

SMALL BUSINESS EXCHANGE

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Vol 35, Edition 47

Weekly Publication 

February 20, 2020

Construction Trends to Watch out for in 2020



[Article was originally posted on www.constructconnect.com]

By Julia Chirichella,

A new decade has begun, and the next ten years are sure to bring advancements in the construction industry that we cannot even begin to imagine. On a smaller scale, trends that are already in the works are likely to evolve and become more common in 2020, and along with the emergence of new trends, these advancements will likely shape the construction industry and how it functions moving forward. Increases in efficiency, sustainability, safety, and more are on the horizon. Below are some construction trends to watch out for in 2020.

Green Construction Processes and Sustainability

Sustainability should be considered in all areas of life, and 2020 will likely see an increase in sustainable efforts in the construction industry. In order to complete major construction projects while conserving the environment at the same time, various steps can be taken. “Green construction” considers the impact of the work on our planet during each step of the construction process, from planning to execution. Sustainable construction efforts include switching to LED lighting wherever possible on construction sites,

as well as developing more effective thermal performance materials to use for buildings constructed in 2020. Green construction processes often allow for the construction of buildings that are both environmentally and economically friendly, which makes this trend appealing for both those who need structures built and those who are doing the building.

Modular Construction Projects

Trends in every industry often emerge due to the desire to make things simpler and more convenient, and this is evident in construction through the rise of modular construction methods. 2020 will likely bring about an increase in modular projects because they save time, money, and energy - office buildings, hotels, apartments, and more come to life through prefabricated pieces. Since the bulk of these buildings is assembled offsite, construction companies do not have to worry about the weather or other external factors that will significantly slow down the construction process. Waste is also reduced through this process because it allows for the easy recycling of unused materials. This process is ideal for repetitive structures and allows for the construction of these structures at a much faster rate.

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High-Speed Rail Authority Issues Draft 2020 Business Plan

The California High-Speed Rail Authority issued its Draft 2020 Business Plan on Wednesday for public review and comment, as the agency seeks to advance California’s leadership in building a modern, clean and sustainable transportation system.

The Draft 2020 Business Plan affirms the policy recommendation to the Authority Board to develop a clean, electrified Merced-Fresno-Bakersfield high-speed rail interim service line in California’s Central Valley with the funding currently available. The plan also outlines major program progress in all three regions of the state – Northern California, Central Valley and Southern California.

Notably, the Draft Business Plan estimates costs consistent with estimates contained within the 2018 Business Plan and 2019 Project Update Report.

“This plan outlines how this program will advance to meet California’s mobility, environmental and economic objectives,” said Authority CEO Brian Kelly. “We are in an exciting time for this project and the electrification of transportation in California. In 2020, there will be 350 miles of electrified high-speed rail in development. In the next 18 to 24 months, we will work to environmentally clear the full Phase 1 system between San Francisco and Los Angeles/Anaheim. This transformation is well underway in California. Now is not the time to turn back,” Kelly said.

The 2020 Business plan outlines the following priorities:

- Complete the 119-mile Central Valley construction segment and lay track pursuant to our federal funding grant agreements with the Federal Railroad Administration;
- Expand the 119-mile Central Valley segment to 171 miles of operable electrified high-speed rail connecting Merced-Fresno-Bakersfield, three of the fastest-growing areas in California;
- Commence testing of electrified high-speed trains by 2025 and put those trains in service by 2028-29;

Environmentally clear all segments of the Phase 1 system between San Francisco and Los Angeles/Anaheim in the next 18-24 months;

- Complete the “bookend” projects we have committed funding to in Los Angeles and the Bay Area—projects valued at more than \$3 billion;
- Pursue additional funding opportunities to prospectively “close the gaps” and expand electrified high-speed rail service to the Bay Area and Los Angeles/Anaheim.

The Authority is proposing to use the funds

available through 2030, projected to range from \$20.6 billion to \$23.3 billion, to:

- Deliver the Merced-Fresno-Bakersfield line
- Environmentally clear the full 520-mile Phase 1 system
- Complete the bookend investments in Northern and Southern California with its regional partners

In the Business Plan, the Authority has also included some notable achievements since the last business plan:

- More than 3,500 construction workers have been dispatched to work on the high-speed rail program in the Central Valley since the start of construction.
- There are currently more than 500 small businesses that have worked with high-speed rail, illustrating the Authority’s commitment to have 30 percent of the project done by small business.
- From July 2006 to June 2019, investment of \$5.7 billion in planning and building, resulting in \$8.1 to \$9.2 billion in economic output.

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PUBLISHED BY SMALL BUSINESS EXCHANGE, INC.
795 Folsom Street, 1st Floor, San Francisco, CA 94107

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U.S. Postage
PAID
San Fran CA 941
Permit No. 820



Uber's new policies could encourage discrimination, advocates fear

By Carolyn Said, San Francisco Chronicle

Advocates for minorities and low-income people fear that Uber's recent overhaul of its ride processes could lead to discrimination against people traveling to neighborhoods some drivers perceive as less desirable.

Drivers can now decline to take passengers to San Francisco's Bayview-Hunters Point or East Oakland, for instance — areas already underserved by transportation.

Uber last week gave California drivers much more autonomy, including the ability to know every ride's destination in advance and to reject ride requests without penalty. The changes are Uber's attempt to shield itself from being forced to reclassify drivers as employees under the state's new gig-work law, AB5, but some outside groups say the overhaul creates conditions for prejudicial treatment.

"We fear this new system could only exacerbate discrimination," said Hana Creger, environmental equity program manager at Oakland's Greenlining Institute, which promotes racial and economic justice. "Drivers could refuse to go to certain neighborhoods they deem as unsafe."

Uber is aware of the increased potential for bias and said it will closely monitor trips for destination discrimination.

"Rejecting requests for discriminatory reasons, including rejecting trips solely to avoid particular neighborhoods, violates Uber's Community Guidelines and California law," it wrote in a blog post to drivers announcing the new ride processes.

Lyft has not matched Uber's change, so Lyft drivers still cannot see their riders' destinations.

Despite Uber's assurances, advocates for minorities remain concerned.

"We have well-developed patterns of racial exclusion in the U.S., whether housing, land use policy or transportation," said Bob Allen, director of the transportation justice program at Oakland's Urban Habitat, a nonprofit advocating for historically disenfranchised communities. "Folks of color, particularly black folks, are not able to get a taxi pickup as often in their neighborhoods. I think it would also be an issue" under Uber's new policies.

A related issue is that drivers might reject less-lucrative short-hop trips, something that seniors and others with mobility issues rely upon. However, that might be mitigated since Uber provides incentives for drivers to complete a certain number of trips within a certain time frame. Uber said it has not seen high rejection rates for short trips since the changes.

Clarrissa Cabansagan, new mobility policy director at TransForm, an Oakland nonprofit working on climate and mobility justice issues, said that independent analysis would be the best way to track destination discrimination.

San Francisco required applicants for its scooter and bike street-rental permits to explain how they'd serve communities of concern and provide ongoing data on that, she noted. (TransForm worked with bike-rental company Motivate, now owned by Lyft, on its inclusion plans and with Lyft on its unsuccessful scooter application.)

But while the city has the authority to regulate bikes and scooters on its streets, it lacks jurisdiction over Uber and Lyft. They are regulated at the state level by the California Public Utili-

ties Commission. That agency requires the companies to provide annual reports on ZIP codes served, but spokeswoman Terrie Prosper said the data are not used to track changes in service by areas.

The agency "is always focused on ensuring non-discriminatory practices by the entities it regulates and utilizes all of its tools and resources to meeting that end," Prosper said.

Uber has started its own studies.

Because the changes were phased in starting in December, the company could compare drivers who knew destinations with those who didn't. It said it looked at acceptance rates for trips going to Bay Area locations identified as communities of concern by the Metropolitan Transportation Commission and did not find any differences in acceptance rates or arrival times.

"So far, we have seen no indication that drivers are accepting trips to disadvantaged areas any less frequently than other areas because of this change, but we are keeping a close eye as these changes roll out more fully across the state," Uber said.

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Construction Trends to Watch out for in 2020

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More Comprehensive Safety Equipment

It is no secret that there is a higher risk of injury in construction than in other industries. In 2020, it is expected that there will be a push for improved safety equipment on job sites. Wearable technology is likely to play a significant role in this development. For example, the use of cooling vests and moisture-wicking fabric reduces the risk of overheating on a job site. Another major trend to emerge is clothing items (boots, pants, etc) that integrate GPS technology so workers can be tracked on-site and a manager can be notified immediately if there is a fall or other accident. Similar technology also allows for the monitoring of workers so that operators are aware when another worker is near their equipment.

Robotics in Construction

Rather than replacing the jobs that humans do on construction sites each day, robotics technologies are allowing for increased productivity and accuracy on job sites, which is sure to continue and advance throughout 2020. Robots can be designed to fulfill a number of different construction-based tasks so that workers can place their focus elsewhere. Drone usage is also likely to increase in construction in 2020 - aerial drones are ideal for surveying job sites and improving the safety and accuracy of the completion of a job.

Virtual and Augmented Reality

Applications for VR and AR in construction increased in 2019, so this is a trend that is sure to continue into the new decade. These technologies allow construction teams to visualize buildings in a more clear way before construction begins, which allows for design optimization

and identification of errors before the building comes to life. Virtual designs of buildings also allow clients to review detailed designs before construction begins. Mixed reality can also be used to view the virtual design of the building along with the physical setting where it will be located, which allows for even more detailed planning and successful execution.

More Effective Project Management Solutions

Project management is constantly evolving and will continue to do so in 2020. Project management software allows those working on a project to track and manage the intricacies of construction with ease, aiding with seamless execution. Improvements in software cover even more areas of construction, such as budgeting and scheduling of work that needs to be done. This type of software also helps managers keep track of important documents related to the project.

It is clear that construction is ever-evolving. The trends of 2020 are sure to reshape and improve the industry, along with sparking new ideas for trends that will come into play even further down the line.

About the Author

Julia Chirichella is a writer working with 360 Industrial Group, a construction company based out of East Rutherford, NJ that specializes in demolition, debris removal, and salvage services. Offering services on both residential and commercial scales, 360 Industrial emphasizes proper project oversight while leaving as little a waste footprint as possible.

SOURCE:

[/www.constructconnect.com/blog/construction-trends-to-watch-out-for-in-2020](http://www.constructconnect.com/blog/construction-trends-to-watch-out-for-in-2020)

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EDITORIAL POLICY—The Small Business Exchange is published weekly. Publication is extended by one day for weeks in which holiday occurs on a Monday.

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The Small Business Exchange is adjudicated as a newspaper of general circulation by the Superior Court of the City and County of San Francisco, State of California, under the date January 29, 1988.

Organized 1984.

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ISSN 0892-5992



Access to Capital

Ready to Grow Your Business?

Citi Launches \$150 Million Fund To Support Minority Businesses, Including Black Firms

By Jeffrey McKinney,

Black businesses with socially-driven concepts can now possibly attain some new capital from Citi.

The support will flow from the new \$150 million Citi Impact Fund. The backing was started to make equity investments in private American companies that have an upbeat effect on society. The New York-based financial-services giant claims it is the largest fund launched by a bank using its own capital.

Citi claims it's actively pursuing opportunities to invest in businesses owned or run by minority and women entrepreneurs. Mature minority-owned businesses can receive investments up to \$10 million. Additionally, early-stage companies can receive seed investments.

Insufficient capital access is still a lingering challenge for black and other minority-owned firms.

"The gender and ethnic gap in the startup world is very real, with reports showing a small fraction of venture capital funding being allocated to women and minority owned startups," Ed Skyler, executive vice president, global public affairs at Citi, said in a release. "Our intention is to not only help these businesses scale and thrive but to also shine a light on the investment opportunities among this pool of often overlooked, high potential entrepreneurs."

The investments will reportedly be dispersed mainly to companies that have established social good business models, prior funding, a sustained customer base, and the capability to

grow in several markets. Citi will take minority stake investments in companies alongside other investors. Companies do not need to be a Citi customer to apply. Business can email impactfund@citi.com to apply for funding, a Citi spokesperson says.

"It takes companies of all sizes to address the challenges our society faces today," Citi CEO Michael Corbat said in a news release. "While Citi's global footprint and scale allow us to use our balance sheet to play an important role, smaller, newer, 'double bottom line' companies play an equally important role in driving change."

Citi, based on its news release, plans to invest capital in companies that are utilizing innovative solutions to help address four societal

challenges:

- **Workforce Development** – solutions that train and connect people to careers.
- **Financial Capability** – solutions that increase access to the financial system.
- **Physical & Social Infrastructure** – solutions that improve an individual's way of life through housing, healthcare, and transportation.
- **Sustainability** – solutions that address issues related to energy, water, and sustainable production.

William Michael Cunningham, an economist and banking expert, says the (Citi funding) is an encouraging move. He added that's not because of the announcement, but because

■ Continued on page 4

California Sub-Bid Request Ad



Is requesting quotes from certified and qualified DBE Subcontractors, Suppliers, and Service Providers for the following (but not limited to) work:

SUBS/SERVICE PROVIDERS

Survey, Traffic Control, Dewatering, Earthwork & Site Prep, Paving, Fencing, Landscape Planting & Irrigation, Rebar, Concrete Pumping, Pre-Engineered Building, Waterproofing, Concrete Protective Liner, Painting, Disinfection, Cathodic Protection, Electrical, Controls & Info System, Trucking

SUPPLIERS

Aggregates, Misc. Metals, CIP Concrete, Doors, Windows, Hardware, Cathodic Protection, Packaged Engine Generator System, Precast Manholes, Precast Vaults

City of Newman
Hexavalent Chromium (Cr6) Compliance
Water System Project
 Located in Newman, Stanislaus County, California
REVISED BID DATE March 23, 2020 at 4:00 p.m.

All Quotes Due Prior

Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Eric Bodyfelt

Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: estimating@sukut.com

Plans/specs are available for viewing at our office by appointment, by Sukut FTP, or from Owner. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Sukut will assist qualified subcontractors in obtaining bonds, insurance, and/or lines of credit. Subcontractors/Vendors will be required to sign Sukut's Standard Subcontract/Purchase Order. Copies are available for examination. Please contact Sukut Construction for assistance in responding to this solicitation.

Sukut Construction's listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all the Subcontractor's conditions or exceptions included with Subcontractor's price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

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LA SKYRAIL EXPRESS™

DBE SUBCONTRACTORS & SUPPLIER BIDS / PROPOSALS AND / OR QUALIFICATIONS REQUESTED

LA SkyRail™ Express (LASRE) is currently seeking Disadvantaged Business Enterprise (DBE) firms to join our team for the upcoming Los Angeles County Metropolitan Transportation Authority (Metro) [Sepulveda Transit Corridor Project](#) (Project) RFP NO: PS66773. The Project will provide rapid transit service between the San Fernando Valley and the Los Angeles International Airport (LAX).

BID / PROPOSAL SUBMISSION DATE FOR RFP NO. PS66773 IS APRIL 1, 2020, AT 2:00 PM PT

DBE Goals for this project are:

- 30% of the PDA Phase 1 Payment Amount
- 25% of the PDA Phase 2 Payment Amount
- 23.50% of the PDA Phase 3 Payment Amount
- 24.94% of the PDA Phase 4 Payment Amount

THIS ADVERTISEMENT IS IN RESPONSE TO METRO'S DBE PROGRAM. PERFORMANCE /PAYMENT/SUPPLY BOND MAY BE REQUIRED.

LASRE is looking for DBE certified firms that provide design/engineering and related professional services for the Pre-Development Agreement (PDA) phase(s) of the Project. Please submit bids/proposals and/or qualifications for the following scopes (but not limited to):

- Architectural / Station Design
- Civil / Street Improvements
- Cost Estimating
- Drainage / Storm water
- Environmental Site Assessments
- Financial
- Geotechnical
- Highway / Roadway
- Landscaping
- Maintenance Facilities Mechanical
- Power / Substations
- Project / Document Controls
- Public Outreach Support
- Right-of-way
- Structures
- Supplemental Surveys
- Systems / Communications
- Traffic / TMP
- Utility Coordination

Metro RFP No. PS66773 (inclusive of any applicable drawings and specs) is available via download at www.metro.net or may be reviewed in our office Monday through Friday, 8:00 am to 5:00 pm by appointment. Bids/Proposals and/or qualifications are required by COB, March 13, 2020, so that all bids/proposals and/or qualifications can be fairly evaluated.

LASRE is an EEO/AA/Vet/Disability Employer

LASRE intends to conduct itself in good faith with all interested subcontractors as well as certified DBE firms looking for subcontract opportunities on this project. Subcontractor may be requested to furnish a bond. If required LASRE will pay bond premium up to 1%. Please contact our DBE Program team via email at joe@moderntimesinc.com or call (213) 810-6111 with any questions or for assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Assistance to DBE subcontractors and DBE suppliers in obtaining bonding, lines of credit, or other capital financing is also available through the DOT Bond Assistance Program at (800) 532-1169. You can learn more about Metro's Contractor Development & Bonding Program (CDBP) at <https://www.metro.net/about/contractor-development-and-bonding-program/>

LASRE Address: 1800 S Figueroa St. Los Angeles, CA 90015



California Sub-Bid Request Ads

TESLA

Tesla, Inc.

Seeks bids from qualified
Ethnic Minority-Owned Businesses
(i.e. certified SBE, DBE, UDBE, WBE, etc.) for
East Bay Municipal Utility District (EBMUD)

Type of Work soliciting for:

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(grading, trenching,
dust and runoff control, etc.)

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Gordon Bloom at gbloom@tesla.com



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Email: BradS@src.com & estimating@src.com

Sub-Bids Requested From
DBE, MBE, WBE, SBE, SBRA, LSAF, HUB
Subcontractors & Suppliers for:

OWNER: CITY OF NEWMAN
HEXAVALENT CHROMIUM (CR6)
COMPLIANCE WATER SYSTEM PROJECT
BIDDING MARCH 23, 2020 AT 4PM.

Scope of Work: Project consists of the completion of Well No. 10 equipping and installation and equipping of a booster pump station, transmission and distribution mains, and water services in Newman, CA. The work includes, but is not limited to: site grading; a new well pump, motor, controls; piping, valves and appurtenances; 1.0 MG water storage tank; three new booster pumps and motors; concrete, electrical work; approximately 463 LF of 8-inch transmission main, 2,723 LF of 16-inch transmission main; 614 LF of 6-inch water services; tie-in to the existing system and associated work, and all other items not mentioned above that are required by the Contract Documents. This project is funded through a Drinking Water State Revolving Fund (DWSRF) with specific requirements for bidding and performance.

DBE Work Available/ Items of Work:

Traffic Control, Erosion Control, Demo, Clear and Grub, Earthwork, Trenching, Paving, Fence, Concrete, Pre-Cast, Metal, Painting, Metal Building, Sign and safety equipment, Storage tank, Pipe, valve, etc, pump treatment system, Electrical, HVAC, Trucking, Rebar, Aggregate Supply, Masonry, Landscaping

If a portion of the work is too large for you to handle, contact us and we will try and break it into smaller portions

Subcontractors and suppliers must be licensed to conduct business in the state of California. Must be able to provide payment and performance bonds provided by approved surety company. SRC will pay bond premium up to 1.5% of subcontract amount and will assist with insurance compliance. SRC will work with subcontractors on joint check agreements. Plans and specs are available for viewing at our Folsom office and upon request will provide FTP site for electronic viewing of project.

Bonding, insurance, lines of credit and any technical assistance or information related to the plans or specifications for the work will be made available. Assistance with obtaining necessary equipment, supplies, materials, or related assistance or services for this project will also be offered.



INVITATION TO PREQUALIFY AND BID FOR POWER GENERATION & DISTRIBUTION UPGRADES AT JOHN WAYNE AIRPORT PROJECT NO: 281-281-4200-P404 APPLICABLE BIDDERS

Manufacturers and Integrators of Battery Energy Storage Systems

APPLICANTS

Prequalified BESS manufacturers and integrators will be eligible to bid the project. If interested in prequalifying and bidding, please contact Veronica Miguel at vmiguel@swinerton.com or 213.896.3439. Do NOT contact the County of Orange, John Wayne Airport, Architect or any of the project Consultants. All queries direct to Swinerton.

REQUIRED SUBMITTALS

1. Swinerton Prequalification, visit:
<http://www.swinerton.com/subcontractors/subcontractor-prequal>
2. Completion of Swinerton Master Service Agreement
3. Completion of Swinerton NDA

DUE DATE FOR PREQUALIFICATION APPLICATIONS

Monday February 24, 2020 1:00PM PST

PROJECT INFORMATION AND DESCRIPTION:

This project is an upgrade to the John Wayne Airport power generation and distribution system (PG&DU Project) located in Santa Ana, Ca. This includes the installation of a microgrid with the key component being the installation of a Battery Energy Storage System with a minimum of 8MWh of battery capacity. Swinerton Builders is requesting proposals from interested and qualified Battery Energy Storage System manufacturers and/or integrators.

DUE DATE FOR BID RFI's

Wednesday February 26, 2020 1:00PM PST

DUE DATE FOR BIDS

Friday, March 13, 2020 at 1:00PM PST

Submit Proposals to Orlando Madrigal

(Preconstruction Manager) at:

omadrigal@swinerton.com

*Swinerton is an Equal Employment Opportunity,
Minority, Women, Disability, and Veteran Employer*

SUBCONTRACTOR (LBE) CONTACT REQUEST

"CONJRFQ2020-02, Audit Services" SUBCONTRACTING SPECIALTIES REQUIRED

Deloitte is interested in bidding on RFQ2020-02, Audit Services for the Controller's Office. We are seeking qualified LBE candidates that are Certified Public Accountants (CPAs), Certified Forensic Accountants (CFAs), Certified Fraud Examiners (CFEs), and Certified Internal Auditors (CIAs) with experience in the following service areas:

- Service Area 1: Performance Audit, Financial Audit and Attestation Engagement (CPA & CIA)
- Service Area 2: Forensic Accounting and Investigative Services (CFA & CFE)
- Service Area 3: Financial, Management, or Accounting Review Services (CPA)

Please contact

Mary Gillis mgillis@deloitte.com,
if you have candidates that meet these qualifications.

Deloitte

555 Mission St. Ste 1400
San Francisco, CA 94105



5225 Hellyer Avenue, Suite #220
San Jose, CA 95138

Phone (408) 574-1400 • Fax (408) 365-9548

Contact: Sheree Schoenherr

Email: estimating@graniterock.com

REQUESTING SUB-QUOTES FROM QUALIFIED MBE, WBE, OBE, SBE, LBE, DVBE SUBCONTRACTORS/SUPPLIERS/ TRUCKERS FOR:

Rodeo Downtown Infrastructure Project
Project No. 0662-6R4125

Owner: County of Contra Costa
Engineers' Estimate: \$715,000

BID DATE: February 25, 2020 @ 2:00 PM

Items of work include but are not limited to: Lead Compliance Plan, Construction Area Signs, Traffic Control, Water Pollution Control, Rock Slope Protection Material, Structure & Concrete Backfill Material, Erosion Control, Minor Concrete, Signs, Midwest Guardrail System, Landscaping, Grinding, Precast Concrete, Striping, Pavement Markings and Trucking.

Granite Rock Company 'Graniterock' is signatory to Operating Engineers, Laborers, Teamsters, Carpenters and Cement Masons unions. 100% performance and payment bonds will be required from a qualified surety company for the full amount of the subcontract price. Bonding assistance is available. Graniterock will pay bond premium up to 1.5%. In addition to bonding assistance, subcontractors are encouraged to contact Graniterock Estimating with questions regarding obtaining lines of credit, insurance, equipment, materials and/or supplies, or with any questions you may have. Subcontractors must possess a current contractor's license, DIR number, insurance and worker's compensation coverage. Subcontractors will be required to enter into our standard contract. Graniterock intends to work cooperatively with all qualified firms seeking work on this project.

We are an Equal Opportunity Employer



5225 Hellyer Avenue, Suite #220
San Jose, CA 95138

Phone (408) 574-1400 • Fax (408) 365-9548

Contact: Kyle Dickson

Email: estimating@graniterock.com

REQUESTING SUB-QUOTES FROM QUALIFIED DBE, MBE, SBE, WBE SUBCONTRACTORS/SUPPLIERS/ TRUCKERS FOR:

Third Avenue Culvert (RDS 17-32) & Third Avenue Bridge (RDS 17-33)

Owner: County of Napa
Engineers' Estimate: \$345,300

BID DATE: February 27, 2020 @ 11:30 AM

Items of work include but are not limited to: Clearing & Grubbing, Erosion and Sediment Control, Traffic Control, Guard Rail, Concrete Barrier, Structure Excavation & Backfill, Structural Concrete, CIDH Concrete Piling, Rebar and Trucking.

Granite Rock Company 'Graniterock' is signatory to Operating Engineers, Laborers, Teamsters, Carpenters and Cement Masons unions. 100% performance and payment bonds will be required from a qualified surety company for the full amount of the subcontract price. Bonding assistance is available. Graniterock will pay bond premium up to 1.5%. In addition to bonding assistance, subcontractors are encouraged to contact Graniterock Estimating with questions regarding obtaining lines of credit, insurance, equipment, materials and/or supplies, or with any questions you may have. Subcontractors must possess a current contractor's license, DIR number, insurance and worker's compensation coverage. Subcontractors will be required to enter into our standard contract. Graniterock intends to work cooperatively with all qualified firms seeking work on this project.

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Citi Launches \$150 Million Fund

Continued from page 3

of the potential that other banks may follow Citi's lead and create additional equity funding vehicles targeted to minority and women businesses.

He noted JPMorgan Chase & Co. reported 2019 earnings of \$36.4 billion, the best year for any U.S. bank in history. Citigroup, which uses Citi as a brand name, posted profits of \$19.4 billion for last year. "With banks reporting record earnings, we expected that they would have to move to address concerns put forward by [Elizabeth] Warren and [Bernie] Sanders on income inequality and fairness," Cunningham says. "In addition, many have raised serious concerns about the gender gap."

Cunningham says the amount of money allocated to other minority groups, including white women businesses, will determine the impact the fund has on the black business sector. "Citi is silent on this, so we will have to wait and see."

Cunningham noted while \$150 million sounds like a lot of money, it is 0.4% of JPMorgan's profits. Cunningham says equity financing needs in the black business sector totals at least \$20 billion, based on an analysis of Federal Reserve data conducted by his firm, Creative Investment Research.

He also pointed out a recent report that revealed black business owners with good credit scores and consistent annual profits were denied business loans from banks. Cunningham added, "there is no reason to believe that this fund will be fairer."

Still, he says, the Citi funding is a positive development.

SOURCE:

www.blackenterprise.com/citi-launches-150-million-fund-to-support-minority-businesses-including-black-firms/

SMALL
BUSINESS
EXCHANGE



California Sub-Bid Request Ads

Balfour Beatty

Project Description: Sterling Natural Resource Center (SNRC)
Project Location: 25376 5th Street, San Bernardino, CA 92410
Owner: East Valley Water District
Bid Date: Thursday March 19, 2020

SUBCONTRACTOR BIDS ARE SOUGHT FOR THE FOLLOWING TRADE(S)

Balfour Beatty Infrastructure, Inc. is the Design Builder on this project. We are soliciting proposals for **Bid Packages #06 Millwork and Cabinets; 08A Aluminum Storefront & Glazing; 08B Overhead Coiling Door; 09A Metal Framing, Drywall, Doors & Hardware, Fiber Cement Board, Insulation; 09B Tile; 09D Acoustical Ceilings and Wall Panels; 10A Specialties**; at this time. This is a \$150M progressive design-build project funded by the California State Revolving Fund (CASRF) and as such Balfour Beatty is seeking interested Disadvantaged Business Enterprises (DBE) as defined by the CASRF Guidelines (including MBE, SBE, SBRA, LSAF & HUB). Prospective bidders must be certified by SBA, CDOT, or USEPA at the time of bid opening make good faith efforts to hire San Bernardino/ Highland Area residents This project is also to include implementation of American Iron and Steel (AIS) provisions of P.L. 113-76, Consolidated Appropriations Act, 2014. Balfour Beatty is a Union Contractor and Subcontractors must abide by the terms and conditions of the applicable contract documents. Proposals must be valid for ninety (90) days from the time of submission.

PLANS & SPECIFICATIONS: Project Bid Documents may be viewed at BBII's office by appointment. For your convenience, you may also view and download plans by following this link maintained by BBII: <https://secure.smartinsight.co/#/PublicBidProject/411236>

Subcontractors and Suppliers are responsible for reading and acknowledging all Specifications and Addenda.

BONDING & INSURANCE: Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract, by an admitted surety subject to approval by BBII. Bonding cost assistance is available. Subcontractors should expect to sign the standard BBII subcontract agreement and provide a waiver of subrogation. Please contact BBII at 707-427-8900 for bonding and other types of assistance.

QUESTIONS: For questions regarding the bid, please contact Carla Becker at 909-751-4025
 Email: cbecker@balfourbeattyus.com, or in writing to: PO Box 1786, San Bernardino, CA 92402

Balfour Beatty Infrastructure, Inc. is bidding as a Prime contractor and encourages all qualified Subcontractors and Suppliers to submit quotations for the following project. Balfour Beatty is a Union Contractor and Subcontractors must abide by the terms and conditions of the applicable Prevailing Wages. This project has DBE, MBE, WBE goals and prospective bidders must be certified by bid opening.

Project Description: Brentwood Wastewater Treatment Plant Expansion - Ph.2

Project Location: Brentwood, CA
Owner: City of Brentwood
Contract No.: 592-59140
Bid Date: Prime Contractors: **Tuesday, March 17th, 2020 at 2:00pm**
 Subcontractors: **Scope Letters due: Thursday, March 12th at 2:00pm**
Quotes due: Monday, March 16th at 2:00pm

This is a design-bid-build project and subcontractor scopes must be based on the General/Special Provisions, and the Project Definition and Reference Documents provided. It is recommended that interested subs contact Balfour Beatty Infrastructure well ahead of the due date to discuss scope and quantities.

TRADES BEING SOUGHT FOR BID ARE LISTED IN THE LINK BELOW

PLANS & SPECIFICATIONS: Project Bid Documents may be obtained from the Project Owner or you may view them at BBII's office by appointment. For your convenience, you may also view and download plans by following this link maintained by BBII: <https://secure.smartinsight.co/#/PublicBidProject/497656>

Subcontractors and Suppliers are responsible for reading and acknowledging all Specifications and Addenda.

BONDING & INSURANCE: Please see Bid Documents for bonding and insurance requirements. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract, by an admitted surety subject to approval by BBII. Bonding cost assistance is available. Subcontractors should expect to sign the standard BBII subcontract agreement and provide a waiver of subrogation. Please contact BBII at (707) 227-8500 for bonding and other types of assistance.

QUESTIONS: For questions regarding the bid, please contact Erik Golub at (707) 227-8500, fax: (877) 763-4002, email: ewr@balfourbeattyus.com, or in writing to: 5050 Business Center Drive, Suite 250, Fairfield, CA 94534.

Quotations must be valid for the same duration as specified by the Owner for contract award. Conditions or exceptions in Subcontractor's quote are expressly rejected unless accepted in writing. Subcontractor scope (including any conditions or exceptions) is required **one week prior to bid deadline**, to allow proper evaluation. To assist DBE Subcontractors and Suppliers, we will divide total scopes into smaller tasks or quantities, and if necessary, adjust schedules to permit maximum participation by DBE firms. Subcontractors are required to indicate all lower-tier DBE participation offered on their quotation.

Balfour Beatty Infrastructure, Inc. is an Equal Opportunity Employer & A Union/Prevailing Wage Contractor, License No. 664318



Kiewit Infrastructure West Co.
 4650 Business Center Drive Fairfield, CA 94534
 Attn: Victor Molina • norcal.bids@kiewit.com
 Fax: 707-439-7301

Requests quotes/bids from qualified Subcontractor, Service Providers, Consultants, and/or Suppliers seeking to participate in the City of Santa Cruz, Newell Creek Dam Inlet/Outlet Replacement Project in the San Lorenzo Valley, CA.

<http://www.mbdba.org> / <http://www.epa.gov> / <http://www.sba.gov> / www.californiaucp.org

Subcontractors and Suppliers for the following project:

Newell Creek Dam Inlet/Outlet Replacement Project CWO: 19-013

Owner: City of Santa Cruz
Bid Date: March 5, 2020 @ 1:00 P.M.

Disadvantaged Business Enterprises (DBEs)

Minority Business Enterprise (MBE), Women Business Enterprise (WBE), Small Business Enterprise (SBE), Small Business in a Rural Area (SBRA), Labor Surplus Area Firm (LSAF), or Historically Underutilized Business (HUB) Zone Businesses wanted for the following scopes, including, but not limited to:

Aggregates • Anchoring • Concrete Pumping • Concrete Supply • Concrete Reinforcement • Cast-in-Place Concrete • Concrete Forms & Accessories • Concrete, Precast • Carpentry • Clear & Grub • Drilling & Blasting Geotechnical Monitoring • Grouting • Demolition • Dewatering • Diving • Electrical • Erosion Control Equipment • Hydroseeding • Instrumentation & Controls • Masonry • Metals • Openings • Paintings & Coatings CISS Piling • Piping & Valves • QA/QC • Roofing • Rip-rap • Shoring • Sheet Metal • Shoring • Shotcrete Structural Steel • Specialties • Street Sweeping • Surveying • SWPPP • Temp Utilities • Thermal & Moisture Protection • Trucking & Hauling • Tree Removal • Water Truck

Non DBE firms are encouraged to contract with a group of lower tier DBEs or individual DBEs.

Subcontractor and Supplier Scopes are due February 28, 2020 and Quotes NO LATER THAN March 4, 2020 at 5 PM.

Plans are available for viewing at our office at our address below and through SmartBidNet (SBN).

All subcontractors that are registered in our SBN database will receive an invitation to bid.

Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company to be able to receive bidding information, Plans and Specifications.

Performance and Payment Bonds may be required for Subcontractors and Supply Bond for permanent material Suppliers on this project.

CA Drinking Water State Revolving Fund (DWSRF) applies

Water Infrastructure Finance and Innovation Act (WIFIA) applies

American Iron and Steel requirements apply Davis-Bacon Wages apply

CA Lic. 433176
 DIR #: 1000001147
 An Equal Opportunity Employer



Kiewit Infrastructure West Co.
 4650 Business Center Drive Fairfield, CA 94534
 Attn: Victor Molina • norcal.bids@kiewit.com
 Fax: 707-439-7301

Requests quotes/bids from qualified Subcontractor, Service Providers, Consultants, and/or Suppliers seeking to participate in the City of San Mateo, Underground Flow Equalization System (UFES) Package Project in San Mateo, CA.

<http://www.mbdba.org> / <http://www.epa.gov> / <http://www.sba.gov> / www.californiaucp.org

Subcontractors and Suppliers for the following project:

Underground Flow Equalization System Package Project Project No.: 465003-46514-0553-46320

Owner: City of San Mateo
Bid Date: March 5, 2020 @ 2:00 P.M.

Disadvantaged Business Enterprises (DBEs)

Minority Business Enterprise (MBE), Women Business Enterprise (WBE), Small Business Enterprise (SBE), Small Business in a Rural Area (SBRA), Labor Surplus Area Firm (LSAF), or Historically Underutilized Business (HUB) Zone Businesses wanted for the following scopes, including, but not limited to:

Aggregates • Asphalt Paving • Concrete Pumping • Concrete Supply Concrete Reinforcement • Minor Concrete Cast-in-Place Concrete • Concrete Forms & Accessories • Concrete, Precast • Grouting • Deep Soil Mixing Demolition • Dewatering • Drywall • Electrical • Erosion Control • WTP Equipment • Fencing & Gates • Fire Detection & Alarms • Flooring • FRP Tanks • Geotextiles • HVAC • Horizontal Drilling • Instrumentation & Controls • Joint Sealant • Landscaping • Masonry • Metals • Openings • Metal Decking • Micropiles • Paintings & Coatings • Pavement Markings • Piling • Piping & Valves • Roofing • Signage • Sheet Metal • Shoring Structural Steel • Specialties • Street Sweeping • SWPPP • Thermal & Moisture Protection • Tiebacks • Trucking & Hauling • Tree Removal • Water Truck

Non DBE firms are encouraged to contract with a group of lower tier DBEs or individual DBEs.

Subcontractor and Supplier Scopes are due February 28, 2020 and Quotes NO LATER THAN March 4, 2020 at 5 PM.

Plans are available for viewing at our office at our address below and through SmartBidNet (SBN).

All subcontractors that are registered in our SBN database will receive an invitation to bid.

Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company to be able to receive bidding information, Plans and Specifications.

Water Infrastructure Finance and Innovation Act (WIFIA) applies

American Iron and Steel requirements apply Davis-Bacon Wages apply

CA Lic. 433176
 DIR #: 1000001147
 An Equal Opportunity Employer

High-Speed Rail Authority Issues Draft 2020 Business Plan

Continued from page 1

- 36 active or completed construction sites in the Central Valley, which is an increase of 17 over the past year.

With the release of the 2020 draft business plan, the Authority is now seeking input as part of a 60-day public comment period that started February 12 and closes April 12.

The Authority is providing the following options for submitting comments:

- Online comment form through the Draft Business Plan website;

- By email at DraftBP2020@hsr.ca.gov;
- By U.S. mail to the Authority:
 California High-Speed Rail Authority
 Attn: Draft 2020 Business Plan
 770 L Street, Suite 620 MS-1
 Sacramento, CA 95814
- By voicemail at 916-384-9516.
- In-person at a Board of Directors Meeting on February 18 in Sacramento or March 17 in Los Angeles.

SOURCE: scvnews.com

CAHILL CONTRACTORS LLC requests bids from Certified SBE Subcontractors and Suppliers for the following EARLY TRADES ONLY:

Demolition / Earthwork / Drilled Piles (Design-Build) / Shoring (Design-Build)

BALBOA PARK UPPER YARD - DESIGN BUILD BID

2340 San Jose Ave, San Francisco CA

This is an SFCMD project with construction workforce and prevailing wage requirements.

BID DATE: 3/13/20 @ 2 PM

Voluntary Pre-bid Meeting: TBD

BID DOCUMENTS: Please contact Colby for access to documents on BuildingConnected.

CONTACT:

Colby Smith at estimating@cahill-sf.com, (415) 677-0611.

CAHILL CONTRACTORS LLC requests bids from Certified SBE Subcontractors and Suppliers for ALL trades EXCEPT:

Fire Sprinkler / Exterior Building Maintenance / Solar / Piles / Elevators / Modular

MISSION BAY SOUTH BLOCK 9 - REMAINING TRADES

410 China Basin, San Francisco CA

This is an OCII project with construction workforce and prevailing wage requirements.

BID DATE: 3/18/20 @ 2 PM

Voluntary Pre-bid Meeting: 3/4/20 @ 3PM

425 California St., Suite 2200
 San Francisco, CA 94104

BID DOCUMENTS: Please contact Colby for access to documents on BuildingConnected.

CONTACT:

Colby Smith at estimating@cahill-sf.com, (415) 677-0611.



California Sub-Bid Request Ads

DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909
Dublin, CA 94568-2909
(925) 829-9220 / FAX (925) 803-4263
Estimator: JIM YACKLEY
Website: www.desilvagates.com
An Equal Opportunity/
Affirmative Action Employer

DeSilva Gates Construction (DGC)
is preparing a bid as a Prime Contractor
for the project listed below:

CALTRANS RTE 50 - STATE HIGHWAY IN EL DORADO COUNTY IN AND NEAR PLACERVILLE FROM MOSQUITO ROAD UNDERCROSSING TO SCHNELL SCHOOL ROAD UNDERCROSSING AND FROM 0.2 MILE WEST OF STILL MEADOW ROAD TO 0.2 MILE EAST OF CARSON ROAD

Contract No. 03-4E62U4
Federal Aid Project No. ACNH-P050(152)E
Disadvantaged Business Enterprise Goal Assigned is 16%

OWNER: STATE OF CALIFORNIA
DEPARTMENT OF TRANSPORTATION
1727 30th Street, Bidder's Exchange, MS 26,
Sacramento, CA 95816

REVISED BID DATE: MARCH 4th, 2020 @ 2:00 P.M.

DGC is soliciting quotations from certified Disadvantaged Business Enterprises, for the following types of work and supplies/materials including but not limited to:

AC DIKE, BIOLOGISTS CONSULTANT, BRIDGE DECK RESURFACING, BRIDGE, CLEARING AND GRUBBING/DEMOLITION, CONCRETE BARRIER, CONSTRUCTION AREA SIGNS, ELECTRICAL, EROSION CONTROL, FENCING, LANDSCAPING, LEAD COMPLIANCE PLAN, METAL BEAM GUARDRAIL, MINOR CONCRTE, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, STRIPING, SWPPP PREP/WATER POLLUTION CONTROL PLAN PREPARE, TEMPORARY EROSION CONTROL, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, ASPHALT BINDER.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php

Fax your bid to (925) 803-4263 to the attention of Estimator Jim Yackley. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at www.dir.ca.gov/Public-Works/PublicWorks.html

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SBTRCs). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.

DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909
Dublin, CA 94568-2909
(925) 829-9220 / FAX (925) 803-4263
Estimator: JACK SHEWMAKER
Website: www.desilvagates.com
An Equal Opportunity/
Affirmative Action Employer

DeSilva Gates Construction (DGC)
is preparing a bid as a Prime Contractor
for the project listed below:

YOSEMITE SLOUGH NORTH SHORELINE PARK IMPROVEMENTS - PHASE 2A CANDLESTICK POINT STATE RECREATION AREA No. C19E0039

Disadvantaged Veteran Business Enterprise
Goal Assigned is 6%

OWNER:
STATE OF CALIFORNIA
NATURAL RESOURCES AGENCY
DEPARTMENT OF PARKS AND RECREATION
One Capitol Mall, Suite 410,
Sacramento, CA 95816

BID DATE: FEBRUARY 26TH, 2020 @ 2:00 P.M.

DGC is soliciting quotations from certified Disadvantaged Veteran Business Enterprises and Small Business Enterprises, for the following types of work and supplies/materials including but not limited to:

CONCRETE (CURB, GUTTER, SIDEWALK), BRICK PAVERS, FENCING/GATES, UNDERGROUND (STORM, SEWER, WATER), ELECTRICAL (STREET LIGHT), STRIPE/SIGNS, LANDSCAPE & IRRIGATION, EROSION CONTROL SEEDING, TRUCKING, SWEEPING, AGGREGATE BASE SUPPLY AND ASPHALT CONCRETE SUPPLY.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at Department of General Services' (DGS) website at: <https://caleprocure.ca.gov/pages/Events-BS3/event-search.aspx>

- Event Name: C19E0039. Fax your bid to (925) 803-4263 to the attention of Estimator Jack Shewmaker. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at www.dir.ca.gov/Public-Works/PublicWorks.html

If you need DVBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SBTRCs). DGC is willing to breakout portions of work to increase the expectation of meeting the DVBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.

DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909
Dublin, CA 94568-2909
(925) 829-9220 / FAX (925) 803-4263
Estimator: JIM YACKLEY
Website: www.desilvagates.com
An Equal Opportunity/
Affirmative Action Employer

DeSilva Gates Construction (DGC)
is preparing a bid as a Prime Contractor
for the project listed below:

CALTRANS ROUTE 162 CONSTRUCTION ON STATE HIGHWAY IN GLENN COUNTY NEAR WILLOWS FROM 2.3 MILES EAST OF NYE CREEK BRIDGE TO 0.2 MILE WEST OF ROUTE 162/5 SEPARATION

Contract No. 03-1G6704,
Federal Aid Project No. ACST-S162(041)E

Disadvantaged Business Enterprise Goal Assigned is 12%

OWNER: STATE OF CALIFORNIA -
DEPARTMENT OF TRANSPORTATION
1727 30th Street, Bidder's Exchange, MS 26,
Sacramento, CA 95816

BID DATE: FEBRUARY 26, 2020 @ 2:00 P.M.

DGC is soliciting quotations from certified Disadvantaged Business Enterprises, for the following types of work and supplies/materials including but not limited to:

AC DIKE, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, METAL BEAM GUARDRAIL, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TRUCKING, WATER TRUCKS, STREET SWEEPING, RUBBERIZED HMA (GAP GRADE) MATERIAL, ASPHALT BINDER.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php

Fax your bid to (925) 803-4263 to the attention of Estimator Jim Yackley. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at www.dir.ca.gov/Public-Works/PublicWorks.html

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SBTRCs). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.

DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909
Dublin, CA 94568-2909
(925) 829-9220 / FAX (925) 803-4263
Estimator: VICTOR LE
Website: www.desilvagates.com
An Equal Opportunity/
Affirmative Action Employer

DeSilva Gates Construction (DGC)
is preparing a bid as a Prime Contractor
for the project listed below:

HESPERIAN BLVD. CORRIDOR IMPROVEMENT PROJECT FROM EMBERS WAY TO WEST A STREET, SAN LORENZO AREA, ALAMEDA COUNTY
Specification No. 2385
MBE Goal - 15% WBE Goal 5%

OWNER:
COUNTY OF ALAMEDA

951 Turner Court, Room 300, Hayward, CA 94545
NEW BID DATE: FEBRUARY 25, 2020 @ 2:00 P.M.

DGC is soliciting quotations from certified Minority Business Enterprises and Women Owned Business Enterprises, for the following types of work and supplies/materials including but not limited to:

ADJUST IRON, CLEARING AND GRUBBING/DEMOLITION, CONSTRUCTION AREA SIGNS, ELECTRICAL, FENCING, HAZARDOUS MATERIAL, LANDSCAPING/IRRIGATION, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, PAVING STONE, ROADSIDE SIGNS, STRIPING, SURVEY/STAKING, SWPPP PREP/WATER POLLUTION CONTROL PLAN PREP, TEMPORARY EROSION CONTROL, TRAFFIC CONTROL SYSTEM, UNDERGROUND, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php

Fax your bid to (925) 803-4263 to the attention of Estimator Victor Le. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at www.dir.ca.gov/Public-Works/PublicWorks.html

If you need MBE/WBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SBTRCs). DGC is willing to breakout portions of work to increase the expectation of meeting the MBE/WBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.

Business Toolkit

The Fundamental Home Office Setup Guide for Your Small Business

By Julie Morris,

If you own a home-based business, you need a dedicated workspace. A home office helps to create a physical and mental boundary between your work and home life, a necessity when the two exist under the same roof! This is essential for avoiding distractions and working efficiently. Establishing a home workspace will also help you control all of that work-related clutter that tends to pile up around your house. If your small business could use its own dedicated space, check the following tips to plan the perfect home office for your needs.

Making Space

First, carve out a physical space in your home for your new office. A guest bedroom, garage, or empty basement might work perfectly. You could even work out of a separate structure on your property, like a garden shed, as long as you're willing to invest in a few modifications—these structures typically lack windows and electrical hookups. Just make sure whatever space you find is large enough for your needs. Working out of different locations in your home is inefficient!

If your business has completely outgrown your home and you just can't find space for a comfortable office, it may be time to move. You can keep the home buying process as simple as possible by following important steps along the way. For example, Redfin recommends starting your housing search by calculating how much you can afford and getting pre-approved for a mortgage.

Determining Your Needs

Once you have found a room or building for your office, think about the equipment, furniture,

and storage solutions you need. If you spend most of your day at a computer, you will need a reliable internet connection, a good quality chair, and a simple desk. Ensure that your desk is large enough to hold papers and computer equipment without causing clutter chaos! If you will be meeting with clients, incorporate some professional décor and guest seating into your design plan. Business owners who build or craft products may have to include substantial storage space for supplies and tools.

Be careful to consider your workflow as you plan out your office layout. Position desks, tools, and storage solutions strategically to maximize your efficiency and reduce distractions. For example, ClutterBGone recommends creating a dedicated mail center, a printing space, and a file system for managing paper clutter.

Reducing Distractions

Household distractions are the enemy of every home-based business owner. When setting up your home office, pay special attention to sights and sounds that may be distracting. Can you hear the living room television from your office? Does your office window face a busy street? Will your children be tempted to visit you while you're working? Don't assume that you will be able to "tune out" distractions. Plan ahead to create a quiet and private workspace by choosing a room far away from regular household activity. Since smartphones and tablets can be a significant source of distractions, have a dedicated spot in your office to store these gadgets away from your desk.

Optimizing Lighting

Lighting is an essential element of any office environment. According to Us&Co, people tend to



Photo via Rawpixel

work best in natural light, so make sure you have windows in your home workspace. You may have to add windows to a garage or shed if you choose to work in one of these locations.

In addition to natural light, you can use different types of lighting to create a comfortable workspace that reduces eyestrain and headaches. Don't rely on general overhead lighting alone. Use task lighting for focused projects, like reading and writing, and accent lighting to soften your surroundings and make your office more inviting. This will give you control over the brightness and intensity of your lighting so

you can adjust your work environment as needed throughout your day.

Running a home-based business is no easy task. To keep your business moving forward, design a distraction-free workspace where you can focus easily and access everything you need right at your fingertips. Take the time to plan out your office design to ensure your new workspace is conducive to comfort and productivity.

WEBSITE: <http://juliemorris.org/>

Executives Impart 'What it Takes' to Lead in Today's Business Landscape

By Merilee Kern, MBA

It's fairly indisputable that a prospering company or organization wouldn't be enjoying any notable measure of success without highly effective leadership. Potent leadership is, in fact, often a primary driver of business innovation, development and growth overall.

Commanding a team, department or company at-large isn't (or shouldn't be) about the prestige, accolades, lofty titles or that sweet corner suite. Rather, genuine leaders are able to establish and sustain a mindset that profoundly resonates with the masses—one that galvanizes committees, groups, companies, and organizations in a common mission. Of course, there's isn't a one-size-fits-all leadership style that every CEO "must" adopt. In fact, much is learned by trial-and-error throughout a leader's oft jagged trajectory to the top.

Successful leaders certainly can—and should—play to their innate strengths and abilities. However, those that go over-and-above to recognize and

parlay those of key stakeholders, recognizing (and being willing to admit) their own abilities aren't enough, often exceed achievement expectations. To do this effectively, a leader must maintain an uber-awareness of the human resource assets at hand.

Towards this end, it's imperative for leaders to identify their superstar players across all departments while also staying in-tune with the proverbial "pulse" of their workforce overall. But this is easier said than done amid a widening gap among the c-suite and "everyone else" that's sure to make doing so a bit more complex. A recent Forbes online article cited that "an important challenge facing US leaders in 2020 is the growing generation gap in attitudes and capabilities between themselves and workers soon to be entering the labor market," as asserted by Rob Anthony—a professor of management at the Boston campus of Hult International Business School. This Forbes article also offered results of a study conducted by organizational advisory firm Korn Ferry, which put "the average age for CEOs at 58, chief HR officers

at 55 and CFOs at 53. At the other end of the spectrum, the post-millennial Generation Z will start to turn 23 and soon command the largest share of the US labor force."

Relative to mindsets, this widening age gap will also surely breed emotional rifts that can further alienate an inflexible or stubborn c-suite. Another Forbes online article underscored the importance of leaders ensuring every employee understands their organization's purpose. This Forbes report noted that, "in the past, most employees focused on their paychecks and job titles. Times have changed. Purpose matters more than ever before. Individuals who have a clear sense of purpose are more likely to stick around and love their jobs." This particular article also cited a study (registration required) finding that "nine out of ten workers were willing to make less money to do more meaningful work." So, a leader with his or her ear to the ground, with a keen understanding of what will motivate a team, can be a make or break differential.

With the modern business landscape changing so profoundly, I connected with a few business leaders who are known for being particularly progressive for some perspective. Below they share some philosophies on "what it takes" to lead in this competitive and transformative new decade.

Nimble, Organized and Ready

Leadership requires influencing others to accomplish the company's mission, and a key is to provide employees with adequate tools to be flexible, organized and purpose-driven. This is according to Ken Thompson of AlignOrg, who believes that experienced leaders curate great and well-equipped teams through strategic planning, organizational design and change management.

"Organizations today don't have the luxury of stability since they're an ever-increasing change in markets, customers, and technology," Thompson notes. "Organizations who are ready for this change, who are organized enough to respond to these changes and who can operate as a tight co-

Continued on page 9



California Sub-Bid Request Ads



Gallagher & Burk, Inc.

344 High Street • Oakland, CA 94601
Phone: (510) 261-0466 • FAX (510) 261-0478
Estimator: QUINN HANCE
Website: www.gallagherandburk.com

Gallagher & Burk, Inc. (GBI) is preparing a bid as a Prime Contractor for the project listed below:

2019 DALY CITY STREET RESURFACING AND SLURRY SEAL

Federal Project No. STPL-5196(042)
Disadvantaged Business Enterprise Goal Assigned is 9%

OWNER: CITY OF DALY CITY
333 90th Street, Daly City, CA 94015

BID DATE: FEBRUARY 25, 2020 @ 10:00 A.M.

GBI is soliciting quotations from certified Disadvantaged Business Enterprises for the following types of work and supplies/materials including but not limited to:

ADJUST IRON, COLD PLANE, CRACK SEALING, ELECTRICAL, EROSION CONTROL, LIME TREATMENT, MINOR CONCRETE, SLURRY SEAL, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TRUCKING, WATER TRUCKS, STREET SWEEPING, HOT MIX ASPHALT (TYPE A) MATERIAL.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25gallagherburk.com:f7pa55wd@pub.gallagherburk.com> (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site.

Fax your bid to (510) 261-0478 to the attention of Estimator Quinn Hance. If you have questions for the Estimator, call at (510) 261-0466. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at www.dir.ca.gov/Public-Works/PublicWorks.html

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (510) 261-0466, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SBTRCs). GBI is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. GBI is an Equal Opportunity/Affirmative Action Employer.



431 Payran Street, Petaluma, CA 94952
Phone: 707-835-2900 • Fax: 707-835-2994

NOTICE TO SUBCONTRACTORS

NOTICE IS GIVEN THAT ARNTZ BUILDERS, INC., is requesting Sub Prequalification from Qualified QBE/ DBE/ UDBe/ MBE/ WBE/ SBE/ SLBE/DVBE and all other subcontractors, suppliers for the following project:

WILLOWS COURTHOUSE RENOVATION 526 W. SYCAMORE ST., WILLOWS, CA 95988

1. An electronic file of the bid documents and prequalification package, may be obtained by sending an email to: bid@arntzbuilders.com or by calling 707.835.2900.
2. Arntz Builders, Inc. is currently under contract with the Judicial Council of California to provide CM at Risk Services for the Willows Courthouse Renovation and Addition project.
3. Prequalification Proposals will be received only to Arntz Builders, Inc. (bid@arntzbuilders.com or fax (707) 835-2994). Proposals received after the Bid Time of each Bid Package will not be considered responsive. Arntz Builders, Inc. reserves the right to change the bid date upon written notice to plan holders.
4. All contractors shall be registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 to be qualified to bid on, be listed in a bid proposal (submitted on or after March 1, 2015) or be awarded a contract for public work on a public works project (awarded on or after April 1, 2015). In addition, they are subject to the requirements of Section 4104 of the Public Contract Code.
5. Estimated Project Value: 30 Million
6. Estimated Project Start Date: June 2020



O.C. Jones & Sons, Inc.
1520 Fourth Street • Berkeley, CA 94710
Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Jason Martin

REQUEST FOR SBE/SLBE/DBE/WBE SUBCONTRACTORS AND SUPPLIERS FOR:

**Richmond Parkway Transit Center
AC Transit IFB No. 2020-1486**

BID DATE: February 27, 2020 @ 1:00 PM

We are soliciting quotes for (including but not limited to): Trucking, Temporary and Permanent Erosion Control Measures, Survey, SWPPP Plans, Traffic Control Plans, Temporary Fence, Cold Milling, Sawcutting, Traffic Control, Signage, Misc. Concrete, Striping & Markings, Pavement Fabric, Fencing, Domestic Water, Sewer, Plumbing/Plumbing Connections, Electrical, Seal Coat, Crane, Waterproofing, QC Testing, and Construction Materials

Jason Martin (510-809-3432 jmartin@ocjones.com) is the estimator on this project and he is available to provide assistance or answer questions regarding the project scope of work including bid requirements, break out of bid items, plan or spec interpretation, bonding or insurance requirements, and other bid assistance. Plans and specs are available to review at our Berkeley office, or can be sent out via Building Connected. Plans are also available at the following link - <http://www.ac-transit.org/acpronet/2020-1486/>. PDF format quotes should be emailed to the estimator or faxed to 510-526-0990 prior to noon on the date of the bid. Quotes from SBE/SLBE/DBE/WBE Subcontractors, Suppliers and Truckers are highly encouraged. OCJ is willing to breakout any portion of work to encourage SBE/SLBE/DBE/WBE participation. Subcontractors must possess a current DIR, Contractors License, and insurance and workers compensation coverage including waiver of subrogation. OCJ may require Performance and Payment bonds on subcontracts. OCJ will pay the bond premium up to 2% of the contract value. All subcontractors are required to execute OC Jones' standard subcontract agreement, comply with all insurance requirements, and name OCJ as additional insured. Copies of our agreement and insurance requirements are available upon request. OCJ is a Union contractor, and we are signatory to the Operating Engineers, Laborers, Teamsters, and Carpenters. OCJ is an Equal Opportunity Employer.



Case Pacific Company
Contact: Rob DeFrancis
2121 Ardmore Road, Paso Robles, CA 93446-7199
925-449-2590 Ext. 11 - Phone
925-605-8377 - Mobile
925-449-6150 - Fax
rdefrancis@casepacific.com
www.casepacific.com

Marina Middle School Seismic Retrofit Project SFUSD Project No. 11739

Bid Date: 2/25/2020

Services Needed: Case Pacific Company is requesting quotes from all qualified subcontractors and suppliers including DVBE firms for removal and or protection of fixtures, wall sawing, demo, shotcrete, portable toilets/sinks, construction fencing, temporary power and general construction supplies.

Requirements: Case Pacific Company is an Equal Opportunity Employer. Case Pacific Company is signatory with the Operating Engineers and Laborers Union. Plans and Specifications for this project are available to review upon request, or on isqft. Scope letters (including subcontractor conditions & exceptions) should be received 24 hours prior to bid time to allow for proper evaluation and review. 100% performance and payment bonds may be required for full amount of subcontract price. Subcontractors must possess a current applicable contractors license, insurance and workers compensation meeting Case Pacific Company and SFUSD minimum requirements and will be required to sign Case Pacific Company's Standard Subcontract.

Uber's new policies could encourage discrimination, advocates fear

■ **Continued from page 2**

Passengers who want to complain about discrimination or other ride-hailing issues can contact the state agency at CIU_intake@cpuc.ca.gov or 800-894-9444. They should also contact Uber via the app so it can track their complaints with their accounts, Uber said. While passengers are aware when a driver cancels an accepted trip, they won't know if a driver rejects their ride request because it will get passed on to other drivers until the company finds someone who accepts it. The rejections would manifest in longer wait times, which could best be tracked by Uber or outside observers monitoring control groups.

Cabansagan said the issues could be nuanced — drivers might reject ride requests because they're tired and don't want to drive too far, for instance.

"As a person of color who understands sensitivities about white folks feeling the hood is dangerous, you can't just automatically assume that cancellations/rejections equal racism, but you can do digging," she said. Access to timely, affordable transportation is a lifeline for people who need to get to school, work, stores and doctors. In outlying neighborhoods with fewer public transit options, ride-hailing has improved residents' mobility.

"We see a lot of our communities in disadvantaged neighborhoods use Uber and Lyft because transit is so infrequent," Cabansagan said. "That benefits people who otherwise might spend more than a third of their income on a vehicle."

Ride "redlining" by taxi drivers is already well documented nationwide.

Hansu Kim, owner of Flywheel Taxi, San Francisco's second-largest fleet with 300 cabs, said that is no longer an issue.

"In the past, without a doubt, neighborhoods in lower-income areas were not served as well," he said. "Today that's nonexistent. The loss of rides for the taxi industry (due to Uber and Lyft) has been so extreme that any ride a taxi driver gets, they're going to take. Even in the worst parts of the city where traditionally there was discrimination in the past, (passengers are) getting picked up very quickly."

In contrast to taxis, Uber and Lyft have long promoted that ride-hailing reduces discrimination because drivers don't know passengers' names or destinations.

"New transportation options like Uber add a reliable and affordable option to the transportation ecosystem for low-income neighborhoods," the company wrote in a 2015 blog post touting a study it financed that found that its rides in underserved areas cost less and arrived faster than taxis.

But some researchers have found that ride-hailing still suffers from racial profiling, even before Uber's recent changes.

Passengers with names that sounded stereotypically African American were more likely to have rides canceled and to have longer waits for pickups than people with white-sounding names, accord-

ing to a 2018 UCLA doctoral dissertation based on a three-year study in Los Angeles. (Drivers don't see passenger names until after accepting trip requests.) Cancellation rates and wait times for black riders were even higher on taxi rides.

"I think there's a very real chance of (Uber's new policy) potentially increasing discrimination," said thesis author Anne Brown, now an assistant professor of planning, public policy and management at the University of Oregon.

"The taxi industry is the best way to see consequences of a very similar policy: Taxis can see destinations of riders before accepting trips and we've seen that low-income neighborhoods and neighborhoods of color are very poorly served by taxis," she said. "In interviews, drivers say, 'We don't want to serve those neighborhoods, they're dangerous, we won't get a trip back.'"

She's also concerned about a potential "snowball" effect — if drivers won't accept trips going to neighborhoods of concern, then there will be a lower supply of drivers for outgoing trips from those areas.

Brown agrees that monitoring is one way to safeguard against bias.

"People change their behavior when they know someone is watching," she said. "That element is important to retain."

SOURCE: <https://greenlining.org/press/news/2020/ubers-new-policies-could-encourage-discrimination-advocates-fear/>

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Public Legal Notices



SANTA CLARA VALLEY WATER DISTRICT

**NOTICE TO PROSPECTIVE PROPOSERS
 REQUEST FOR PROPOSALS (RFP)
 CAS FILE NO. 5096
 On-Call Water Quality Technical Services**

Santa Clara Valley Water District (Valley Water) is seeking proposals from qualified consulting firms to provide engineering consultation services for regulatory, operational, technical and training support assignments for the On-Call Water Quality Technical Services Project. Parties interested in obtaining a copy of this RFP may do so by accessing the Valley Water's web portal at <http://cas.valleywater.org/>. All parties are asked to register on the Contract Administration System (CAS), to be automatically notified of any changes to the RFP document. Proposals are due by 2:00 p.m. on March 20, 2020 as specified in the RFP Schedule. All questions regarding this solicitation must be submitted by email to Helen Hoang at hhoang@valleywater.org no later than the date specified in the RFP Schedule.



SANTA CLARA VALLEY WATER DISTRICT

**NOTICE TO PROSPECTIVE PROPOSERS
 REQUEST FOR PROPOSALS (RFP)
 CAS FILE NO. 5095
 On-Call Third Party Internal Auditor**

Santa Clara Valley Water District (Valley Water) is seeking proposals from qualified audit and advisory firms to provide recommendations for continual improvement and conduct audits to ensure Valley Water is in compliance with its policies, procedures, and regulations for the On-Call Third Party Internal Auditor Project. Parties interested in obtaining a copy of this RFP may do so by accessing the Valley Water's web portal at <http://cas.valleywater.org/>. All parties are asked to register on the Contract Administration System (CAS), to be automatically notified of any changes to the RFP document. Proposals are due by 2:00 p.m. on March 24, 2020 as specified in the RFP Schedule. All questions regarding this solicitation must be submitted by email to Cathy Hoang at choang@valleywater.org no later than the date specified in the RFP Schedule.

Executives Impart 'What it Takes' to Lead in Today's Business Landscape

■ Continued from page 7

hesive unit will not only better survive seismic shifts in the market, but also actually thrive in the face of such profound competition and other evolution.

Leaders are Activists

In our brave new world of rapid change and complexity, there is no single person who can really direct an intricate business. A lone individual can only encourage those involved to think differently, which is a key argument as to why leaders can be considered activists. This is particularly true for those who promote change and coordinate the efforts of others to help them achieve goals without actually "controlling" them.

Chris Stewart, CEO of brightbeam, is a deep-rooted leader, activist and 20-year supporter of charitable and education-related causes. As a parent himself, Chris leads brightbeam's network of education activists under a single mission: to demand better education and a brighter future for every child.

When asked how he gained such a powerful voice fighting for the educational opportunities of all children, Stewart remarked, "It's because 29 years ago, when I had my first child, I became a parent with a problem. I didn't have a great education myself and I didn't have many resources. But, I had a kid that I loved and I was determined to give him a better life than what I had."

Today, Stewart fights to provide millions of families with the tools, knowledge, skills and confidence to fight for their own children's ability to receive a quality education. As far as Stewart is concerned, the future of education in this country shouldn't be grounded in empowering parents, but rather by putting them in power.

Stewart upholds that same premise when it comes to leading his organization, which he does through a distributive leadership model. "If leadership provides direction, it should come from many where the collective wisdom prevails, rather than just one dictatorial voice," Stewart says. This mindset led Stewart to establish a chief leadership team at brightbeam. "Operationally, of course, it was important to have a group of smart, influential individuals leading the work of the organization, but it was also important for external stakeholders to recognize the power of a strong bench," Stewart notes. "I am attempting to change the world. That's a big mission and I can only achieve it by building relationships with top-notch people."

To lead today, in a world where there is an abundance of passionate, talented people who want to make a difference, Stewart knows he doesn't have to be the smartest person in the room just because he holds the title of CEO.

A Winning Leaders Key to Success

Andrew Wyatt, head coach at Andrew Wyatt Leadership, LLC, acknowledges that the modern business landscape has clearly shifted but also notes that, as the saying goes, "the more things change, the more they remain the same." That is why he feels it's vital for a leader to avoid focusing on trends or on sentiment that are ever-changing and instead focus on principles, which

largely remain constant. This, he asserts, is the foundation of winning leadership.

According to Wyatt, winning leadership requires a ruthless application of one key leadership principle in particular: that effective leaders guide from the inside-out. Meaning, before any leader can successfully lead others, one must lead them self. Wyatt offers these three ways to accomplish this: 1) establish your credibility, 2) build your following and 3) lead with impact. And, the order of execution is apparently vital.

Here's Wyatt's advice:

Like building a skyscraper, leadership first requires excavation before elevation. This is how one establishes credibility. It starts with an inward look. The leader must know the truth before taking the next step to build a following. People follow truth, and most have a natural ability to discern it.

Building a following requires the leader to look outward to draw followers inward. This is the principle of servant leadership through which a leader must "engage" their followers in order to build a genuine and certainly impassioned following in return.

Finally, to lead with impact, the leader will need to be not only engaged but also current and relevant, able to adapt to the changing landscape without compromising the truth. Winning leadership understands and employs this cyclical process.

Customer Speed

Hari Abburi is a transformative thinker and leader who believes in centering leadership "at the speed of the customer." This is a non-ego-driven approach that directly concentrates on what a customer is thinking and experiencing in the present. "When leaders stay focused on anticipating customer needs and keeping their teams' customer-centric, a better product or service is produced," he says.

In this chase to understand how customers transfer their experiences from an unrelated situation on to a company, Abburi views leadership narrowing down to a few critical elements: curiosity, visual thinking, ability to articulate a clear purpose, using design as a key principle for everything done does and simplicity of execution.

"I have worked and lived in several countries and with responsibilities for over 50 countries and have seen patterns emerge, notes Abburi. "Curiosity and imagination are two universal key elements shared by leaders across cultures, ethnicities and industries. Curiosity is the best attribute a leader can have, as it drives the kind of imagination that solves problems and spurs innovation."

Pursuing New Markets

Great leaders throughout history are known for not shying away from new processes, technologies and, most importantly, new markets. Instead, they have an inherent ability to "see" emerging trends that others do not. Not only that, they take action to collaborate with key creative partners to realize early-stage success in these newly emerging sectors.

Orna Azulay did just that. As founder and president of Abington Speech Pathology Services, Inc. and the RemoteSpeech.com teletherapy

platform, she significantly expanded the reach of her company—now a global powerhouse—by approaching an existing therapy protocol in a new and more effective way.

An experienced business development professional, when Orna opened the business 20 years ago, she saw a business opportunity in a big HMO provider who was looking to have relationships with satellite clinics. Although speech teletherapy was still a new idea in the market compared to traditional therapy, Azulay knew the potential and convinced more clients to share her vision and come on board.

Filling in gaps is how great leaders realize great businesses. Thinking outside the box, trying new things even amid naysayers and trying to fulfill that empty niche in sustainable and scalable ways can catapult one's company to incredible heights.

It's a Marathon, Not a Sprint

Great leadership is an art that requires a combination of several skills and qualities to be successful. Castle Negotiations CEO Ruth Shlossman urges the importance of thinking long-term as a leader. "Developing a ten-year plan to withstand any expected or unexpected circumstances is how great leaders stay afloat," Shlossman says. "Keeping the bigger picture in mind will help create a culture that believes, plans and aptly executes."

Now that we are entrenched in a fresh new decade, it's a great time to recalibrate your leadership approach to be one that's more aware, sensitive and adaptive to those inevitable threats, weaknesses, trials, and tribulations. Being an agile, opportunistic, customer-centric and activist-oriented leader with planning prowess makes the difference between realizing success versus true greatness.

As the Executive Editor and Producer of "The Luxe List," Merilee Kern, MBA is an internationally-regarded brand analyst, strategist and futurist. As a prolific branding and marketplace trends pundit, Merilee spotlights noteworthy industry innovators, change makers, movers and shakers. This includes field experts and thought leaders, brands, products, services, destinations and events across all categories. Connect with her at www.TheLuxeList.com / Instagram www.instagram.com/LuxeListReports / Twitter [www.twitter.com/LuxeListReports](https://twitter.com/LuxeListReports) / Facebook www.facebook.com/LuxeListReports / LinkedIn www.linkedin.com/in/MerileeKern.

Sources:

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Fictitious Business Name Statements

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389672-00

Fictitious Business Name(s):
Ameri-Core
Address
1308 B Hayes Street, San Francisco, CA 94117
Full Name of Registrant #1
Jonah Dolese
Address of Registrant #1
368 Springbrook Dr., Vallejo, CA 94591
Full Name of Registrant #2
Jeffrey Gonzales
Address of Registrant #2
837 Laurel Avenue, Burlingame, CA 94010

This business is conducted by **A General Partnership**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **01-20-2020**

Signed: **Jonah Dolese**

This statement was filed with the County Clerk of San Francisco County on **01-30-2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Fallon Lim**
Deputy County Clerk
01/29/2020

02/06/20 + 02/13/20 + 02/20/20 + 02/27/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389490-00

Fictitious Business Name(s):
1. Casa Bonampak
2. Latin Victorian Style in the Mission
Address
534 Bartlett Street, San Francisco, CA 94110
Full Name of Registrant #1
Nancy Charraga
Address of Registrant #1
534 Bartlett Street, San Francisco, CA 94110

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **01/16/2020**

Signed: **Nancy Charraga**

This statement was filed with the County Clerk of San Francisco County on **01/16/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Maribel Jaldon**
Deputy County Clerk
01/16/2020

02/13/20 + 02/20/20 + 02/27/20 + 03/05/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389764-00

Fictitious Business Name(s):
Dreamin Apparel Design Studio
Address
514 Ashbury Street, San Francisco, CA 94117
Full Name of Registrant #1
Violet M. Watson
Address of Registrant #1
514 Ashbury Street, San Francisco, CA 94117

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **01/30/2020**

Signed: **Violet M. Watson**

This statement was filed with the County Clerk of San Francisco County on **02/05/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Fallon Lim**
Deputy County Clerk
02/05/2020

02/06/20 + 02/13/20 + 02/20/20 + 02/27/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389706-00

Fictitious Business Name(s):
Kerry Watson Skin Care
Address
1527 9th Avenue, San Francisco, CA 94122
Full Name of Registrant #1
Kerry Watson Skin Care LLC (CA)
Address of Registrant #1
1527 9th Avenue, San Francisco, CA 94122

This business is conducted by **A Limited Liability Company**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **12/20/2019**

Signed: **Kerrin Watson**

This statement was filed with the County Clerk of San Francisco County on **02-3-2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Maribel Jaldon**
Deputy County Clerk
02/03/2020

02/06/20 + 02/13/20 + 02/20/20 + 02/27/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389652-00

Fictitious Business Name(s):
Life Is Cozy
Address
77 Van Ness Avenue, Apt #605, San Francisco, CA 94102
Full Name of Registrant #1
Kseniia Naidyon
Address of Registrant #1
77 Van Ness Avenue, Apt #605, San Francisco, CA 94102

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **01-01-2020**

Signed: **Kseniia Naidyon**

This statement was filed with the County Clerk of San Francisco County on **01-29-2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Melvin Galvez**
Deputy County Clerk
01/29/2020

02/06/20 + 02/13/20 + 02/20/20 + 02/27/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389562-00

Fictitious Business Name(s):
Seniore's Pizza
Address
456 Haight Street, San Francisco, CA 94117
Full Name of Registrant #1
Seniore's Pizza 2014 Inc. (CA)
Address of Registrant #1
456 Haight Street, San Francisco, CA 94117

This business is conducted by **A Corporation**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **01-01-2020**

Signed: **Simon Jaber**

This statement was filed with the County Clerk of San Francisco County on **01-22-2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Melvin Galvez**
Deputy County Clerk
01/22/2020

02/06/20 + 02/13/20 + 02/20/20 + 02/27/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389468-00

Fictitious Business Name(s):
SF Bay Periodontics
Address
2355 Ocean Avenue, San Francisco, CA 94127
Full Name of Registrant #1
Ardavan Fateh DDS, Inc. (CA)
Address of Registrant #1
2192 Pacific Avenue, San Francisco, CA 94115

This business is conducted by **A Corporation**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **09-01-2015**

Signed: **Ardavan Fateh, President**

This statement was filed with the County Clerk of San Francisco County on **01/15/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Fallon Lim**
Deputy County Clerk
01/15/2020

02/13/20 + 02/20/20 + 02/27/20 + 03/05/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389726-00

Fictitious Business Name(s):
Snow May Studio
Address
173 Harold Avenue, San Francisco, CA 94112
Full Name of Registrant #1
Xuemei Jin
Address of Registrant #1
173 Harold Avenue, San Francisco, CA 94112

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **02-01-2020**

Signed: **Xuemei Jin**

This statement was filed with the County Clerk of San Francisco County on **02-03-2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Maribel Jaldon**
Deputy County Clerk
02/03/2020

02/06/20 + 02/13/20 + 02/20/20 + 02/27/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389770-00

Fictitious Business Name(s):
Sunflower Spa
Address
2809 San Bruno Avenue, San Francisco, CA 94123
Full Name of Registrant #1
Aphinya McKenzie
Address of Registrant #1
7652 Clement Circle, Sacramento, CA 95828

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **N/A**

Signed: **Aphinya McKenzie**

This statement was filed with the County Clerk of San Francisco County on **02/05/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Fallon Lim**
Deputy County Clerk
02/05/2020

02/13/20 + 02/20/20 + 02/27/20 + 03/05/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389851-00

Fictitious Business Name(s):
2nd St Hair Co
Address
660 Market Street #202, San Francisco, CA 94104
Full Name of Registrant #1
Myung S. Kim
Address of Registrant #1
35 Timberhill Court, Pacifica, CA 94044

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **02/01/2020**

Signed: **Myung S. Kim**

This statement was filed with the County Clerk of San Francisco County on **02/12/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Fallon Lim**
Deputy County Clerk
02/12/2020

02/20/20 + 02/27/20 + 03/05/20 + 03/12/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389666-00

Fictitious Business Name(s):
ZigLeft Consulting
Address
3894 22nd Street, San Francisco, CA 94114
Full Name of Registrant #1
Jessica Liu
Address of Registrant #1
3894 22nd Street, San Francisco, CA 94114

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **01-24-2020**

Signed: **Jessica Liu**

This statement was filed with the County Clerk of San Francisco County on **01-29-2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Fallon Lim**
Deputy County Clerk
01/29/2020

02/06/20 + 02/13/20 + 02/20/20 + 02/27/20

ABANDONMENT OF FICTITIOUS BUSINESS NAME

STATEMENT OF ABANDONMENT OF USE OF FICTITIOUS BUSINESS NAME

The registrant(s) listed below have abandoned the use of the fictitious business name(s):

1.) **Golden Catering**
Located at **30166 Industrial Parkway SW #333, Hayward, CA 94544**

This fictitious business name was filed in the County of San Francisco on **01/11/2013** under file **A-0348201-00**

Name and address of Registrants (as shown on previous statement)

Full Name of Registrant #1

Jimmy Le
29299 Lassen Street
Hayward, CA 94544

This business was conducted by a **AN INDIVIDUAL**

Signed: **Jimmy Le**

This statement was filed with the County Clerk of San Francisco County on

Filed: **Alex Liang**
Deputy County Clerk
02/14/2020

02/20/20 + 02/27/20 + 03/05/20 + 03/12/20

Fictitious Business Name Statements

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389893-00

Fictitious Business Name(s):
Noe Valley Chiropractic
Address
21 Ashbury Street, San Francisco, CA 94117
Full Name of Registrant #1
Gordon Yee
Address of Registrant #1
21 Ashbury Street, San Francisco, CA 94117

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **10/25/1995**

Signed: **Gordon Yee**

This statement was filed with the County Clerk of San Francisco County on **02/13/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Melvin Galvez**
Deputy County Clerk
02/13/2020

02/20/20 + 02/27/20 + 03/05/20 + 03/12/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389472-00

Fictitious Business Name(s):
Too Juiced
Address
255 Buckingham Way #01, San Francisco, CA 94132
Full Name of Registrant #1
Chelzy Cheeley
Address of Registrant #1
2271 19th Avenue, San Francisco, CA 94132
Full Name of Registrant #2
Brittany Allison
Address of Registrant #2
255 Buckingham Way #01, San Francisco, CA 94132

This business is conducted by **A General Partnership**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **12-3-2019**

Signed: **Chelzy Cheeley**

This statement was filed with the County Clerk of San Francisco County on **01/15/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Fallon Lim**
Deputy County Clerk
01/15/2020

01/23/20 + 01/30/20 + 02/06/20 + 02/13/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389399-00

Fictitious Business Name(s):
Skyline Enterprises
Address
505 Sansome Street, 7th Floor, San Francisco, CA 94111
Full Name of Registrant #1
Skyline Construction Enterprises, Inc. (CA)
Address of Registrant #1
505 Sansome Street, 7th Floor, San Francisco, CA 94111

This business is conducted by **A Corporation**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **11-04-2019**

Signed: **Jared Isaacsohn**

This statement was filed with the County Clerk of San Francisco County on **01/10/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Alex Liang**
Deputy County Clerk
01/10/2020

01/16/20 + 01/23/20 + 01/30/20 + 02/06/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389376-00

Fictitious Business Name(s):
Laura DeSantis LPCC
Address
815 Hyde Street, Suite #317, San Francisco, CA 94109
Full Name of Registrant #1
Laura DeSantis
Address of Registrant #1
1444 7th Avenue, Apt #204, San Francisco, CA 94124

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1/13/2020**

Signed: **Laura DeSantis**

This statement was filed with the County Clerk of San Francisco County on **01-13-2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Fallon Lim**
Deputy County Clerk
01/13/2020

01/16/20 + 01/23/20 + 01/30/20 + 02/06/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389376-00

Fictitious Business Name(s):
1.) Gateway Management
2.) Gateway Management & Realty
Address
3240 21st Street, San Francisco, CA 94110
Full Name of Registrant #1
CM Collins & Associates Inc. (CA)
Address of Registrant #1
3240 21st Street, San Francisco, CA 94110

This business is conducted by **A Corporation**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1-1-1984**

Signed: **Christopher Collins, President**

This statement was filed with the County Clerk of San Francisco County on **01-09-2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Melvin Galvez**
Deputy County Clerk
01/09/2020

01/16/20 + 01/23/20 + 01/30/20 + 02/06/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389193-00

Fictitious Business Name(s):
LDP Architecture
Address
90 South Park, San Francisco, CA 94107
Full Name of Registrant #1
Levy Design Partners, Inc (CA)
Address of Registrant #1
90 South Park, San Francisco, CA 94107

This business is conducted by **A Corporation**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **November 1, 2019**

Signed: **Tobys Levy, President**

This statement was filed with the County Clerk of San Francisco County on **12-27-2019**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Michelle Castro-Diaz**
Deputy County Clerk
12/27/2019

01/16/20 + 01/23/20 + 01/30/20 + 02/06/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389813-00

Fictitious Business Name(s):
The Golden Generation
Address
1006 Hollister Avenue, Unit A, San Francisco, CA 94124
Full Name of Registrant #1
Luis Ricardo Serret Del Bosque
Address of Registrant #1
1006 Hollister Avenue, Unit A, San Francisco, CA 94124

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**

Signed: **Luis Ricardo Serret Del Bosque**

This statement was filed with the County Clerk of San Francisco County on **02/07/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Sonya Yi**
Deputy County Clerk
02/07/2020

02/20/20 + 02/27/20 + 03/05/20 + 03/12/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389905-00

Fictitious Business Name(s):
Lee Catering
Address
971 Glad Tiding Way #6, Hayward, CA 94544
Full Name of Registrant #1
M. Edith Cervantes
Address of Registrant #1
971 Glad Tiding Way #6, Hayward, CA 94544

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**

Signed: **M. Edith Cervantes**

This statement was filed with the County Clerk of San Francisco County on **02/14/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Alex Liang**
Deputy County Clerk
02/14/2020

02/20/20 + 02/27/20 + 03/05/20 + 03/12/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0389846-00

Fictitious Business Name(s):
Hidalgo Master Finish Paint
Address
1460 Shafter Avenue, San Francisco, Ca 94124
Full Name of Registrant #1
Obed Hidalgo
Address of Registrant #1
1460 Shafter Avenue, San Francisco, Ca 94124

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**

Signed: **Obed Hidalgo**

This statement was filed with the County Clerk of San Francisco County on **02/11/2020**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law.

Filed: **Fallon Lim**
Deputy County Clerk
02/11/2020

02/20/20 + 02/27/20 + 03/05/20 + 03/12/20

Mentoring: The missing link to small business growth and survival

By *Kathleen McShane,*

As a former small business owner and entrepreneur, I know first-hand the support, resources and access to networks and financing that entrepreneurs need. While there are many businesses that experience success, the fact remains that only half of all small businesses survive more than five years (source: SBA Office of Advocacy); and about 10-12 percent of all employee-based firms close each year. There is growing evidence, however, that connecting a business with a mentor can change this statistic.

Having a mentor can change the playing field for a small business. Research has shown us that small businesses that receive mentoring early in the development of the business achieve higher revenues and increased business growth. A survey by the UPS Store found that 70 percent of small businesses that received mentoring survived more than five years – double the survival rate of non-mentored businesses. The same survey found that 88 percent of business owners with a mentor said that having one was invaluable.

When Lorena Cantarovici first set her sights on entrepreneurship, she attended a workshop run by a SBA Denver Small Business Development Center that helped her develop her first business plan. Lorena's love for hand-crafted empanadas turned into a thriving small business. Early on, she got counseling from the SBDC on accounting, marketing, legal issues and risk management. As demand soared, her business grew and she was able to move from a converted kitchen in her garage to a storefront.

Because starting a business can be overwhelming, a mentor can help to navigate the complex challenges that often come with being a business owner. There are many factors involved in business startup, from applying for licensing to securing financing. And those factors can have an impact on turning one's passion into a profitable business. Getting guidance from someone who has been there themselves as an entrepreneur or business owner can be an added asset. In addition, there are resources available to provide business owners with the knowledge and guidance that are key to business growth, development and survival.

Having a business mentor can yield many benefits and provide the expertise that you might not have. A mentor can help you avoid common pitfalls through their real-life experiences. And a mentor can help establish you as a lifelong learner.

The SBA's experienced volunteer mentors can provide meaningful business advice, some at no cost. Lorena is a great example of entrepreneurship, and a symbol of the many ways the SBA supports entrepreneurs as they start and grow. She was even honored as the SBA's Colorado Small Business Person of the Year in 2017.

There are several SBA resources in the community committed to making your small business a success.

Working with a mentor or counselor from SCORE, a Small Business Development Center, Women's Business Center or a Veterans Business Outreach Center can help with all aspects of starting, growing or expanding your business.

SOURCE: <https://www.sba.gov/blog/mentoring-missing-link-small-business-growth-survival>



California Sub-Bid Request Ads



Requests sub-bids from qualified California Unified Certification Program (CUCP) certified Disadvantaged Business Enterprises (DBE) Subcontractors, Consultants, and/or Suppliers seeking to participate in the construction on state highway US 50 Multimodal Corridor Enhancement and Rehabilitation Project in the City of Sacramento in Sacramento County from 0.1 mile East of I-5 to 0.8 mile East of Watt Avenue.

<https://cucp.dot.ca.gov/cucp/>

Subcontractors and Suppliers for the following project:

US 50 Multimodal Corridor Enhancement and Rehabilitation Project
Contract No. 03-0H08U4
Design-Build Contract (DB)
Owner: Caltrans

Quotes Due: March 20, 2020 by 5:00 P.M.

Disadvantaged Business Enterprises (DBE)

wanted for the following scopes, including, but not limited to:

Aggregates-Supply and/or Install, AC Dike, AC Milling, AC Paving, Architectural Minor Concrete, Asphalt Membrane Waterproofing, Biologist, Bird Control, Boring & Jacking, Bridge Bearings, Bypass Pumping, CAS, CCTV, CIDH, Clearing & Grubbing, Column Seismic Improvement, Concrete Cutting, Concrete Demo, Concrete Falsework, Concrete Forms & Accessories, Concrete-Structural, Concrete-Precast, Concrete Barrier (slip and/or conventionally formed), Concrete Overlay (Polyester, Methacrylate), Concrete Paving, Concrete Pumping, Concrete Rehab, Concrete Reinforcing Steel (rebar)-Supply and/or Install, Concrete Stain, Concrete Supply, Concrete Wash-out, Core Drilling, Deck Grinding, Design-Electrical/ITS, Design-Roadway, Design-Structural, Design-Temp Falsework/Shoring/Support of Excavation, Dewatering, Drainage Installation, Electrical-ITS, Electrical-Signals & Lighting, Equipment Rental, Erosion Control Supply and/or Install, Expansion Joints, Fencing and Railing, Fiber Optic Infrastructure, Flagging, Fuel, Geotechnical Investigation/Design, Hazardous Material Abatement/Disposal (Asbestos, Hydrocarbons, Heavy Metals incl. ADL), Hydroseeding, Independent Design Check, Inertial Profiling, ITS Integration Services, Janitorial, Joint Seal, K-rail-Supply and/or Install, Landscaping & Irrigation, Lumber, Masonry/Soundwall, Midwest Guardrail System, Metals Supply and/or Install, Minor Concrete, Noise & Vibration Monitoring, Oil Products, Oil Transportation, Overhead Signs and Sign Structures, PCMS, Painting & Coating, Paleontologist, Partnering Facilitation Services, Pavement Markings, PI/PR Services, Pile Supply and/or Install, Pipe Supply & Accessories, Potholing, Prestressing, Pump Stations, QC Inspection and Testing, QV Inspection and Testing, Roadway and/or Structure Excavation, Roadway Signage, Sawcutting, Scaffolding, Scheduling Services, Shoring/Support of Excavation, Shotcrete, Shoulder Backing, Soil Nailing, Soil Stabilization, Street Sweeping, Striping/Pavement Markings (Install and/or remove), Structural Steel-Supply and/or Install, Subsurface Utility Engineering, SWPP Supply and/or Install, Survey/Staking, Temp Facilities, Tie-backs, Tow Truck Services, Traffic Control-Supply and/or Install, Trucking & Hauling, Utility Relocation, Water Treatment Systems, Water Truck, Welding, Wire Sawing.

Bonding, insurance and any technical assistance or information related to the plans or specification and requirements for the work will be made available to interested CUCP certified, DBE suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested certified suppliers and subcontractors.

Subcontractor and Supplier Scopes are due March 13, 2020 at 5 PM.

Plans are available for viewing at our office at our address below and Building Connected project portal. All subcontractors that are registered in our Building Connected Project Portal will receive an invitation to bid. To register your company and to be able to receive bidding information, view plans, specifications, Request for Quotes please contact:

Kiewit/Teichert JV
3600 American River Dr., Suite 200, Sacramento, CA 95864
Attn: Spencer Leamer, procurement@kiewitteichertjv.com

You can view the plans in our office during regular business hours by appointment.

Execution of a Non-Disclosure/Confidentiality Agreement will be required to view project info (e.g. plans, specs) Performance Bond and Payment Bonds may be required for subcontractors and Supply bond for suppliers. Prevailing Wages Apply

Subcontract work shall be signatory to the applicable local union or willing to sign a one-time agreement.

An Equal Opportunity Employer
CA Lic. 1048971
DIR# 1000063364



431 Payran Street, Petaluma, CA 94952
Phone: 707-835-2900 • Fax: 707-835-2994

REQUESTS QUOTATIONS FROM ALL STATE OF CALIFORNIA DGS CERTIFIED DVBE SUBCONTRACTORS & SUPPLIERS and ALL QUALIFIED SUBCONTRACTORS & SUPPLIERS FOR ALL TRADES FOR THE FOLLOWING PROJECT:

MARINA MIDDLE SCHOOL SEISMIC RETROFIT - SOIL IMPROVEMENTS
SAN FRANCISCO, CA
SFUSD Project #11739

BID DATE: February 25, 2020 @ 2:00pm
ESTIMATE: \$2,500,000

Trades needed but not limited to: Concrete, Reinforcing Steel, Cement Plaster Repair, Painting, Haz Mat, Compaction Grouting, Chemical Grouting

All contractors shall be registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 to be qualified to bid on, be listed in a bid proposal (submitted on or after March 1, 2015) or be awarded a contract for public work on a public works project (awarded on or after April 1, 2015). In addition, they are subject to the requirements of Section 4104 of the Public Contract Code.

BONDING, INSURANCE, TECHNICAL ASSISTANCE AVAILABLE. PLANS AVAILABLE IN GC'S PLAN ROOM. SUCCESSFUL SUBCONTRACTORS WILL BE REQUIRED TO SIGN ARNTZ BUILDERS, INC. STANDARD SUBCONTRACT AGREEMENT WHICH INCLUDES ARNTZ BUILDERS, INC. REQUIREMENT THAT SUBCONTRACTORS PROVIDE A 100% FAITHFUL PERFORMANCE AND PAYMENT BOND OF THE SUBCONTRACT PRICE FROM A TREASURY LISTED SURETY COMPANY ACCEPTABLE TO ARNTZ BUILDERS. BOND PREMIUM TO BE INCLUDED IN BID AS A SEPARATE ITEM. SUBCONTRACTORS WILL BE REQUIRED TO PROVIDE A WAIVER OF SUBROGATION ENDORSEMENT TO THEIR WORKERS COMPENSATION INSURANCE.

WE ARE SIGNATORY TO THE CARPENTER'S AND LABORER'S COLLECTIVE BARGAINING AGREEMENTS

AN EQUAL OPPORTUNITY EMPLOYER

Sub-Bids Requested from qualified DBE Subcontractors and Suppliers For:
REGIONAL WATER RECYCLING PLANT NO. 5 (RP-5) LIQUIDS TREATMENT EXPANSION TO 22.5 MGD AND SOLIDS TREATMENT FACILITY

PROJECT NOS. EN19001 & EN19006

Owner: Inland Empire Utilities Agency

Location: Chino, CA

Bid Date: March 19, 2020 @ 2:00 P.M.

J.F. Shea Construction, Inc.

667 Brea Canyon Road, Suite 30 • Walnut, CA 91789

Phone: (909) 595-4397, Fax: (909) 444-4268

Contact: Lori Olivas, lori.olivas@jfshea.com

J.F. Shea Construction, Inc. is soliciting your participation in the preparation of this bid. We are particularly interested in bids from subcontractors/suppliers for the following work items:

Demolition, Erosion Control, Geotextiles, Microtunneling, AC Paving, Aggregates, Ready-Mix Concrete, Reinforcing Steel, Precast Concrete, Masonry, Structural Steel, Miscellaneous Metals, Steel Deck, Waterproofing, Metal Wall Panels, Roofing, Sheet Metal, Sealants, FRP Doors/Frames, Hardware, Access Doors, Overhead Coiling Doors, Aluminum Storefront, Skylights, Glazing, Metal Framing & Drywall, Resilient Tile Flooring & Base, Perforated Metal Acoustic Panels, Painting and Coatings, Louvers, ID Devices, Fire Protection Specialties, Toilet Accessories, Aluminum Clarifier Cover, Equipment, Jib & Davit Cranes, Hoists, Monorails and Bridge Cranes, Truck Scale, HVAC, Electrical and Instrumentation

Plans and Specifications: Please email your request to elizabeth.schmid@jfshea.com

Plans may also be viewed at the Dodge Plan Rooms or at our Walnut Office.

J.F. Shea Construction, Inc. is an equal opportunity employer and intends to negotiate in good faith with interested DBE firms and intends to utilize the lowest responsive bidder. J.F. Shea expects potential subcontractors to be bondable. J.F. Shea will pay for up to 1% for subcontractor bond costs. Subcontractors and Suppliers are expected to bid per plans and specifications, including requirements for warranties. Standard manufacturer's warranties, if not in conformance with owner's specifications, will not be accepted.

DO YOU KNOW ABOUT THE 3-FOR-1 AD OFFER IN THE SMALL BUSINESS EXCHANGE?

SPECIAL OFFER

SBE increases the value of a single ad ... by 3!

We will make it worth your while using our value-added services!

3 ADS FOR ONE PRICE

- 1 paid in the SBE weekly newspaper and you receive
 - 1 in the Friday daily e-Newsletter
 - 1 on the website (running until bid date).
- (Proof of Publication will be included for all)

3 for 1

Email ad copy to Nabil Vo at nvo@sbeinc.com

SBE IS CERTIFIED BY:

- California DGS

- California UCP

- New York UCP

- New Orleans RTA (Louisiana UCP)

Adjudicated newspaper of general circulation in the City and County of San Francisco (Gov. C. 6023)
Outreach periodical contract with the San Francisco OCA (Resolution No. 26 7-17)

SMALL BUSINESS EXCHANGE

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