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BAC-5631

Board Name	Career Service Board	Status	New
Salutation		Type	N/A
First Name	LaNee	Preferred Email	laneerey35@gmail.com
Last Name	Reynolds	Other Email	
Contact Name	LaNee Reynolds	Preferred Phone	3035174493
Middle Name		Other Phone	
MMAC Trans. Mode Group			
Other boards or commissions served			

Work and Home Address

Work Address	8101 E. Lowry Blvd. Ste. 120	Home Address	5633 S. Prescott Street
Work City	Denver	Home City	Littleton
Work State	CO	Home State	CO
Work Zip	80230	Home Zip	80120

Additional Information

Are you a registered voter?	Yes	Gender	Female
If so, what county?	Arapahoe	Other Gender	
Denver City Council District No	Unknown	Race/Ethnicity	Asian
Occupation/Employer	Orthopedic Centers of Colorado	Other Ethnicity	
		Objection to appointment?	No
		Special Information	

Reference Details

Reference Name #1	Beverly Razon	Reference Email #1	brazon@copic.com
Reference Phone #1	3036019887		
Reference Name #2	Mary Anne Luty	Reference Email #2	luty-wesley@comcast.net
Reference Phone #2	3035192186		
Reference Name #3	Kristin Stepien	Reference Email #3	kstepien@copic.com
Reference Phone #3	3035882771		
Owner	Denver Integration	Created By	Denver Integration, 11/1/2019 4:52 PM
		Last Modified By	Romaine Pacheco, 11/6/2019 10:03 AM

LANEE REYNOLDS

VALUE PROPOSITION A business and marketing minded human resource executive who makes thoughtful decisions based on understanding the long-term goals of the organization. Intrinsically driven to help transform individuals within the organization to their full potential which, in turn, maximizes operational efficiencies and results. A leader who is authentic in approach, a trusted adviser at all levels of the organization, and brings a good sense of humor to the workplace.

- SKILLS & ABILITIES**
- Innovative problem solver
 - Intrinsically driven and results oriented
 - No surprise leader with clear expectations who provides support to develop team members to maximize performance.
 - Translate business vision into HR initiatives that improve performance, profitability, culture and employee engagement
 - Trainor, mentor and public speaker

EDUCATION NORTHWESTERN UNIVERISTY'S KELLOGG SCHOOL OF MNGEMENT – EMBA
UNIVERISTY OF DENVER – MASTERS OF PROFESSIONAL STUDIES
METROPOLITAN STATE UNIVERSITY – BS MANAGEMENT

PROFESSIONAL EXPERIENCE

VP, HUMAN RESOURCES, COPIC - COLORADO
March 2014 - Present
Protect and preserve the culture of the company, maintaining an average employee tenure of 11 years. Directly manage a budget of over \$2M and indirectly manage a budget of over \$16M. Helped keep operating expense growth, over a five-year period, to 1.4% while expanding our total insured base by 23%. Reduced paid leave liability by over \$700k.

DIRECTOR, HUMAN RESOURCES, COPIC - COLORADO
June 2009 - March 2014
Implemented a results focused work environment shifting salaried employee mind frame away from a clock punching 8 - 5 mentality. Created an environment to push ownership of work and innovative thinking on the way work is accomplished.

HUMAN RESOURCE GENERALIST, COPIC - COLORADO

June 2000 - June 2009

Responsible for the administration of company benefits, compensation, employee development and recruiting functions.

HUMAN RESOURCE GENERALIST, MARKETSTAR - UTAH

1999 - 2000

Focused on Employee Relations internal investigations.

VOLUNTEER

BOARD MEMBER: DOCTORS CARE

BIG BROTHERS BIG SISTERS MENTOR 2.0 PROGRAM

**INTERESTS &
HOBBIES**

READING, HIKING, SKIING, COOKING AND TRAVELING
