

William A. Dietz  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Board of Trustees  
Chancellor's Office  
Foothill-De Anza Community College District  
12345 El Monte Road  
Los Altos Hills, CA 94022

August 14, 2009

Dear Board Members,

I am applying for the Board of Trustee's position because I believe my extensive national and international business experience coupled with my early background in education uniquely qualify me to fill the vacancy and meet my personal goal to give back to our community. After attending your August 3<sup>rd</sup> study session and reviewing your mission, roles, responsibilities, and past board agendas, I am convinced that my thirty years in Silicon Valley human resource management, with its global interconnections and diverse demographics, has prepared me to be a contributing member of the board. Because of my personal and professional investments in the community, I want to work with the board in these challenging economic times to maintain the integrity and high standards of the Foothill-De Anza Community College District.

My experience in human resources has included responsibilities such as recruiting talent, board level decision-making, and international human resource management. As a manager during the good years as well as times of budgetary crisis, I regularly made decisions that impacted thousands of employees and involved multimillion dollar budgets. For example, I often faced pressures from hiring-managers and business competitors to make special accommodations in terms of stock option grants. In all cases, I found alternative solutions for their candidates that did not violate SEC and IRS rules. As a result, none of the companies I worked for had any violations of stock option granting requirements, and their reputations were preserved.

In my business career, I learned the value of maintaining the ethical boundary of the institution. For me, a trustee's ethical decision-making requires an appreciation of the public's trust and a commitment to listening to participants' points of view. I would promote board decisions that consider legal, statutory, fiscal, and fiduciary requirements as well as the needs of the students, faculty, administration, staff, and community. In addition, I would scrutinize and vet actions, behaviors, or decisions to avoid even the appearance of a conflict of interest.

Conflict resolution and negotiations are a part of human resource management. An important element in collective bargaining in a public institutional setting is to ensure, as much as possible, that all parties have clarity on the facts and data. "Good faith" solutions occur when individuals

follow district and contract procedures, eliminate hidden agendas over time, and understand negotiating priorities and weightings. I favor an approach that is collaborative in manner, rather than a zero-sum gain, with an understanding of the board's responsibility to the health and vitality of the district and community.

As a community college graduate, I appreciate the opportunities afforded by a community college experience in terms of providing the foundation for a successful and fulfilling career. During my career in high technology, I have been and continue to be invested in community college education. I attended classes at De Anza, taught an economics class at West Valley, and saw the commitment and results of my wife's ten year contribution as a part-time English instructor at De Anza, West Valley, and Ohlone. Additionally, my son Patrick is taking classes at Foothill and my daughter Lauri is a professor of English at DePaul University in Chicago.

Because of my background, my goal of contributing to our community, and my continuing involvement in education, I would appreciate the opportunity to discuss my candidacy with you.

Thank you for your time and consideration.

Sincerely,

William A. Dietz

# William A. Dietz

[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]

## Professional Experience

### **DIRECT COMPENSATION, Los Altos, CA Human Resources Consultant**

**2005-Present**

Compensation and benefits consulting for organizations including NetManage, The Health Trust, Institute for the Future, and Rambus. Projects include sales plan development, stock option guideline development, salary review administration, benefit plan review, and salary/benefit survey plan development/analysis.

### **3COM CORPORATION, Santa Clara, CA Senior Director of Compensation and Benefits**

**1997-2004**

Global responsibility for compensation and benefit programs including base salary, variable compensation, stock option plan design, benefit plan design, international pooling agreements, and executive compensation. Conducted Compensation Committee Meetings and headed the Board-appointed 401k Committee. Implemented a web-based tool to administer the focal salary review, annual stock option grants, bonus plan, and performance ranking. Integrated compensation and benefit programs required by the merger of 3COM and U.S. Robotics.

### **INTERCONNECT TECHNOLOGY, Sunnyvale, CA and Kuching, Malaysia Vice President of Human Resources**

**1996-1997**

Hired as the fifth employee of a semiconductor wafer fab start-up. Built an international staff in the U.S. and Malaysia and developed a new hire orientation package. Conducted company culture focus groups, developed the communication processes, and implemented policies and procedures, including an expatriate program.

### **SEAGATE TECHNOLOGY, Scotts Valley, CA Senior Director of Compensation and HRIS**

**1995-1996**

Responsible for worldwide pay programs for 90,000 employees in the U.S., Europe, and Asia. Developed stock option guidelines, managed executive compensation, and administered the management bonus program. Managed the compensation requirements for multiple acquisitions, including software and hardware companies such as Conner Peripherals. Developed Seagate's HRIS worldwide systems road map and hired new staff to implement the vision.

### **NATIONAL SEMICONDUCTOR, Santa Clara, CA Director of Corporate Human Resources (1991-1994)**

**1986-1994**

Responsible for corporate employee relations, U.S. affirmative action, and labor relations in Asia Pacific manufacturing plants. Developed and installed gain sharing plans in four Asia Pacific manufacturing plants that paid competitive bonuses against the competition's fixed cost approach. Led a team of HR and line managers that developed a more humane, progressive approach to staff reductions, including a voluntary separation option, extended notice periods, improved severance and benefit coverage, and outplacement assistance which demonstrated the

change in corporate culture. Developed and conducted a customer satisfaction survey that prioritized and established a road map for HR process improvements.

**Director of Compensation and Benefits (1986-1991)**

Worldwide responsibility for compensation and benefits programs including executive bonus plans, stock options, international insurance pooling, retirement plans, gain sharing plans, and wage/salary administration. Human Resources representative on the discovery and due diligence team that led to the successful acquisition of Fairchild Semiconductor by National Semiconductor. Conceived, designed, and implemented a five-year benefits improvement plan to coincide with improved performance resulting from National's reorganization and turnaround.

**VISIC, INC.** San Jose, CA

**1984-1985**

**Director of Human Resources**

Responsible for all HR functions in a start-up electronics company including employee relations, employment training, compensation and benefits, employee communications, and security. Initiated focus groups involving all employees to develop the Visic Vision (culture statement), which was enthusiastically endorsed by senior management.

**INTEL CORPORATION,** Santa Clara, CA

**1976-1984**

**Corporate Human Resource Manager (1982-1984)**

Management responsibilities for college relations, HR training, computer systems, relocation, donations/public relations, as well as strategy and budget development. Planned and delivered a college-recruiting effort that hired 1,200 college graduates in one season and stayed below cost per hire targets. Developed the plans, special policies, and teams that moved 600 employees and their families simultaneously to two new locations. The effort paid special attention to employee needs including communication, cultural adjustment, and spousal placement. Results were published in *Mobility* (magazine of the Employee Relocation Council).

**Corporate Compensation Manager (1976-1982)**

Responsible for non-exempt, exempt, and executive compensation program development and administration. Specific programs included: production bonus incentives, executive incentive plans, sales compensation, stock option plans, and administration of performance review and salary increase programs. Formalized the exempt focal review process by improving the market analysis/budget request methodology and by installing a software solution that recorded rankings, ratings, performance distributions, merit/adjustment budgets, and salary compression models such that all the data/results could be presented to management in a summary fashion with back-up to any depth. Working with the Chairman of the Board, developed and revised the executive bonus plan including revision of targets, measures, caps, automation of calculations/quarterly statements, and the extension of the plan to individual contributors and middle management.

**LITTON MELLONICS,** Sunnyvale, CA

**1973-1976**

**Compensation Manager**

Conducted salary and benefit surveys, prepared job descriptions, and administered the salary review process.

**ARMSTRONG COLLEGE, Berkeley, CA** **1972-1973**  
**Economics Instructor**  
Conducted classes in microeconomics, macroeconomics, and corporate finance.

**STANFORD LINEAR ACCELERATOR CENTER, Stanford, CA** **1970-1972**  
**Budget Analyst**  
Prepared and tracked budgets for high energy physics experiments and equipment acquisitions.

**UNIVERSITY OF WISCONSIN, EAU CLAIRE** **1968-1969**  
**Economics Instructor**  
Conducted classes in microeconomics, macroeconomics, and international trade.

**Education/Affiliations**

M.A. Economics, Northern Illinois University, DeKalb, IL. 1968  
Teaching Assistant 1967-1968. Thesis: "The Economic Effects of Minimum Wage Laws"

B.S.Ed. Economics and History, Northern Illinois University, DeKalb, IL, 1966

A.A. Lyons Township Junior College (now DuPage Community College), LaGrange, IL, 1963

Member of the American Compensation Association  
Member of American Management Association  
Past President of the Peninsula Compensation Association

References provided upon request.