

My industry is human resources, which includes successfully directing all compensation and benefits, "Total Rewards," programs in extremely diverse private sector and public sector work environments ranging from less than 100 to over 60,000 employees, including executive compensation (stocks, SEC, payouts, equity, etc.), with an average employee population of 9,611.

TOTAL COMP: 101

<http://reynos.com/totalcomp.htm>

AVERAGE COST OF HEALTH CARE IS 40% OF TOTAL PAYROLL

Employers DO NOT administer employee benefits in return for health maintained.

Your Employees KNOW they're under no obligation to help their employer contain or reduce the cost of health benefits.

PAY FOR TIME WORKED	PAY FOR TIME NOT WORKED	OTHER BENEFITS PAID
<ol style="list-style-type: none"> Salaries (base pay, merit pay, service pay) Overtime Pay (less QT premium pay) Shift Differential Deferred Compensation Special Pay (Assignment pay, Hazardous Duty Pay, Qualification Pay, Certification Pay) Holiday Pay (*Less Holiday Premium Pay) Work-related travel 	<ol style="list-style-type: none"> Sick Leave Vacation Leave Holiday Leave Other Leaves (Jury Duty, Funeral, Emergency, Military, Administrative) Salary Continuance Personal Time Allowance (Paid coffee or meal breaks) Pay in lieu-of vacation Pay in lieu-of sick leave Any incentive pay Any bonus pay Overtime premium pay On-call pay (stand-by) Call-back pay Holiday Premium pay 	<ol style="list-style-type: none"> Pensions Life Insurance (AD & D) Health Insurance (benefits, dental, vision, etc.) Social Security (FICA) Unemployment Insurance Uniforms Uniform Allowance, dry cleaning, etc. Tuition Reimbursement Workers Compensation - Medical Workers Compensation - Weekly Compensation Equipment (Car) Allowance Arbitration Awards Stock Option Plans Profit Sharing Plans Group Savings (Thrift) Plans Employee Discounts Complimentary Gifts Other perquisites (perks): Annual physical exams, financial planning, legal assistance, free parking, holiday parties, etc. Short-term Disability Plans Long-term Disability Plans
<p>Employers DO administer employee compensation in return for satisfactory work performed.</p>		
<p>Total Payroll Cost = Pay for Time Worked + Pay for Time Not Worked</p>	<p>Total Benefit Cost = Pay for Time Not Worked + Other Benefits Paid</p>	

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)	

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.			



Managed and negotiated self-insured and third-party health benefits (above)

> **Health Benefits**

<http://reynos.com/bio.htm#benefits>

> **Compensation and Total Rewards**

<http://reynos.com/bio.htm#compensation>

> **Position Management, Classification, OD**

<http://reynos.com/bio.htm#position>

> **Proprietary Health Benefits Delivery System**

<http://reynos.com/bbop.htm>

> **Personal Commitment to Health and Fitness**

<http://www.reynos.com/Resume/Track/awards.htm>

> **Performance Management**

<http://reynos.com/bio.htm#performance>

> **Job Descriptions**

<http://reynos.com/bio.htm#jobdescriptions>

> **Wellness**

<http://reynos.com/bio.htm#wellness>

- **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; Reynos Consulting; P. O. Box 540862; Omaha, Nebraska 68154 - www.reynos.com – July 2013 to Present - Provide HR, **compensation, benefits, organizational development**, and media relations consulting services to broadcasting, aerospace, IT, financial, gaming, manufacturing/distribution networks, retail, import/export industries, educational, governmental, and various non-profit organizations. *NOTE: As defined by Non-Disclosure Agreements (NDA), client identity and related information is not available.*

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 compensation, HRIS, recruitment, unemployment comp, employee/labor 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: MBA-Completed graduate hours, [Northern Illinois University](http://www.northernillinois.edu), DeKalb, Illinois; [BA - Ottawa University](http://www.ottawa.edu); Ottawa, Kansas, Academic Honors, FCC Certificate; [AA - Garden City Community Junior College](http://www.garden-city.edu), Garden City, Kansas, Academic Honors; [High School Diploma -Wichita Heights High School](http://www.wichita.edu), 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](http://www.fema.gov), [IS-00200](http://www.fema.gov), and [IS-00700](http://www.fema.gov). **references** at: <http://www.reynos.com/bio.htm> and <http://www.linkedin.com/pub/harold-trip-reynolds/4/5b/801>. *I'm available to interview at your immediate convenience!*