

Bill No. 4692-09

## APPOINTMENT

Approving the reappointment of Victoria H. Diaz to serve as a member of 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, 2013.

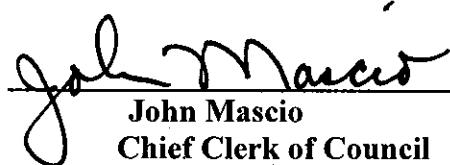
In Council April 21, 2009.

Read and approved by Motion of Council.



Rich Fitzgerald  
President of Council

Attest:



John Mascio  
Chief Clerk of Council



# COUNTY OF ALLEGHENY

4692-09

## OFFICE OF THE CHIEF EXECUTIVE

101 COURTHOUSE • 436 GRANT STREET

PITTSBURGH, PA 15219

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DAN ONORATO  
CHIEF EXECUTIVE

ALLEGHENY COUNTY COUNCIL

March 11, 2009

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

Dear Council Members:

Please find the attached resume of Victor H. Diaz, whom I am recommending for reappointment 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. I am recommending that Mr. Diaz serve a full 5-year term for each of these Authorities, which will expire on December 31, 2013.

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,

Dan Onorato  
Allegheny County Executive

# **VICTOR H. DIAZ**

**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
  - 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
- Successful Management Techniques
- Interpersonal Management Skills
- Innovation Leadership



# COUNTY OF ALLEGHENY

## OFFICE OF THE COUNTY COUNCIL

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March 30, 2009

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

Dear Mr. Diaz:

This is to inform you that an Appointment Review Committee Meetings have been scheduled for 4:00 PM, Wednesday, April 15, 2009 and 4:00 PM, Wednesday, April 22, 2009 in Conference Room One, 119 County Courthouse.

Committee Chair John DeFazio requests your presence at either of the meetings to discuss before the committee your nomination by the Chief Executive for appointment/reappointment 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.

Please be advised that failure to attend either meeting will result in the withdrawal of your appointment and possible resubmission by the Chief Executive at a later date.

Please contact Fomeeka Bey Darwin at 412-350-4303 to inform her of which meeting you will be able to attend.

Sincerely,

John Mascio  
Chief Clerk  
Allegheny County Council



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April 30, 2009

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 April 21, 2009, Council approved your reappointment 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, 2013.

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,

John Mascio  
Chief Clerk  
Allegheny County Council

JM/fb