen. Your previous experiences have brought Jeppesen a new expertise. Your ability to evaluate the current issues, to develop a method to address these issues and to communicate in a logical and understandable manner has already started to establish more credibility in the compensation area. Because your responses are well researched and well thought out managers and employees are appreciative of the direct answers you give to their questions.</p> <p><b>Gwen Underwood, Manager of Employee Services, Jeppesen</b></p> <p>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."</p> <p><a href="#">Irv Moskowitz, Superintendent, Denver Public Schools</a></p> <p>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.</p> <p><a href="#">John M. Stepien, Regional Vice President, Nationwide Advertising Service</a></p> <p>• <b>Management / Supervisory:</b> <a href="http://reynos.com/bio.htm#scope">http://reynos.com/bio.htm#scope</a></p> <p>Several decades of successful experience hiring, training, developing, compensating, disciplining, and rewarding a quality staff of FLSA exempt and non-exempt human resource professionals.</p> <ul style="list-style-type: none"> <li>■ Promoted 60% of all employees who immediately reported to him.</li> <li>■ As a result of effective recruitment and professional development, I've never terminated any of my reports for cause.</li> </ul> <p>• <b>Character and Scope of Management Style, plus Challenges and Positive Outcomes Achieved</b> <a href="http://reynos.com/bio.htm#management">http://reynos.com/bio.htm#management</a></p> <p>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</p>
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		<p>manufacturing and food industry since 1995. I have requested Trip's HR expertise many times and he successfully helped me through many HR situations ranging from employee relations, compensation and training. He has also helped me in starting my own consulting career. I recommend Trip Reynolds to any employer that is looking for a seasoned, proactive and innovative person. You would not be disappointed.</p> <p><a href="#">Elizabeth "Liz" Laurel, Human Resources Manager, Pacific PreCut</a></p>
7.	Any equivalent combination of training and experience that provides the desirable knowledge, abilities, and skills.	<p><b>Communications</b>  <a href="http://reynos.com/bio.htm#communications">http://reynos.com/bio.htm#communications</a></p> <p><b>Speaking "live" on broadcast television</b>  <a href="http://www.reynos.com/CTI22/letters.htm">http://www.reynos.com/CTI22/letters.htm</a></p>
<b>ESSENTIAL FUNCTIONS IN SUPPORT OF MAYOR / CITY COUNCIL</b>		<b>CANDIDACY OF HAROLD (TRIP) REYNOLDS</b>
8.	Reviews City Council agenda items and identifies issues requiring additional research for council members' consideration; collects and analyzes data to support new legislation and public policy.	<p>CITY OF DALLAS - Robust subject matter expertise in the creation, recruitment, compensation, health benefits administration, and organizational development of <u>all</u> city departments. Personally researched, produced and submitted weekly council agendas (hundreds per year!) for approval by City Council.</p> <ul style="list-style-type: none"> <li>• <b>Successfully and frequently collected, analyzed, and reconciled research to support new or to revise existing city ordinances and public policy.</b></li> </ul> <p style="text-align: center;"><b>Researched, validated salary inequities and change in policy</b>  <a href="http://reynos.com/bio.htm#codallas">http://reynos.com/bio.htm#codallas</a></p>
9.	Evaluates the annual City budget after submission by the Mayor to the City Council; recommends revenue, spending and policy alternatives; develops and controls the City Council Office operating budget and reviews all major expenditures.	<p>Robust subject matter expertise researching, compiling, producing, publishing, reviewing, revising, and forecasting departmental and city-wide budgets, and projected impact of State and Federal budget allocations and/or reductions.</p> <ul style="list-style-type: none"> <li>• <b>Successfully created and implemented original strategies that increased departmental budgets without generating a corresponding increase in salary expenditures and/or a reduction of service delivery.</b></li> </ul> <p style="text-align: center;">At Denver Public Schools - 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.</p>
10.	Addresses citizen complaints; determines appropriate action, oversees research, develops solutions and prepares a response.	Wields robust experience collecting and analyzing comments, questions, and complaints from employees, citizens, vendors, customers, businesses, and politicians from cities, states, the U.S. federal government, and internationally-based businesses and foreign governments.
11.	Represents the City Council at various neighborhood and committee meetings and proposes solutions to	Accustomed to conducting oral formal presentations, seminars, and public speaking on all issues before senior executives, boards of directors, governmental agencies, criminal courts, civil courts, unemployment hearings, worker compensation hearings, print and broadcast media, and numerous employee-oriented encounters which are typically on-demand, unplanned, unscheduled, and one-on-one, or one vs. many.

identified problems; serves as liaison with local and state agencies, businesses, and non-profit organizations.

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. In order to promptly, accurately, and responsibly communicate, it's my practice to maintain an active database (see below) detailing the "public position" of elected officials on "key" policy and governance issues, and equally important, establishing a cross-reference with departmental priorities. **For example:**

**POLICY AND GOVERNANCE**

<b>QUESTIONS</b>	 <b>Governor Jim Pillen</b>	 <b>Legislative District 1 Julie Slama</b>	<p><b>&gt;&gt; Through &gt;&gt;</b>                  (tracked and compiled for every legislative district)</p>	 <b>Legislative District 49 Jen Day</b>
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1. Budget Resolution								
2. Roads Repair								
3. 5 year plan								
4. Rural Development								
5. Urban Development								
6. Cable Franchise								
7. Fireworks								
8. Police Staffing								
9. Fire Staffing								
10. Capital Improvement								
11. General Obligation Bonds								
12. Property Rezoning								
13. Commercial Corridor Overlays								
14. Mixed Use Developments								
15. Sewer Projects								
16. Public Works								
17. Business								
18. Legacy Community								
19. Political								
20. Other								

**GOVERNOR JIM PILLEN'S CABINET PRIORITIES**

Administrative Services –								
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Human Resources								
Administrative Services – Budget								
Agriculture								
Banking and Finance								
Chief Information Officer								
Correctional Services								
Crime Commission								
Economic Development								
Environment and Energy								
Health and Human Services								
Health and Human Services – Medical								
Health and Human Services - Behavioral								
Health and Human Services – Developmental								
Health and Human Services – Long-Term Care								
Health and Human Services – Public Health								
Insurance								
Labor								
Motor Vehicles								
Natural Resources								
Revenue								
Transportation								
Veterans Affairs								
Governor's Office - Communications								
Governor's Office – General Counsel								
Governor's Office – Policy Research								
Military								
State Broadband								
State Fire Marshal								
State Patrol								



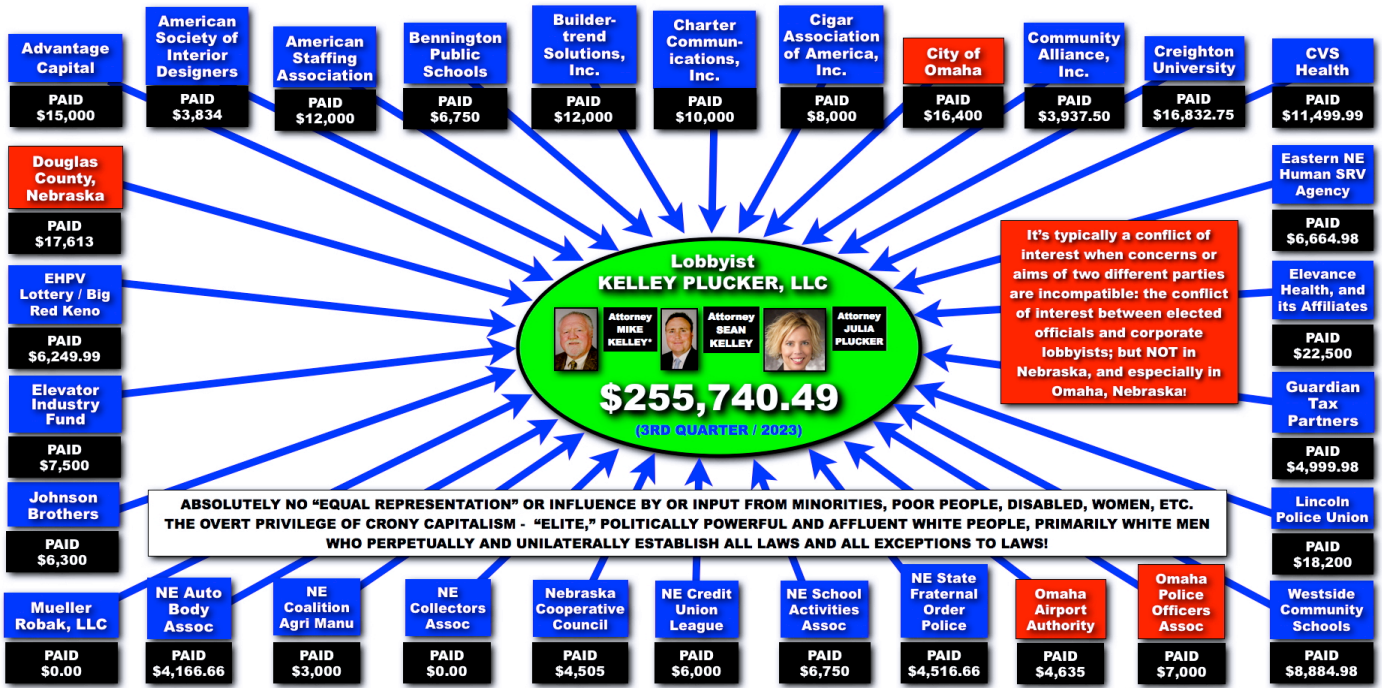
COLLECTS AND ANALYZES DATA TO SUPPORT NEW LEGISLATION AND PUBLIC POLICY.

CANDIDACY OF HAROLD (TRIP) REYNOLDS

Notably, I prepared the following exhibit for a recent client.

**WHO REALLY RUNS OMAHA? It's not your elected officials; it's people who pander info to manipulate the decision making process!**

NEBRASKA REGISTERED LOBBYIST QUARTERLY REPORT (3RD QUARTER) - NADC FORM B - [https://nebraskalegislature.gov/lobbyist/view.php?link=view\\_lobbyist&id=2810](https://nebraskalegislature.gov/lobbyist/view.php?link=view_lobbyist&id=2810)



\* Deceased 09-08-2023

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**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

**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	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 (# 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)		

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

MY ROLE *	EMPLOYER	COMPENSATION RESPONSIBILITY	BENEFITS RESPONSIBILITY
<b>HR Management &amp; Media Relations Consultant</b>	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 / General Mgr</b> (Market share > national avg)	Community Telecast, Inc. – 501(c)(3) cable-based community access TV	Not applicable; lead volunteers	Increased revenue from \$27K to \$95K in 18 months
<b>Manager of Human Resources</b> (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 Manager, Compensation</b> (Designed Intranet 8x faster than HRIS)	Jeppesen/Boeing – Englewood, CO - 2,100 Emp / Private Sector	Total payments: \$80,000,000	Total payments: N/A. Proprietary Boeing Corporation.
<b>Program Director, Compensation</b> (Saved \$7M)	Denver Public Schools – Denver, CO - 17,100 Emp / Public Sector	Total payments: \$425,000,000	Total payments (approx): \$46,441,297
<b>Vice President of Human Resources</b> (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>	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> (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
<b>Global / International Compensation includes comp analysis, salary/rate determination</b> ( <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.			

