

Hello!

Please accept my candidacy for the Executive Director of the Foundation. I'm available for an interview at the Foundation's convenience. As stated in the job posting, the ideal candidate will have:

1. An understanding of and commitment to the United Methodist Church and to the United Methodist churches in Nebraska.

- a. In addition to having a younger brother (Rev. Dr. Wayne M. Reynolds, Sr.) who's been pastoring in the Methodist Church for forty-two-(42) years, my understanding and awareness of the Methodist Church also comes from my entire lifetime as a "P.K." (preacher's kid) of a Methodist minister (Rev. Dr. Everett S. Reynolds) who pastored for sixty-two-(62) years throughout Nebraska, Kansas, Illinois, Missouri, and Arkansas; who likewise, was *also* a P.K. of a Methodist Minister and former District Superintendent (Rev. Dr. Clarence Crosby Reynolds); who likewise was *also* a P.K. of a Methodist Minister (Rev. Abraham Lincoln Reynolds, Sr.) who fathered two sons (Rev. Dr. Abraham Lincoln Reynolds, Jr. and Rev. Dr. Clarence Crosby Reynolds) who also became Methodist ministers. As pictured below, my understanding of the Methodist Church represents an extremely diverse knowledge-base of Methodism acquired from five-(5) consecutive generations of Methodist ministers who pastored throughout the U.S. in various multicultural, rural, and urban environments: <http://www.reynos.com/PREACH.pdf>



- b. My first-hand understanding and awareness of the Methodist Church in Nebraska began in 1953, which includes the first interracial pulpit exchange in 1965; and I've personally traveled to and participated in thousands and thousands of activities at Methodist churches in Nebraska and throughout the United States.
- c. As President/CEO of Community Telecast, Inc., Cox Cable Channel 22 in Omaha, Nebraska, I personally broadcast more "live" and pre-recorded religious programs promoting Methodism (worship services, UMCOR, NUMB Bike for Food, etc.) than any other person in the history of the Methodist Church in Nebraska.

2. Previous experience and expertise in development, planned giving, supervision of staff, and non-profit leadership are highly desired.

a. Development (volunteers and fundraising):

- At National Jewish Medical Research Center (the nation's #1 leading non-profit for respiratory medical research, fundraising, and planned giving) I wrote job descriptions for all development staff positions; conducted recruitment for all development staff; successfully designed and compensated development teams; and conducted performance management.
- At the City of Dallas, at National Jewish Medical Research Center, at Fremont Area Medical Center, and at Community Telecast, Inc., I wrote job descriptions for all volunteer staff positions; conducted recruitment for all volunteer staff positions; successfully designed volunteer teams; and conducted performance management.
- At Community Telecast, Inc., I increased revenue streams and doubled the operating budget in less than 7 months; tripled revenue streams within twenty-four-(24) months.
 - Produced an original public service announcement for the Domestic Violence Coordinating Council, and awarded for such.
 - Produced the "Only A Look" gospel benefit concert, the largest one-time fundraising event for Omaha's Charles Drew Health Center: <http://www.reynos.com/CTI22/onlyalook.htm>

- Produced CTI22 “5K Walk/Run for Minority Health and Fitness,” the largest 5K Walk/Run fundraising event dedicated to minority health and fitness in North Omaha.

*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 **top of Denver hospitals** 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. **Jan M. Swanson, Assistant Campaign Director, Mile High United Way***

b. Planned Giving:

- At Fremont Area Medical Center, managed deferred compensation plans 457(b), 401(a), including eligibility, contribution limits, withdrawals, retirement, and termination; presented and coordinated communication of retirement options through employee orientation, and one-on-one counseling including planned giving; designed and promoted pre-retirement planning seminars in conjunction with the University of Nebraska at Lincoln.
- At the City of Dallas, managed deferred compensation plans [Fidelity Investments] 401(k) and 457, including eligibility, contribution limits, withdrawals, retirement, termination; presented and coordinated communication of retirement options through employee orientation, and one-on-one counseling. Generally, these plans returned greater than 15% annually, and at least 10% annual for the 401k.
- Managed public and private sector compensation and benefit programs from **\$1 million to \$507 million!**

c. Supervision of Staff: <http://www.reynos.com/bio.htm#Scope>

- Thirty years of successful experience hiring, training, developing, compensating, disciplining, and rewarding a quality staff of up to fifteen-(15) FLSA exempt *and* non-exempt direct reports.
- Promoted 60% of all employees who immediately reported to me.
- Have never terminated any of my reports for cause (i.e., I make excellent hires).

d. Non-profit leadership:

- A robust history of *promoting* and consistently *achieving fundraising objectives*, and *leading* community involvement: <http://www.reynos.com/bio.htm#Fund>
 - Volunteer, UNL Husker Track Official
 - Volunteer, Web Master, NebraskaTrackOfficials.org
 - Volunteer, Masters Chair, Nebraska USA Track and Field
 - Volunteer, Web Master, Crete Newspaper
 - Volunteer, President/CEO, Community Telecast, Inc.
 - Volunteer, Colorado Masters Track & Field Club
 - Volunteer, President of Denver Track Club
 - Volunteer, Artist, Larimer Arts Association
 - Volunteer, President, Moyo Nguvu Cultural Arts Center
 - Volunteer, Food Bank of the Rockies
 - Volunteer, Chicago Jaycees

My candidacy represents: (1) robust knowledge of the United Methodist Church, especially Nebraska and Kansas; (2) subject matter expertise managing deferred compensation, fundraising, development, planned giving, and supervision of staff; (3) demonstrated proficiency designing and conducting marketing campaigns designed to achieve strategic business objectives for planned giving, fundraising, and volunteering; and (4) subject matter expertise in all HR disciplines, which includes successfully leading organizational development in both for-profit and non-profit organizations.

Finally, my candidacy represents a commitment to conservative fiscal management, due diligence, and the business acumen to consistently achieve a good return on investment.

Please schedule me for an immediate interview! I look forward to meeting you!



Harold (Trip) Reynolds
402-418-8424 / FaceTime
harold.reynolds@icloud.com
<http://www.reynos.com/bio.htm>

HAROLD (TRIP) J. REYNOLDS • 402-418-8424 • REYNOS.COM/BIO.HTM

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, medial 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

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 less than 100 to over 60,000

Industries – Broadcasting / Aerospace / Public Education / Financial Services / Healthcare / Gaming / Manufacturing / Municipal Government / IT / Retail / Property & Casualty Insurance / Human Resource Consulting / Media Relations, Public Affairs & Marketing

FACTS ABOUT MY CANDIDACY (OVERVIEW)

- **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, and HR Consulting.
- **Created/recruited** over 50,000 jobs.
- Conducted **performance management** (reviewed and approved) over 443,810 employee performance evaluations!
- Directed **health benefits**, and lead and validated a 68% drop in health claims by **health data analysis /wellness program** members vs. a 79% increase in health claims by non-members.
- Produced (filmed and edited) and broadcast over 35,760 hours of **community-based content and media relations**

- SME in all **HR communications**, including newsletters, intranet/HTML, and audio/video.
- 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.
- Never filed any health claims.
- **Never lost a decision to the EEOC**.
- Won 100% of self-represented unemployment claims.

Human Resource Consultant; Reynos Consulting; P. O. Box 412; Crete, NE 68333 - December 1995 to Present [Referral based/freelance HR Consulting] - Provide HR consulting services to broadcasting, health care, aerospace, IT, financial services, gaming, 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, document retention, **report writing, data analytics, bargaining unit analysis and labor relations**, linkage of proprietary legal applications with HRIS, employee relations, **ethics**, and AA/ADA/EEO. Counseled senior management in **organizational development, compensation, benefits**, change management (CM), equity/stock analysis, training, and employee/labor relations, media relations. Won all **EEO claims**; wrote policies/employee handbook/rules.

President/CEO/GM; Community Telecast, Inc. (CTI22.org); Omaha, NE 68111 - December 2007 to June 2013 (Volunteer) - Direct all business operations 24/7/365, including human resources and fund raising [501 (c)(3)], through a constant, accurate reconciliation of expenses, revenue streams, and staff productivity. Doubled CTI22's budget in less than 7 months; increased revenue streams; installed new broadcast technologies; increased broadcast program hours and market share; collected on outstanding account receivables and brought all accounts current; and developed new relationships with the Native American and the Asian community. Broadcast the achievements of and programs of interest for greater Omaha, including business, elected officials, culture/ethics, civic groups, ethnic groups, and non-profits.

Manager of Human Resources; Fremont Area Medical Center; Fremont, NE 68025 - November 2006 to November 2007 [Temporary Employment] - Direct management of compensation, data analytics, health benefits, employment, employee/labor relations, and other HR disciplines for a 252 bed acute care and long-term care medical center. Updated an **inequitably** designed and poorly managed legacy comp and benefit programs. Identified significant **salary inequities** in acute nursing. Completed **revision of Employee Handbook** and Compensation Policy, followed by the scheduled redesign of all job descriptions, all salary schedules, and **recruitment** and **selection** practices. Designed and installed an HR intranet **web site**. Implemented cultural change to standards-based performance management, benefits management, and a proprietary point-factor job evaluation system. Directly managed 2 FLSA exempt Human Resource Generalists, and 2 FLSA non-exempt HR Specialists.

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. Introduced job design and evaluation. Produced original salary schedules for management, non-management, and IT. Consultant to management on equitable application of compensation strategies for department-driven multi-site domestic and international locations. Lead assessment and conversion from proprietary in-house HR job systems to alignment with Boeing's (parent company) Salaried Job Classification System. Created **JeppJobs.com**, an intranet inventory of all company jobs descriptions, salary schedules, and related data analytics. *Designed and installed an intranet web site for subsidiary compensation services (Jeppesen) 8 times faster/more efficient than a similar site managed by the parent corporation (Boeing)*. Compiled and validated merit ratings, merit increases, and bonuses for over 1,400 employees; identified major **deficiencies** in corporate-wide sales and marketing strategies; wrote and implemented Sales Incentive Plans for both U.S. domestic and international sales staff; Established market competitiveness and internal position equity for an \$80 million compensation program/2,000 employees. Worked in conjunction with in-house counsel on additions-to-staff, AA/EEO, ethics, and corporate-wide contract compliance to standards for protection of intellectual property with an emphasis on positions engaged in sales and marketing. Designed and implemented an original salary schedule/job description intranet for the HR department, management and staff. Wrote and implemented Sales Compensation and Incentive Plans for both U.S. domestic and international aviation and marine sales staff. Aligned sales compensation to Business Requirements, IT Development Requirements, plus coordination with sales, customer service and product managers, and budgetary compliance with corporate Finance. Wrote a white-paper to prompt the evolution of product management and sales practices, and the reengineering of related compensation.

Program Director, Compensation; Denver Public Schools; Denver, Co. 80203 - May 1997 to June 2003 [Reduction-In-Force] - 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 \$4.5 million in salary expenditures with \$0 cost of implementation. Successfully managed \$350 million compensation program/17,500 employees. Worked in conjunction with in-house legal counsel on position hierarchy, additions-to-staff, salary placement, ethics, and alignment of positions to legislative oversight. Wrote RFP for HRIS services, and lead conversion from proprietary in-house HRIS system to Lawson. Produced \$12,000 savings in recruitment advertising expenditures with no reduction in services. Provided subject matter expertise to Board of Education, senior management and 9 employee bargaining groups/unions. Designed compensation plans and strategies that achieved recruitment goals for the attraction of retail sales staff for paraprofessional, food services, call center, and skilled trades positions. Created the **HR Department Intranet**, with an inventory of all DPS jobs openings, job descriptions, salary schedules and related data. Revised employee **handbook**.

Vice President of Human Resources; Denver Municipal Federal Credit Union; Denver, Co. 80204 - April 1995 to May 1997 - Successfully directed all HR disciplines, including compensation, benefits, recruitment/selection, training, workers comp, unemployment comp, employee relations, organizational development, CM, etc. Won all EEO claims; wrote AA plans, administrative policies/employee **handbook**/rules. Worked in conjunction with retained legal counsel on non-disclosure agreements and criminal prosecutions. Directed HR services to support increased asset growth from \$50 million to over \$100 million in less than 2 years! Designed compensation plans and strategies that achieved recruitment goals for the attraction of retail sales staff for teller positions and related strategies for cross-promotion of member services/sales. Won 100% of all unemployment claims resulting from involuntary terminations I've directly initiated, and 90% of all other claims! Reduced benefit expenses by 50%! Successfully managed \$1.5 million compensation program/50 employees, change management, training and development. Lead and coalesced peer credit unions by pioneering multiple employer "group" ads to recruit financial services employees! Directly managed 1 FLSA exempt Training Specialist.

Manager of Employment, Compensation, and Employee Relations; National Jewish Medical Research Center; Denver, Co. 80206 - January 1992 to July 1995 - Won all EEO claims; managed AA/EEO/ADA and ER; wrote five AA plans, administrative policies, and employee handbook/rules. Guided retained legal counsel on HR responses to immigration issues, ADA compliance, and criminal prosecutions. Won 100% of all unemployment claims resulting from involuntary terminations I've directly initiated, and 90% of all other claims! Successfully complied with and completed a conciliation agreement with the OFCCP. Successfully managed \$60 million compensation program/1,500 employees, including training, job evaluation, salary surveys, position classification and CM. Created fund-raising positions and updated related (sales) compensation plans (employer lead all metro area non-profits on fund-raising goal achievement). Wrote RFP for HRIS services, and lead conversion from proprietary in-house HRIS system to JDEdwards. Managed recruitment of foreign nationals and directed processing of J1, H1 Visas, etc. Managed HRIS and temporary employee services including RFPs; managed reduction-in-force (RIF). Chaired United Way campaign and lead all Denver hospitals in employee participation. Directly managed 1 FLSA exempt Compensation Specialist, and 2 FLSA non-exempt HR Specialists.

Manager, Personnel Programs; City of Dallas; Dallas, Tx. 75201 - December 1981 to November 1991 - Successfully managed \$507 million compensation program/17,500 employees, including staff and management training, job evaluation, salary surveys, position classification, and CM. Achieved a 68% drop in health claims by health promotion program members vs. a 79% increase in health claims by non-members. Negotiated and managed health benefits; reduced targeted expenses by 50%. Maintained legal compliance with all employment laws. Created and maintained position hierarchy, salary surveys, salary schedules for all legal staff positions including attorneys, paralegals, legal secretaries, word processing pool, etc. Designed salary schedules, job postings, position hierarchy, workflow, etc. Successfully maintained union avoidance. Successfully averted EEO claims and class action initiatives; wrote administrative policies/employee handbook/rules. Managed compensation, benefits [cost containment, deferred comp 401(k) and 457, wellness], HRIS, EAP, and position validation (Uniform Guidelines on Employee Selection). Directly managed 4 FLSA exempt supervisors, 8 FLSA exempt Personnel Specialists, and 3 non-exempt HR Specialists.

[Note: Successful HR experiences in property/casualty insurance, municipal government and HR consulting continues back to 1977!]

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, 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 and work examples at: <http://www.reynos.com/bio.htm> and <http://www.linkedin.com/pub/harold-trip-reynolds/4/5b/801>

References / Letters of Recommendation for Trip Reynolds

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Actual Letters of Recommendation Available At:

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

WHO	WHAT	RECOMMENDATION
<p>Lynn Lamprecht Director of Outreach Services, President/CEO of PROMEDCARE 402-720-8097 lclamprecht@yahoo.com</p>	<p>Years of Acquaintance: 13 Nature of reference: Senior Executive / Colleague</p>	<p>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, Director of Outreach Services, Fremont Area Medical Center</p>
<p>Elizabeth “Liz” Laurel Manager, Human Resources Foxhead Incorporated Distribution Center 4611 New Castle Road Stockton, California 95215 Phone: 209-939-8600 x4971 lizlaurel@foxhead.com</p>	<p>Years of Acquaintance: 27 Nature of reference: Former Employee</p> <p>Mr. Laurel reported to me, as an FLSA exempt Compensation Specialist and for various recruitment activities, when we worked at National Jewish Center for Immunology and Respiratory Medicine (a.k.a. National Jewish Medical Research Center). Ms. Laurel is immediately aware of my skills in developing staff, and my management of compensation, employee relations, and recruitment and selection. An example of our joint work effort: I wrote a RFP for temporary help services and Ms. Laurel and I evaluated vendor responses, interviewed vendors and awarded the contract.</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 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.” Elizabeth “Liz” Laurel, Human Resources Manager, Foxhead Incorporated Distribution Center</p>
<p>Carla Hedrick President/CEO, Denver Community Federal Credit Union 1075 Acoma Street Denver, Colorado 80204 Phone: 303-573-1170 x1703</p>	<p>Years of Acquaintance: 24 Nature of reference: Senior Executive/Immediate Supervisor</p> <p>Ms. Hedrick is chief executive for DCFCU and was my immediate supervisor. She is immediately familiar with my work effort, which included: handling employee relations (progressive discipline, sexual harassment, involuntary terminations, AA/EEO, etc.); successfully winning three (3) EEO decisions [no losses]; updating the employee handbook; designing and communicating compensation structures; conducting an original recruitment advertising</p>	<p>“It is my pleasure to write a letter of recommendation for Trip Reynolds, who served as the Vice President of Human Resources at Denver Community Federal Credit Union for three years. As President/CEO of Denver Community Federal Credit Union, I have had the pleasure of working directly with Trip. Trip has played a pivotal role in developing and implementing the HR programs that make DCFCU strong. His work ethic and communication skills would bring value to any new opportunity he pursues.” Carla Hedrick, President/CEO, Denver Community</p>

	<p>campaign for area credit unions; supporting members services by designing the Member Service Protocols; validating dual controls and assisting with cash counting and depositing of funds at the Federal Reserve; and handling facility management.</p>	<p>Federal Credit Union</p>
<p>Irv Moskowitz (Retired) Director, Urban Education Center, University of Northern Colorado UNC Denver Center Higher Education & Advanced Technology Center at Lowry 1059 Yosemite, Building 758 Denver, Colorado 80230 Phone: 303-365-7631 or (303) 637-4334</p>	<p>Years of Acquaintance: 22 Nature of reference: Senior Executive/Board level</p> <p>Mr. Moskowitz is a previous Superintendent for Denver Public Schools and is familiar with my work product, and my ability to effectively communicate complex issues before senior decision makers and executive boards.</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>Irv Moskowitz, Superintendent, Denver Public Schools</p>

Bernita Mascher, HR Recruiter/Comp Specialist, Fremont Area Medical Center, 450 East 23rd Street, Fremont, NE 68025, 402-941-7366, BMascher@famc.org

Angie Martens, HR Director, Nebraska Cancer Center, 402-719-1798 or 402-955-2697

Dr. Maorong Jiang, Director of the Asian World Center, Creighton University, Becker Hall Suite G25, 2500 California Plaza, Omaha, NE 68178, 402-280-2896

Unabridged Letters of Recommendation Available at:

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

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. (RETIRED)
Gwen Underwood, Manager of Employee Services, Jeppesen 800-353-2107

Trip, Thanks for your contribution this year! You've made a great difference in the way compensation is viewed by the management! Thank you! **Alice DiFraia, Director of Human Resources and Organizational Development, Jeppesen [Terminated] 800-353-2107**

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 has been an invaluable resource for us the past few years. As you are aware, Human resources is a landscape littered with many potential landmines. He has extensive knowledge in this area, and we have always been very comfortable relying upon his advice. Trip has given us excellent counsel on many different situations. He has also composed exceptional documents for us to handle these various situations. Please feel free to contact me regarding Trip Reynolds. I would be happy to give my highest recommendation regarding him and his expertise in the HR field. **Bradley H. Harvey, President/CEO, Horizons North Credit Union**

"While my relationship has been limited with Mr. Reynolds, all of my business negotiations have been very professional. He has followed through and done what he told me he would do, and for this reason by itself, I would certainly look forward to working with him in the future in any capacity he may be in." **Larry Fine, President, Fine & Company Executive Recruiters**

"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**

"I have found you to be my point of contact very frequently over the past three years. I take this opportunity to thank you for those many times you have assisted me in my work. You have always been pleasant, knowledgeable and competent from my point of view." **Betty D. Askew, PBX Supervisor, National Jewish Center for Immunology and Respiratory Medicine**

"...Enclosed in the proposed personnel reorganization of Reunion Arena. This is the result of many hours of working with the Personnel Department over the last 8 months. Individuals with the Personnel Department who have assisted in this effort are Dr. Troy Coleman, Joe Tillotson, Albert Chew, Bill Underhill, Melinda Crayton, and especially Trip Reynolds." **Will Caudell, General Manager, Reunion Arena**

"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." **Rich Palestro, Director of Plant Services, National Jewish Center for Immunology and Respiratory Medicine**

"Trip, I have just reviewed the Affirmative Action Plan and want to congratulate you on a job well done. It is by far the most complete, well organized and accurate plan done during my time at National Jewish. Thanks!" (Retired) **Fred Langille, Executive Vice President/Chief Operating Officer, National Jewish Center for Immunology and Respiratory Medicine 303-388-4461**

"As Manager of Employment, (Trip) demonstrated many innovative approaches to staffing challenges creating more effectiveness within his organization. I can honestly say that I find Trip to be a very bright and capable individual and would recommend his talents to anyone needing a strong human resources individual." **Jay Velinder, Executive Vice President, Talent Tree (Staffing Services)**

"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 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." **John M. Stepien, Regional Vice President, Nationwide Advertising Service 866-627-7327**

"I just want to take this opportunity to thank you for your special assistance at National Jewish Center. As you are aware, the legal matter in which we were engaged required the presentation of a complex set of facts to a government agency. The manner in which you organized the facts was very important to the successful outcome of the case. Since working with you on this project, I have used the system you engineered successfully in other situations. In addition to presenting the facts in an organized, easy to understand fashion, it is a pleasure to work with a person who maintains their objectivity and is able to treat "difficult to handle" people fairly and with concern." **Ann Allott, Attorney at Law, Allott, Engineer & Makar (303) 797-8055**

"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**

"My interaction with Trip has been limited, but positive. In 1991, as a part of the downsizing it was necessary for me to lay-off an employee. I was on sick leave so Trip came to Dallas to handle this and to meet with remaining staff. This was a delicate situation and Trip handled it well!" **Ann J. Stephens, Director/Dallas Regional Office, National Jewish Center for Immunology and Respiratory Medicine**

"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 top of Denver hospitals 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." **Jan M. Swanson, Assistant Campaign Director, Mile High United Way**

"Seldom do people take the time to appreciate the efforts of those around them, however I wanted to do that for Trip Reynolds. Although Trip has never helped me personally with any major projects, I continue to hear good things about him from other employees, particularly those in my department. The impression I have gotten is that Trip takes the time to help others and is genuinely concerned about other people's problems. From a personal standpoint, I can tell you that every time I have ever called to request information, Trip has gotten back to me in less than 24 hours with accurate and precise answers. It is always refreshing to deal with someone with such a positive and helpful attitude, and I didn't want to see his efforts unnoticed!" **Jeryl Feeley, Project Coordinator, National Jewish Center for Immunology and Respiratory Medicine**

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

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