VICENTE DIAZ SALGADO, ESQ.

Senior Legal and Regulatory Compliance Advisor with extensive experience supporting federally funded procurement, energy infrastructure projects, disaster recovery programs, and legislative initiatives at the territorial, municipal, and federal levels. Brings a multidisciplinary background combining procurement law, regulatory compliance, public policy, and disaster recovery, with hands-on involvement in FEMA Public Assistance, Hazard Mitigation, HUD-funded programs, and large-scale energy procurements.

Demonstrated expertise in legal due diligence, proposal evaluation, contract risk analysis, bid bond validation, and regulatory oversight, ensuring procurement actions are legally defensible, audit-ready, and aligned with federal and local requirements. Proven ability to identify and mitigate legal, financial, and compliance risks through detailed review of contractual exceptions, indemnification clauses, performance guarantees, and ethical standards.

Recognized for effective collaboration with engineering, financial, regulatory, and government stakeholders, including PREB, FOMB, CORE3, FEMA, and legislative bodies. Combines legal practice with executive leadership experience, legislative advisory roles, and disaster response support, contributing strategic legal guidance across the full project lifecycle—from policy development and procurement design through contract execution, regulatory response, and recovery implementation.

Work Experience:

2023 – Present - Regulatory Compliance Services Corp.
Sr. Legal Advisor

- Led the legal review and analysis of proposals submitted for major energy infrastructure projects, ensuring compliance with procurement requirements, applicable laws, and funding regulations. Participated in evaluation committee meetings to assess legal qualifications, contract exceptions, and risk exposure of proponents.
- Review and validate proponents' corporate standing, licensing, and compliance with federal and local regulations, including screenings, conflict of interest disclosures, and subcontractor arrangements.
- Identify and mitigate legal risks within proposals, including liability limitations, indemnity clauses, performance guarantees, and intellectual property concerns.
- Provide legal guidance on bid bond compliance, contract deviations, and clarifications raised during the proposal evaluation and negotiation phases.
- Develop and review procurement documentation, including scopes of work, evaluation criteria, award notifications, and contract attachments, to ensure legal defensibility and audit readiness.
- Advise on resolution of bidder protests, procurement disputes, and contractual conflicts, facilitating responses in coordination with engineering, financial, and regulatory teams.
- Conducted legal due diligence and background reviews on proponents, with a focus on anti-corruption, anti-bribery, and ethical standards.
- Ensure that the procurement process complied with local, federal, and international laws and regulations, including PREB and FOMB oversight protocols.

Regulatory Compliance Services, Corp



Education:

- University of Puerto Rico
  - B.A. Philosophy
  - Specialty on Ethics, Bioethics and Philosophy of Technology
- Eugenio Maria de Hostos Law School
  - Juris Doctor
  - Specialty on contracts, torts, criminal procedure, regulatory compliance and civil rights.
  - Advance courses with Contracts Law & Administrative Law
  - Constitutional and Penal Law Internship Universidad Nacional Mayor de San Marcos, Peru

Skills:

- Management level decision-making skills, organizational and political acumen.
- Regulatory Compliance
- Monitoring and Validation
- Professional history that demonstrates leadership competencies, attributes, and experience.
- Process Improvement
- Strong analytical, problem-solving, and decision-making capabilities.
- Comprehensive understanding of project financial

- Conduct legal due diligence and background checks on proponents, focusing on anti-corruption, anti-bribery, and ethical compliance.
- Develop internal policies and procedures to strengthen legal compliance across procurement operations and collaborate with cross-functional teams to resolve legal issues in alignment with project goals.
- Helped mitigate legal and financial exposure through detailed analysis of contractual exceptions, risk clauses, and compliance gaps.
- Played a key advisory role in multidisciplinary teams tasked with project selection, contract negotiation, and regulatory response strategies.
- Supported FEMA Public Assistance (PA) projects from initial damage identification through ongoing project development, ensuring documentation compliance with federal, state, and local requirements.
- Provided Hazard Mitigation support by identifying, documenting, and aligning mitigation measures with FEMA guidelines during early and mid-stages of the Project Worksheet (PW) process.
- Served as **a** liaison between Recipients/Subrecipients and Core3, facilitating effective communication, document coordination, and issue resolution to advance project milestones.
- Assisted **in** Project Worksheet (PW) development**,** including scope validation, cost documentation, and eligibility support.
- Supported RFP development and launch activities through Power Advocate, providing administrative and operational assistance throughout procurement processes.
- Managed administrative compliance documentation, ensuring continuous adherence to FEMA program and organizational requirements.
- Supported invoicing and reimbursement processes, reviewing supporting documentation for accuracy, completeness, and compliance prior to submission.

2021 – 2024– Senate of Puerto Rico
Legislative Advisor

- Executive director of the Strategic Projects and Energy Commission.
- Analyze legislative bills and reports and provide detailed responses to legislative actions.
- Maintain open communication and establish close working relationships with the Executive Brach governmental bodies, deputy directors, staff principals, appointed officials, staff of federal agencies, boards, commissions, Governor's Legislative Affairs Office, and Senatorial staff.
- Maintain records of past and present actions to provide written advisory to the Senate member's request.
- Monitor, develop and deliver organizational reports and briefings for members of the Senate.
- Monitoring, analyzing and managing assignments related to proposed changes to legislation.
- Experience developing and writing legislative actions including legislative proposals, Senatorial reports and briefings.
- Research and develop requests for information for the Senate as needed under different investigative resolutions purview.
- Advisor support for legislative drafting for public laws or authorization acts.
- Support the legal drafting of key Energy initiatives in consultation with policy makers.
- Review and comment on legal drafts and explanatory memorandum.

management activities.
- Coordination, instruction, negotiation, persuasion, service orientation, social perceptiveness.
- Excellent verbal, interpersonal and written communication skills.
- Strong team builder and team player with proven ability to manage competing priorities, perspectives, and stakeholder needs.
- Responsible attitude, tact, patience and courtesy.
- Challenges assumptions with bold and creative ideas.
- Strong focus on improving inefficiencies and improving processes.
- Ability to be flexible, multitask, prioritize, manage multiple activities simultaneously, and maintain high-quality results in a fast paced, changing environment.
- Clear writing, effective speaking, attentive, openly express ideas.
- Negotiate and resolve differences.
- Lead group discussions.
- Provide feedback, provide well-thought-out solutions.
- Good public speaker.
- Ability to operate under pressure and deliver to demanding deadlines.
- Coordinate tasks, manage projects effectively, plan and arrange activities.
- Self-motivated and goal oriented.
- Accepts responsibility.
- Demonstrated outstanding level of professionalism in proving administrative support, including ability to exercise good judgment, discretion, tact and diplomacy.
- A high degree of adaptability, comfort in establishing new directions, and the ability to manage and adapt to change.
- Able to self-start own improvement initiatives.
- Fluent in Spanish and English (written, oral and reading).

- Train staff on how to consult with policy makers to ensure the laws drafted reflect the policy wishes and decisions of policy makers.
- Track legislation and monitor legislative initiatives within committees as they move through the legislative process from draft to execution.
- Provide advice and assistance leading to measurable improvements in the legislative process; specially focused on increasing the quality, frequency and effectiveness of the consultation process between legal drafters and their staff and other policy makers.
- Effectively communicate key legislative initiatives and priorities Senators and to the public.

2018 – 2021 – Workforce Development Local Area
Executive Director

- Directing the activities and operations of WIOA Title I programs, which includes targeted special population programs, and all other ADW and Youth programs for the Canovanas, Loiza, Rio Grande, Luquillo, Fajardo, Ceiba, Naguabo, Vieques and Culebra Municipalities.
- Supervising and providing direction to Workforce Connections WIOA Title I programs' staff.
- Responsible for overseeing an organization's compliance with government laws and regulations.
- Ensuring that the Local Area functions in a legal and ethical manner while meeting its business goals.
- Working with the Workforce Development Board in identifying potential sites and partners for future expansion of the Title I programs, both geographically and in serving targeted populations.
- Ensuring Title I programs are administered in compliance with applicable regulations and policies; reviewing, interpreting and communicating regulations, policies, and procedures to subordinate staff; directing the system integration of Title I operations with service providers and programs; directing the implementation and monitoring of corrective action plans.
- Directing Title I program planning, development and implementation to ensure responsiveness concerning needs and availability of resources; participating in executive management meetings to recommend new and revised policies and procedures; implementing new programs; reviewing proposed policies and procedures and providing recommendations to administration; compiling and reporting statistical information.
- Directing staff regarding supervision of Title I service provider activities, programs, and support staff to accomplish the goals of the Workforce Development Local Area.
- Directing Title I training and development.
- Directing data quality assurance to address findings, trends, and data related activities.
- Ensuring compliance with all WIOA guidelines pertaining to the Title I programs and seamless integration into the overall system delivery model.
- Ensuring appropriate training is provided to Title I program staff and Title I service providers; delegating authority and responsibility to service providers and staff by defining guidelines to accomplish specific assignments; providing counseling, guidance, and motivation; initiating or carrying out disciplinary actions; establishing Workforce Development Local Area' s Title I performance measure standards and evaluates performance.
- Representing Workforce Development Local Area in the community to recognize, assess, and respond to community needs and concerns; coordinating

- Proficient in various computer operating systems and applications.
- Cross-Functional Collaboration

efforts with various service providers, government officials, professionals, to resolve issues of mutual concern; preparing reports noting trends or escalating issues; responding to request for information from interested parties such as board members, media, government officials and agencies.

- Working closely with the Fiscal department to ensure the appropriate management of resources for Title I programs; to ensure efficient operations and compliance with budgetary limitations; developing and submitting budgetary recommendations to Fiscal department.
- Providing agency-wide oversight related to organizational and professional development of staff related to leadership development, management development, and organizational effectiveness and productivity.
- Coordinating agency-wide staff meetings to provide updates, reports issues, concerns and cross- departmental communications.
- Coordinating analysis of required performance measures and preparing negotiation responses for Title I Youth and ADW programs for state and federal consideration.
- Addressing compliance and performance matters as related to WIOA Title I programs and Department of Labor standards and regulations.
- Coordinating with management to identify potential risks, implementing policies and procedures to uphold laws and regulations, and monitoring the company's adherence to those policies and procedures.
- Compiling and preparing information for reports as needed for presentations to Workforce staff, Consortium, Board, committees, panels, and other interested parties.
- Building and sustaining workable partnerships with community organizations and federal, state, city and county agencies that benefit the One-Stop Center Delivery System as a whole.
- Create and manage effective action plans in response to audit discoveries and compliance violations.
- Regularly audit company procedures, practices, and documents to identify possible weaknesses or risks.

2018 – 2020 – De La Sierra Contractors, Inc.
Owner

- Responsible for making sure that the construction company conducted its business in full compliance with the Stafford Act (PL 93-288)
- Managing all scopes of work assigned to the company related under the FEMA Sheltering and Temporary Essential Power (STEP) program
- Supervision of all contractor roles including the scope of work, cost/schedule requirements, and ensuring the safety requirements are maintained throughout the duration of work
- Ensure construction activities are on schedule and that conflicts and problems are resolved
- Monitor construction activities to be in compliance with the Occupational Safety and Health Administration (PR-OSHA)

2017 – 2018 – United State Forest Service
Group Supervisor

- Organizing and assigning resources into configurations to meet incident and tactical objectives.
- Identifying and determining assigned resources' ability to complete assignment within the time frame to achieve strategies and objectives.

- Coordinating activities with adjacent Divisions/Groups and across functional areas
- Implementing hurricane response actions that have a high potential for success while carefully weighing exposure to operational resources.
- Clearing roads and trails to defined standards, under direction of appointed resource advisors, removing hazards to the public and employees thus allowing access to recreation sites, trailheads, administrative sites, municipal water intakes, communication sites, and research study areas.
- Maintain potable water and a stable power supply to administrative sites occupied by Forest Service employees and cooperating partners.
- Integrating El Yunque National Forest personnel into the Incident Management Team to coordinate recovery efforts and provide for the safety of employees, detailers, contractors, and administrative determined workers in the forest.
- Maintaining and strengthening relationships with partner agencies, organizations, and community groups and members.
- Weighing all recovery actions with the objective of minimizing impacts to natural resources, any identified critical species habitat and prevent the spread of invasive species.
- The work planned, developed, and implemented for the Catalina Water Intake by the Water Group, was accomplished under exceptions within emergency response, United States Forest Service, forest specialist mitigations, forest planning considerations and continual dialogue between the IMT ("Incident Management Team") and the Forest personnel.

2016 – Present – Vicente Diaz Law Offices
Owner

- Handling a diverse docket consisting of Civil, Corporate and Family Law litigation.
- Collected, recorded, organized, and analyzed data relative to research on legal issues.
- Litigation in Civil, Corporate, Criminal and Construction Law.
- Appellate practice in state appellate courts.
- Providing advice on state regulatory matters.
- Drafted and reviewed local legislative measures, administrative resolutions, and legal opinions on matters impacting municipal governance and community development.
- Advised on budget allocations, procurement policies, and public contracting in alignment with applicable laws and oversight guidelines.
- Provided legal support for land use planning, zoning regulations, and infrastructure development projects within the municipality.
- Collaborated with local agencies and external consultants to ensure compliance with environmental, construction, and public safety standards.
- Public Notary.

2009 – 2016 – Velázquez-Travieso & Díaz- Salgado Law Offices
Co-Founder and Partner

- Handled a diverse docket consisting of Civil, Corporate and Family Law litigation.
- Collected, recorded, organized, and analyzed data relative to research on legal issues.
- Prepared pleadings, questionnaires, legal memoranda, and other documents, about Civil, Corporate, Construction, Criminal, Immigration and Administrative Law.
- Litigation in Civil, Corporate, Criminal, Construction, Immigration and

Administrative Law.

- Appellate practice in state appellate courts.
- Provided advice on state regulatory matters**.**
- Public Notary.