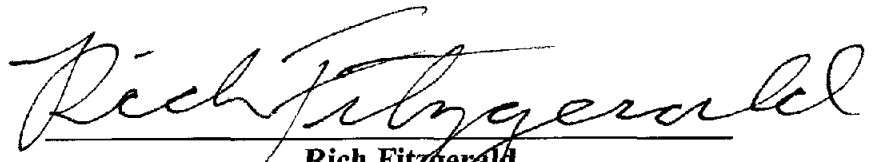


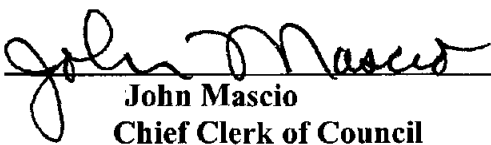
## APPOINTMENT

Approving the appointment of Victor Diaz to serve as a member of the Allegheny County Industrial Development Authority, Allegheny County Hospital Development Authority, the Allegheny County Higher Education Building Authority and the Residential Finance Authority, which comprise the umbrella Authority that is the Finance and Development Commission, for a term to expire on December 31, 2007.

In Council July 5, 2005.

Read and approved by Motion of Council.

  
\_\_\_\_\_  
Rich Fitzgerald  
President of Council

Attest:   
\_\_\_\_\_  
John Mascio  
Chief Clerk of Council



DAN ONORATO  
CHIEF EXECUTIVE

# County of Allegheny

101 COURTHOUSE ♦ 436 GRANT STREET  
PITTSBURGH, PA 15219  
PHONE (412) 350-6500 ♦ FAX (412) 350-6512

June 16, 2005

Honorable Council President and Council Members  
Allegheny County Council  
119 Courthouse  
Pittsburgh, PA 15219

Dear Council Members:

Please find the attached resume of Victor Diaz, whom I am recommending for appointment to the following Authorities: Allegheny County Industrial Development Authority, Allegheny County Hospital Development Authority, the Allegheny County Higher Education Building Authority and the Residential Finance Authority.

These four Authorities comprise the umbrella Authority that is the Finance and Development Commission. Appointments to the individual Authorities are made separate and there are no direct appointments to the Finance and Development Commission. Reference is made to the Commission, regarding its membership or its meetings, only as a matter of convenience and reference point for the Authorities. Mr. Diaz will be filling a vacancy on the Commission and his term will end on December 31, 2007 to the above Authorities.

I appreciate your consideration, and ask you to act on this appointment as quickly as possible. Mr. Diaz will make himself available for review before the appropriate committee if members of Council wish to speak with him.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Onorato".

Dan Onorato

cc: Mr. Victor Diaz

ALLEGHENY COUNTY COUNCIL

'05 JUN 16 am 11:24

# VICTOR H. DIAZ

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100 Oxford Drive, 721  
Pittsburgh, PA 15146  
Phone: 412.696.0073  
Crossroadsbit@att.net

## SUMMARY

Highly successful executive with diverse management experience and proven track record in both domestic and international markets. A strong leader and coach, capable of operating and achieving results in a multi-cultural environment. Possesses an ability to think strategically, improve performance, and build effective teams. Over 20 years experience in Construction Industry. Environmental Science degree from Rutgers University.

## PROFESSIONAL EXPERIENCE

**Crossroads Contracting Corporation** **2002-Present**  
**MBE/DBE Certified Utility Contractor specializing in the rehabilitation of sewer and water using trenchless technology. Responsibilities include General Management of light manufacturing operation, project management of field operations which include:**

- **Chemically treating cured in place pipe liner for various national contractors**
- **CCTV and Cleaning of sewer lines**
- **Project bidding and negotiation with Municipalities**
- **Multiple Project Management Responsibilities.**

**DICK CORPORATION, Pittsburgh, PA (General Contractor/CM)** **2001-2002**  
**Director of Business Development**

- Responsible for entry into the Mexican market at both government and private sectors. Established contact network throughout Caribbean region bringing in project opportunities in excess of \$40 million.

**HILTI LATIN AMERICA, Tulsa, OK** **1997 –2000**  
**(Hilti AG manufactures and sells construction tools and fasteners direct to end users with worldwide sales of over three billion Swiss Francs.)**  
**Vice President Sales, Hilti Mexico**

- Increased sales from \$115.6 to \$175.5 while increasing gross margin from 54% to 61% in the same period.
- Developed and implemented sales compensation plan while restructuring the sales and management group. This concept increased horizontal profit by 3%.
- Developed and implemented a Strategic Business Program. Analyzed sales history, identified large, high potential customers and jobsites and formed a sales management and engineering team specifically for these accounts. This program achieved a 5% total net sale increase. One to one negotiation of contracts that increased sales as much as 200% to specific customer.
- Recognized the need to develop internal candidates as well as high potential external talent. Promoted internal sales managers and successfully hired and developed an external candidate to sales manager in a region that was 37% above plan.
- Actively participated in IT team that implemented a system that changed the sales, billing, and inventory processes from a traditional process to one that met the standards of a multi-national corporation. Direct responsibility for sales and credit processes that resulted in the organization's ISO-9000 certification.
- Developed a sales reporting format that allowed the sales management team to make quick decisions in order to improve and correct performance. These reports led to a more transparent form of doing business, helping the managers control the sales force and improve productivity.

**HILTI CARIBE, Puerto Rico****1990 – 1997****General Manager**

1994 - 1997

**Sales Manager**

1990 - 1993

- Total P&L responsibility. Increased sales in Puerto Rico from \$2.7 to \$3.8 million in a very penetrated and competitive market while increasing horizontal profit by 4%. Highest sales productivity ratio in the Latin American Division. Terminated distributor agreement in the U.S. Virgin Islands and formed a subsidiary that increased sales from \$150,000 to \$500,000 as well as profits. Created an outbound collection position that resulted in reducing DSO from 74 to 62 days.
- Implemented a performance management program that allowed for the development of internal candidates as well as providing personnel for the parent organization (25% promoted to corporate management). Actively recruited and hired a high potential candidate for sales manager succession.
- Led the development of business processes for the organization that eventually resulted in the first ISO-9000 certification for the Latin America region.
- Managed a loose-knit Caribbean distributor network and implemented a partnership based relationship. This concept increased sales from \$1.2 to \$3 million and doubled profits. Direct involvement with training of distributor personnel as well as direct customer contact was the key to the partnership program.
- Implemented computer based account management program, as sales manager, that allowed for timely and accurate analysis of the salesman time and territory management and allowed to focus sales towards high potential opportunities.

**HILTI LATIN AMERICA, Tulsa, OK****1989 – 1990****Sales Manager Mexico and Central America**

Direct responsibility for distributor network that achieved 25% in sales growth throughout the region. Responsible for new product introduction and training in technical aspects to distributor personnel and customers. Negotiated agreements between international accounts working in Latin America that allowed for an international service concept to the customer.

**HILTI USA, Tulsa, OK****1983 – 1988****Territory Sales, South Florida**

1985 – 1988

**Inside Sales/Counter Sales**

1983 – 1984

Responsible for achieving sales and discount targets in a given geographical zone while visiting an established customer base and creating new customers. Responsible for counter sales, inventory, and shipping management as counter sales representative:

**EDUCATION AND PROFESSIONAL DEVELOPMENT****BS, Environmental Science, Rutgers University, New Brunswick, NJ****Fully bilingual (English/Spanish), conversational German.****Numerous Seminars and workshops on topics including:**

- Consultative Selling Key Account/Business Development
- Performance Management
- Management by Objectives
- Successful Management Techniques
- Interpersonal Management Skills
- Innovation Leadership
- President of the Pittsburgh Metropolitan Area Hispanic Chamber of Commerce
- Member of Allegheny County Minority Business Advisory Panel
- Board Member of Pittsburgh Pirates Minority Business Advisory Board
- Member of Three Rivers Wet Weather Science and Technology Panel



OFFICE OF THE COUNTY COUNCIL  
**County of Allegheny**

ROOM 119 • 436 GRANT STREET • PITTSBURGH, PENNSYLVANIA 15219  
412.350.6490 • 412.350.6499 (FAX)

**RICH FITZGERALD**  
DISTRICT 11  
PRESIDENT

June 22, 2005

**CHARLES MARTONI**  
DISTRICT 8  
VICE-PRESIDENT

Victor H. Diaz  
100 Oxford Drive, 721  
Pittsburgh, PA 15146

**JOHN DEFazio**  
AT-LARGE

**DAVE FAWCETT**  
AT-LARGE

Dear Mr. Diaz:

**RON FRANCIS, JR.**  
DISTRICT 1

This is to inform you that Council President Rich Fitzgerald, Chairperson of Council's Committee on Appointment Review, has scheduled an Appointment Review Committee Meeting for 4:00 PM, Thursday, June 30, 2005 in Conference Room One, 119 County Courthouse.

**JAN REA**  
DISTRICT 2

**EDWARD J. KRESS**  
DISTRICT 3

The Councilman requests your presence at the meeting to discuss your nomination for appointment to the following Authorities: Allegheny County Industrial Development Authority, Allegheny County Hospital Development Authority, the Allegheny County Higher Education Building Authority and the Residential Finance Authority. He indicated that those of you that were nominated for reappointment should be prepared to answer questions including how long you have served on the board, your biggest accomplishments on that board, and what you envision your future goals to be if reappointed.

**DOUG PRICE**  
DISTRICT 4

**VINCE GASTGER**  
DISTRICT 5

**JOAN CLEARY**  
DISTRICT 6

**EILEEN WATT**  
DISTRICT 7

Those of you that are new nominees should be prepared to answer questions relative to your background and qualifications and what you hope to accomplish if appointed.

**C.L. JABBOUR**  
DISTRICT 9

If you have any questions regarding this please contact me at 412-350-6495.

**WILLIAM RUSSELL  
ROBINSON**  
DISTRICT 10

**RICH NERONE**  
DISTRICT 12

Sincerely,

**BRENDA FRAZIER**  
DISTRICT 13

John Mascio  
Chief Clerk  
Allegheny County Council

**JOE CATANESE**  
CHIEF OF STAFF

**JOHN MASCIO**  
CHIEF CLERK

JM/fb



**RICH FITZGERALD, PRESIDENT**  
**County of Allegheny**

ROOM 119 • 436 GRANT STREET • PITTSBURGH, PENNSYLVANIA 15219  
412.350.6575 • 412.350.6499 (FAX)  
RFITZGERALD@COUNTY.ALLEGHENY.PA.US

July 11, 2005

Victor H. Diaz  
100 Oxford Drive, 721  
Pittsburgh, PA 15146

Dear Mr. Diaz,

This is to inform you that at the Regular Meeting of Allegheny County Council held on July 5, 2005, Council approved your appointment to serve as a member to the following Authorities: Allegheny County Industrial Development Authority, Allegheny County Hospital Development Authority, the Allegheny County Higher Education Building Authority and the Residential Finance Authority for a term to expire on December 31, 2007.

Congratulations on your appointment and best of luck in this undertaking. We look forward to receiving your recommendations and stand willing to assist you in any way you believe appropriate.

Sincerely,

Rich Fitzgerald, President  
District 11 Representative

RF/fb

**OFFICE OF THE COUNTY COUNCIL**