

**From the Dallas Business Journal:**

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# **Carlos Vaz: 40 Under Forty Awards Honoree**

**President and founder, CONTI Organization**

**Premium content from Dallas Business Journal**

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Brazilian-born **Carlos Vaz** tells the story of how at 13 years old, his first job was helping his father at a butcher shop.

When he was a child, if you were walking, he says, you were working.

Vaz is the president and founder of CONTI Organization, a commercial real estate concern that acquires and improves multifamily properties.

He has reached success, he says, through "persistence, determination, faith and the belief that I can't do everything myself. The team is more important."

More than just an apartment investor, it's important to Vaz that CONTI creates a positive impact on the community.

When the company acquires a new property, it injects funds to make improvements.

"We give some simple people respect, and the idea that we care about them, we also let the bad people know that we will not tolerate any disrespect," he says. "It's amazing to see things turning around and the impact of our projects in people's lives."

Compiling the team, and giving them the right tools to execute their jobs using the best of their abilities, has been his greatest challenge.

Although people are used to seeing Vaz working all the time, he insists he does take breaks and enjoys fishing, and **Alan Jackson** music.