

SMALL BUSINESS EXCHANGE

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COVID-19

Message from our Leaders

Mayor London Breed Announces Expansion in Financial Relief for Small Businesses Impacted by COVID-19

Mayor London N. Breed and the Office of Economic and Workforce Development announced the opening of the application process for \$6.5 million in funds to support small businesses. This \$6.5 million includes \$1.5 million for the San Francisco's Small Business Resiliency Fund and \$5 million for the Hardship Emergency Loan Program (SF HELP) in the form of grants and 0% interest loans to support over 300 small businesses. Financial assistance for small businesses has focused on providing relief and sustaining small businesses through the COVID-19 pandemic and to position businesses to transform and evolve as the economy safely reopens. To date, the City has identified \$15.5 million in grants and loans to support small businesses.

"The impact of COVID-19 on small businesses has been unprecedented and many challenges lay ahead as we take steps towards reopening, but I know that together this City can rise to meet this challenge," said Mayor Breed. "Together with our community leaders, community organizations, and funding partners, we are responding to address the needs of our most vulnerable populations, our frontline workers, and small businesses."

The San Francisco Resiliency Fund and SF HELP are programs designed to be flexible and low-risk to serve small businesses, sole proprietors, and independent contractors with little to no access to traditional credit in underserved communities. The programs are a result of public and private partnerships that leverage various resources, including the generous dona-

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Construction Culture: Why it Matters & How to Build it



[Article was originally posted on Autodesk Construction Cloud Blog. <https://construction.autodesk.com/>]

By Allison Scott,

What separates a "good" from "great" company? When you look at leading companies – regardless of industry – there's one characteristic that they share: a strong company culture. According to BambooHR, company culture is defined by, "the summation of how people within an organization interact with each other and work together." While there is no single recipe for success, there are common themes that emerge in companies with a positive culture.

Culture can manifest itself in several ways, but it's bidirectional, driven both from the top-down and bottom-up. Research has not only correlated the strength of an organization's culture to business performance, but today, 46% of job seekers cite culture as "very important" before applying to a company, according to Built In. Considering 80% of contractors have a hard time hiring skilled craft workers, culture could be a key driver to attract and retain talent and overcome the labor shortage.

It's also a time to raise awareness for the growing opportunities available for women in construction, while emphasizing their incredible contributions. Women represent only 10% of the total industry workforce and a minuscule 1.2% of the trade force. Yet, they are one of the largest demographics with the potential to fill an only widening labor gap. Tapping into this massive potential workforce, as well as other diverse talent pools, requires a complete culture shift committed to improving diversity and inclusion.

As the construction industry looks to build more diverse and inclusive workplaces, here are four areas to help cultivate a strong culture.

4 Ways to Cultivate a Strong Construction Culture

1. Develop a Culture Committed to All Facets of Safety

Safety is controllable and starts at your company's core. Toolbox safety talks and wearing hardhats are critical, but that only goes so far. Proper fitting personal protective equipment (PPE) – for all bodies (harnesses, gloves, etc.) – is a must to create a safe and inclusive environment. One size doesn't fit all and by taking steps to show your employees that their safety is your top concern, it instills confidence and trust. Skanska, Plaza Construction, and McCarthy Building Companies, Inc. are three leading examples of firms already taking strides to provide proper fitting PPE for women.

In November, Autodesk and the Associated General Contractors of America (AGC) announced a partnership to drive this movement forward by funding a grant program to supply select, in-need member contractors with fall protection harnesses sized for women who work at height.

On March 2, 2020 AGC and Autodesk announced the 21 recipients of the grants for custom safety harnesses and mandatory training. The applicant pool represented general contractors, specialty contractors, and specialty providers representing approximately 22,000 employees.

But physical safety is only one half of the equation. Psychological safety, when employees feel comfortable to show their authentic selves without fear of repercussion, is equally important. Mental well-being is critical for growth and development. By fostering an environment where your employees feel safe and secure, it empowers them to be courageous – taking risks, speaking openly, and even making mistakes. In addition to creating a supportive culture for your employees, research confirms that teams that facilitate psychological safety perform higher.

Building a comprehensive safety program is at the core of a successful construction culture. But where to start? The first step is to make safety – both physical and psychological – a priority. Focus on training your workers, get them invested in safety programs, and reward good behavior. Make sure you also encourage radical candor, promote respect, and welcome curiosity.

2. Create a Diverse and Inclusive Work Environment

To enhance the construction industry and bring in new talent, we need to welcome change. Talent differs, but it is these differences that drive us forward. There are issues that marginalize inclusivity – from the gender wage gap to racism – but vigilance and voice are key to rise above and create a diverse and inclusive environment.

We've all heard the terms diversity and inclusion. But what's the difference and why do they need to be used together? Let's break it down:

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COVID-19 | Message from our Leaders

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Continued from page 1

tions to the Give2SF COVID-19 Response and Recovery Fund. Donations to Give2SF support housing stabilization, food security, and financial security for workers and small businesses impacted by COVID-19. Small businesses that have been impacted or faced damaged from the recent civil unrest and that are eligible, may apply for the funds as well.

“Together, with private and public partners, we have committed ourselves to leveraging every resource available to equitably support our struggling small business communities through this unprecedented time,” said Joaquín Torres, Director, Office of Economic and Workforce Development. “As the City reopens, our investments will continue to serve our small businesses and ensure our communities and neighborhoods have the support they need for the benefit of San Francisco’s cultural and economic recovery.”

The City partnered with community organizations to inform the grant and loan processes and ensure the resources are designed with a focus on equity to address the needs of our most vulnerable low-income businesses and to reach those in historically underserved neighborhoods. To date, the City has awarded \$5.5 million in relief to more than 400 small businesses in San Francisco.

Interested small businesses can visit oewd.org/covid19/business to learn more about how to apply for SF HELP and the San Francisco Resiliency Fund program.

San Francisco Resiliency Fund

The second phase of San Francisco Resiliency Fund grant program will provide a total of \$1.5 million to at least 190 struggling small businesses of up to \$10,000 in aid. The funds may be used to support business expenses such as rent, payroll, and utilities or to supplement their income resulting from a direct loss of business revenue. The goal of the Resiliency Fund Phase Two is to provide financial support to the most vulnerable businesses, including those that are long-standing and those most heavily impacted by COVID-19 without access to any alternate flexible funding.

Most recently, OEWD awarded \$1 million from the Resiliency Fund to 128 small businesses from

across 31 neighborhoods citywide including restaurants, retailers, caterers, and hair salons. All businesses who applied that were not awarded in Phase One will be automatically enrolled and considered for Phase Two. The Resiliency Fund is administered in part by the Northeast Federal Community Credit Union.

“Our small family restaurant has been operating since 1994 but due to the COVID-19 pandemic, we had to close in March without knowing if we were going to make it at all,” said Noris Gomez, local small business owner of Sabor de San Miguel. “The Small Business Resiliency Fund has helped us pay for back dated utility bills, rent and has given us a fighting chance to come back stronger than ever. We are forever grateful for this assistance and hope to open and continue serving our community soon.”

“The application process was straightforward and not cumbersome. My application was reviewed shortly as their staff contacted me for missing documents and information. The staff were extremely efficient and courteous,” said Peter Wu, Munchboxx Café. “With the funds, I was able to pay rent and utilities on my mom and pop business to keep it afloat during this challenging time.”

San Francisco Hardship Emergency Loan Program

An additional \$5 million to SF HELP will provide approximately 110 small businesses up to \$50,000 in zero interest loans. SF HELP provides flexible funding to businesses unable to access other types of government loan products. This new round of SF HELP loans will be available in partnership with Mission Economic Development Agency (MEDA), a nonprofit community partner. Through \$1 million from Give2SF, MEDA was able to leverage and expand the loan program by \$ 4 million through a finance tool with a state partnership. Currently, \$3.5 million in loans are making its way to small businesses through community partner Main Street Launch.

“The reality for small businesses in our City has changed dramatically and quickly. Most small businesses have a vastly diminished customer base, if they are able to continue operating at all. Many have had to lay off their workers, and business owners have had to go without pay themselves,” said Luis Granados, CEO, Mission Economic Development Agency (MEDA). “MEDA’s Fondo Adelante, a Community Development

Financial Institution (CDFI), is proud to partner with Mayor Breed, OEWD and the California I-Bank to put into action SF HELP -- an equitable solution for quickly deploying financial assistance during this crisis.”

The City is working to leverage additional funds for larger impact for small businesses and will announce the next application phase when it becomes available.

Neighborhood Small Business Mini Grants

Today, the City also announced the awarding of nearly \$800,000 in Neighborhood Small Business Mini Grants to 276 small independently owned businesses in underserved commercial corridors including the Bayview, Central Market and the Tenderloin, Excelsior, Japantown, Fillmore, Mission, South of Market, and the Oceanview Merced Ingleside neighborhoods. An additional \$200,000 is currently being processed as part of the Women Entrepreneurship Fund.

The grants were designed to provide financial support of \$1,000 to \$10,000 to family-run businesses, owner operated businesses, entrepreneurs of color, and other enterprises in historically underserved communities who may not have employees on payroll. These businesses included salons, barbershops, flower shops, gift shops, independent contractors and many others that were severely impacted when they had to close or reduce operations.

“The Third Street commercial corridor in Bayview/Hunters Point is mostly made up of diverse family-owned businesses whose owners live in the community they serve,” said Earl Shaddix, Executive Director of Economic Development on Third. “We are proud to have partnered with Mayor Breed and Office of Economic and Workforce Development to convert existing organizational funding into the Phoenix Grant which provided immediate assistance to our for-profit, Third Street business owners.”

Funds for the Neighborhood Small Business Mini Grants were made possible in close partnership with neighborhood organizations to reallocate City economic development funds to COVID-19 relief efforts. Community partners administered the funds, conducted outreach and delivered the financial aid directly to qualifying businesses within these targeted areas. Partners include Excelsior Action Group, MEDA, Economic Development on Third, Renaissance Center for Entrepreneurs, Calle 24 Latino Cultural District, Japantown Taskforce and Japantown Community Benefit District,

Japanese Community Youth Council, Tenderloin Equitable Development Project, Outer Mission Merchants, Northeast Federal Credit Union, and the San Francisco Public Utilities Commission.

Additional Support for Small Businesses

Mayor Breed’s initiatives to support small businesses during the COVID-19 pandemic include:

- Deferring business registration fees with up to \$49 million for 89,000 businesses and further delaying the City’s collection of the unified license fee until September 30, 2020. This will lead to \$14 million in deferrals impacting 11,000 payees. In March, Mayor Breed announced an initial three-month delay for the collection of the fee.
- Business tax deferrals for small businesses with up to \$10 million in gross receipts. Mayor Breed and Treasurer Cisneros notified small businesses that their first quarter businesses taxes can be deferred until February 2021. No interest payments, fees, or fines will accrue as a result of the deferral.
- \$10 million Workers and Families First Paid Sick Leave Program, providing up to 40 hours of paid sick leave per employee;
- \$2.5 million in support for working artists and arts and cultural organizations financially impacted by COVID-19;
- Issuing a Moratorium on Commercial Evictions for small and medium sized businesses that can’t afford to pay rent;
- Capping the commission on 3rd party food delivery companies;
- Advocating for additional resources for small business and workers through the federal CARES Act;
- Establishing the Give2SF Fund, where donations will support housing stabilization, food security, and financial security for workers and small businesses impacted by coronavirus;
- Launching a one-stop City website for businesses and workers seeking resources, contacts, and updates during the COVID-19 emergency: www.oewd.org/covid19.

SOURCE: <https://sfmayor.org>

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Access to Capital

Ready to Grow Your Business?

Top Construction Business Loans

[Article was originally posted on www.fastcapital360.com]

Best Financing and Loan Options for Construction Companies

There are many different types of financing options for construction business owners. Factors that can impact interest rates, loan amounts and terms include loan type, lender, credit score, time in business and revenue.

Equipment Financing

Your cement mixer broke down. Your bulldozer is in disrepair. You need a new forklift. When heavy equipment financing is what your business needs most, there are financing options out there specifically for this type of purchase.

Though not a construction equipment loan, equipment funding is a type of secured financing. This means that the equipment you buy serves as collateral. Because this type of financing is secure, lender risk is reduced. How? If you default on your payments, they can recover their funds by selling your equipment.

Decisions for equipment financing can be quick, within days. To apply for this type of financing, you might need a minimum credit score of 600-620. Repayment terms can range from 1-5 years.

Working Capital Loans

Working capital financing is meant for short-term needs, and borrowers often repay their loans in 18 months or less. As such, working capital loans for construction companies would be best used toward daily or momentary expenses, such as:

- Employee wages
- Office rent and utilities
- Equipment purchase
- Marketing costs

Plus, when you apply for a loan, access to capital can be fast. Depending on the lender, you could have a decision in a day, and often, no collateral is required. If you have recent revenue, this might be a good option for you. While credit score requirements vary by lender, you might be

able to get approved for a working capital loan with a credit score in the low 500s.

Lines of Credit

Another type of construction company loan option is a business line of credit. Repayment terms can range from a few months to a few years. Credit score requirements may range from 560-620, depending on the lender and whether the credit line is secured by collateral.

Business lines of credit are similar to business credit cards without the tangible card. Also, business lines of credit generally have higher credit lines and lower interest rates. Like a credit card, however, you're approved for a certain credit limit. You can charge any amount up to your limit and make minimum payments. You're only charged interest on the amount you borrow. Once you pay down your debt, you replenish your credit line. Weekly or monthly payments may be required to repay your debt, depending on the lender.

Invoice Financing

Invoice financing is a funding option that could offer a quick boost of cash flow in the short term. How does it work? Lenders advance you a percentage of the value of an unpaid invoice, which could range from 70%-90%, and hold the remaining percentage until your debt is paid in full. You're typically charged a weekly fee until the debt is repaid.

After you've completed all of your payments, the lender will provide you with the remaining percentage. In other words, if your advance was for 90% of the value of an invoice, you'd be entitled to the remaining 10% once you paid back the 90% advance plus applicable fees.

Credit score requirements vary and may range from 530-600, with some lenders not requiring any minimum credit score. Lenders are more interested in the quality of your invoices and the ability of your customers to pay their bills. So if you're confident your clients will pay their bills on time, invoice financing may be an option for you.

■ Continued on page 7



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: 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:

9547 - OBAG2 (NORTH) SAN JOSE PAVEMENT MAINTENANCE PROJECT
Disadvantaged Business Enterprise Goal
Assigned is 12%

OWNER:
CITY OF SAN JOSE - 1404 MAYBURY ROAD, SAN JOSE, CA 95133

Bid Date: JUNE 18TH, 2020 @ 3:00 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:

ADJUST IRON, COLD PLANE, COLD IN-PLACE RECYCLING, LEAD COMPLIANCE PLAN, MINOR CONCRETE, FOG SEAL SUPPLIER, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TRUCKING, WATER TRUCKS, STREET SWEEPING, HOT MIX ASPHALT (TYPE A) MATERIAL AND RUBBERIZED HMA (GAP GRADE) 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%25desilvagates.com](ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com) and password is [f7pa55wd](ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com)) or from the Owner's site, Biddingo. You must register with Biddingo to participate in this procurement. To register go online to <https://www.biddingo.com/sanjose>.

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 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.

INVITATION TO BID

Request for Certified DBEs, Subcontractors and Suppliers
Project: El Portal Undercrossing Project, CIP: 1146900 IFB: SOL567271
Owner: San Diego Association of Governments (SANDAG)
BID SUBMITTAL DATE: June 30, 2020 at 2:00 p.m.

Request for quotes from Certified DBE's Subcontractors and Suppliers for the following, but not limited to scopes of work: Aggregate Supply, Asphalt Dike, Asphalt Paving, Bridge Bearing Pad Supply, CIDH Pile, Clear and Grub, Concrete Barrier, Concrete Supply, Electrical, Erosion Control, Fencing, Formliner Supply, Furnish and Erect Precast Girders, Guardrail, Landscape and Irrigation, Masonry, Minor Concrete, Misc. Metals Supply, Pipe Supply, Precast Girders, QC Testing, Railing, Ready Mix Concrete Supply, Reinforcing Steel, Roadside Signs, Rock Slope Protection, Slope Paving, Street Sweeping, Survey, Trackwork, Underground.

PLEASE SUBMIT QUOTES BY FAX TO (760) 471-4860 OR EMAIL TO SoCalBids@FlatironCorp.com

Plans and specifications are available, at no cost from the San Diego Association of Governments (SANDAG) website: <https://www.bidnetdirect.com/sandag> (Registration Required). Additionally, plans and specifications are available at Flatiron's San Diego, CA and Chino Hills, CA offices. Please call to make an appointment to view plans and specifications.

This project has a 16% DBE Goal. In addition to request for participation from Certified DBE subcontractors and suppliers, Flatiron requests non-DBE subcontractors to provide lower-tier DBE subcontractor and/or supplier participation. Bidders are required to indicate lower-tier DBE participation, as it will be evaluated as part of their quote.

Flatiron analyzes and considers each DBE quote, including those that are broken down into economically feasible units to facilitate bidding. Assistance in obtaining bonding, lines of credit, insurance, equipment, supplies and materials is available upon request. Additionally, please contact us if you require technical assistance.

Quotations must be valid for same duration as specified by Owner for contract award.

Subcontractors are required to possess and maintain a current contractor's license and must also be registered with the Department of Industrial Relations (DIR) as required by Public Contract Code Section 1725.5. Subcontractors will be required to execute Flatiron's Standard Subcontract Terms and Conditions and insurance requirements. A copy of our Standard Subcontract Terms and Conditions is available in electronic format upon request.

Bond Requirements: Notwithstanding any contrary language in a bid to Flatiron or any prior course of dealing between Flatiron and a bidder, and unless waived in writing by Flatiron, Flatiron reserves the right to require each bidder to provide payment and performance bonds assuring bidder's obligations to Flatiron in the amount of 100 percent of the bid to Flatiron. Flatiron will reimburse the bond premium at actual cost not to exceed 3%. The surety on the bonds must be a California admitted surety. WE ARE AN EQUAL OPPORTUNITY EMPLOYER.

FLATIRON

Flatiron West, Inc.

16470 W. Bernardo Drive, San Diego, CA 92127
Phone (760) 916-9100 / FAX (760) 471-4860
Email: SoCalBids@flatironcorp.com
Point of Contact: Veronica Garcia, Estimating Admin.



California Sub-Bid Request Ads



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:

HILLCREST ES MODERNIZATION & INTERIM HOUSING
SAN FRANCISCO, CA
SFUSD Project #11903

BID DATE: June 16, 2020 @ 2:00pm
ESTIMATE: \$12,500,000

CONTACT:
Kelsey Godfrey bid@arntzbuilders.com

Trades needed but not limited to: Demolition, Concrete, Concrete Reinforcement, Cast-in-Place Concrete, Shotcrete, Masonry Restoration and Cleaning, Cold-Formed Metal Framing, Misc. Metals, Metal Fabrications, Rough Carpentry, Finish Carpentry, Arch. Woodwork, Waterproofing Repairs, Roofing Patching & Repairs, Flashing and Sheet Metal, Firestopping, Joint Sealants, Hollow Metal Doors and Frames, Access Doors and Panels, Overhead Coiling doors, Entrances and Storefronts, Aluminum Windows, Door Hardware, Glazing, Plaster Patching, Resilient Flooring Repair and Refinishing, Wood Flooring Restoration, Terrazzo Repair and Refinishing, Portland Cement Plaster, Tiling Restoration, Acoustical Ceilings, Resinous Epoxy Flooring, Painting & Coating, Visual Display Boards, Signage, Toilet Compartments & Accessories, Fire Extinguisher Cabinets, Metal Lockers, Stage Curtain Replacement, Window Shades, Plumbing, HVAC, Electrical, Earthwork, Site Utilities, Haz Mat.

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.

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1520 Fourth Street • Berkeley, CA 94710
Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Jean Sicard

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:
Roadway excavation, HMA (Type A), RHMA-G, drainage & erosion control
Hwy 29 Lower Lake, Lake County
Caltrans #01-0E7204
BID DATE: June 23, 2020 @ 2:00 PM

We are soliciting quotes for (including but not limited to):

Trucking, Temporary and Permanent Erosion Control Measures, QC/QA Testing, Lead Compliance Plan, Progress Schedule (Critical Path Method), Develop Water Supply, Construction Area Signs, Traffic Control System, Portable Radar Speed Feedback Sign, Portable Changeable Message Sign, Alternative Temporary Crash Cushion, SWPPP, Rain Event Action Plan, Storm Water Sampling, Analysis & Report, Sweeping, Treated Wood Waste, Contractor Supplied Biologist, Natural Resource Protection Plan, Invasive Species Control, Clearing & Grubbing, Roadway Excavation, Shoulder Backing, Bonded Fiber Matrix, Hydromulch, Hydroseed, Compost, Asphalt Binder (Geosynthetic Pavement Interlayer), AC Dike, Tack Coat, Cold Plane AC, Rail Element Wall, Cable Anchorage System, Cured-In-Place Pipeliner, Mechanically Stabilized Embankment, Structural Concrete, Underground, Geomembrane (Water Barrier), Corrugated Steel Pipe, Abandon Culvert, Adjust Inlet, Sand Backfill, Rock Slope Protection, Jacked Welded Steel Pipe, Fencing, Delineator, Pavement Markers, Object Marker, Roadside Signs, Midwest Guardrail System, Vegetation Control (Minor Concrete), Cable Railing, Alternative In-Line Terminal System, Striping & Marking, Rumble Strip, and Construction Materials

Jean Sicard (510-809-3411 jsicard@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 under the Advertised Projects tab at the Caltrans website at: <http://ppmoe.dot.ca.gov/des/oe/contract-awards-services.html>. 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 DBE Subcontractors, Suppliers and Truckers are highly encouraged. OCJ is willing to breakout any portion of work to encourage DBE 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.

Con-Quest Contractors, Inc.
290 Toland Street • San Francisco, Ca 94124
Email: bidday@cqcontractors.com
Fax: 415-206-0528

REQUEST FOR QUALIFIED DBE/WBE/LBE/SBE SUBCONTRACTORS & SUPPLIERS FOR:

The City of Brentwood
Citywide Non-Potable Water Distribution System
CIP Project No. 592-59202
Bid Date: June 23, 2020 at 2:00pm

Quotes needed: SWPPP, Utility Trenching, Material Testing/Inspection, Electrical, Precast Fabricator / Installer, Landscaping, Tree Removal, Environment Monitoring, Earthwork, Hazardous Material Abatement / Disposal, Ready Mix Concrete, Concrete Pumping, Trucking, Aggregate Materials, Asphalt Paving, Asphalt Milling, Demolition, Survey, Rebar, Structural and Miscellaneous Metals, Exterior Metal Wall Paneling, Fencing, Crane / Hoisting Service, Sheet piling & Shoring, Painting / Anti-Graffiti Coatings, Roadway Traffic Striping, Concrete Hard-scapes / Flatwork

An Equal Opportunity Employer

In order to properly evaluate / coordinate vendor proposals with our final bid. Vendor scope letters and quotes should be submitted and received in a timely fashion by no later than **5:00pm on June 19, 2020.**



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

REQUEST FOR DBE/LIABE/LBABA/SBE/VSBE SUBCONTRACTORS AND SUPPLIERS FOR:

OHIT Phase 2 Interim Use Yard Paving
Oakland, CA
Port of Oakland Project #2020-03-M1
BID DATE: June 18, 2020 @ 12:00 PM

We are soliciting quotes for (including but not limited to):

Trucking, Temporary and Permanent Erosion Control Measures, QC/QA Testing, Storm Water Pollution Prevention Plan and Perform all Storm Water Reporting Tasks, Remove & Dispose Sanitary Lift Station, Adjust Utilities to Grade, Storm Drain Piping, Drainage Inlet, Storm Drain Manhole, Storm Drain Cleanout, Bioretention Swale, Vegetated Swale, Wheel Stop, Concrete Pavement, Fencing, Pulverize Concrete Pavement, Tack Coat, Haul and Dispose Class 1 & 2 Soil, Striping & Markings, Light Pole Protection, and Construction Materials

Greg Souder (510-809-3430 gsouder@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 under the Bids/RFPs/RFPs/Permits tab at the Port of Oakland website at: <https://www.portofoakland.com/business/bids-rfps/>. 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 DBE/LIABE/LBABA/SBE/VSBE Subcontractors, Suppliers and Truckers are highly encouraged. OCJ is willing to breakout any portion of work to encourage DBE/LIABE/LBABA/SBE/VSBE 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

OCJ is a Union contractor, and we are signatory to the Operating Engineers, Laborers, Teamsters, and Carpenters. OCJ is an Equal Opportunity Employer



Proven Management, Inc.
225 3rd Street, Oakland, CA 94607
Phone: 510-671-0000 • Fax: 510-671-1000

PMI requests proposals/quotes from all qualified and certified subcontractors, suppliers, and truckers for the following project:

FOSTER CITY LEVEE IMPROVEMENTS
PROJECT NO. CIP 301-657
Bids: 6/16/2020 @ 2pm

The work in this contract includes but is not limited to: Demo; Forming and Accessories; Waterstops; Concrete Reinforcing; Cast-In-Place Concrete; Precast Architectural Concrete; Metal Fabrications; Coatings; Traffic Signage; Signs; Site Furnishings; Shade Structures; Earthwork; Filter Fabric and Geotextiles; Site Preparation; Structural Excavation; Dewatering; Structural Fill; Cellular Concrete Fill; Trenching and Backfilling; Excavation Support and Protection; Pavement Restoration and Rehab; Landscape; Aggregate Base Course; Asphalt Concrete Paving; Stabilized DG Paving; Concrete Curbs, Gutters and Sidewalks; Pavement Markings; Chain Link Fences and Gates; Design-Build Bridges; Irrigation Control System; Soil Preparation; Hydroseeding; Planting; Water Mains and Irrigation Services; Storm Drains; Steel Sheet Piling Seawalls; Rebar; Electrical.

Bonding, insurance, lines of credit and any technical assistance or information related to the plans & specifications & requirements for the work will be made available to interested certified suppliers & subcontractors.

Assistance with obtaining necessary equipment, supplies, materials, or related assistance or services for this project will also be offered to interested certified suppliers, subcontractors, truckers. PMI is signatory to the Operating Engineers, Carpenters, and Laborers Collective Bargaining Agreements.

100% Payment & Performance bonds will be required from a single, Treasury-listed surety company subject to PMI's approval. PMI will pay bond premium up to 1.5%. Subcontractors awarded on any project will be on PMI's standard form for subcontract without any modifications. For questions or assistance required on the above, please call.

We are an Equal Opportunity Employer

Stantec Consulting Services Inc. is seeking qualified Local Business Enterprise (LBE) firms for inclusion in a proposal to the **San Francisco Public Works (SFPW) for the As-Needed Environmental Planning Services 2020 Sourcing Event ID 000004024 contract.**

All firms need to be San Francisco-certified LBEs and meet the requirements outlined in the SFPW's request for proposal (RFP).

Stantec is seeking firms in the following disciplines:

- ACOUSTICAL ENGINEERING/NOISE ANALYSIS
- ARCHEOLOGY & CULTURAL RESOURCES
- ARCHITECTURAL, INCLUDING HISTORICAL AND CONSERVATOR SERVICES
- COMMUNITY RELATIONS/PUBLIC AFFAIRS
- ENVIRONMENTAL IMPACT REPORTS
- HAZARDOUS WASTE AND REMEDIATION SERVICES
- LANDSCAPE ARCHITECTURE
- PUBLIC RELATIONS SERVICES
- TRANSPORTATION & TRAFFIC ENGINEERING
- URBAN & REGIONAL PLANNING

Qualified firms with LBE certification in the appropriate discipline covering the services proposed and with the qualifications required by the RFP, should email a pdf Statement of Qualifications (SOQ) to SFOperations@stantec.com. For proper processing include 'SFPW As-Needed Environmental Planning Services 2020' in the subject line of ALL correspondence.

For consideration, SOQs must be submitted by **12:00 PM Pacific, Wednesday, June 17, 2020.**

Each SOQ must include the following:

1. Short company bio (including number of years in business)
2. Description of services for the tasks in the RFP that the firm has relevant experience with (refer to Section 2 of the RFP)
3. Names of two to three individuals on staff who have expertise or special qualifications relevant to the scope of work
4. Overhead and Profit Schedule (in accordance with RFP Appendix B), including the firm's proposed overhead and profit rate.

Stantec will evaluate the proposals and make its selection after considering qualifications, availability of its own resources, and selection criteria included in the RFP. Qualified firms must fulfill and demonstrate all requirements specified in the RFP and meet minimum subconsultant qualifications outlined in section 4.3 of the RFP.

Respondents should review the RFP for SFPW As-Needed Environmental Planning Services 2020 available at (<https://sfcitypartner.sfgov.org>) if you do not have access to SF City Partner, please contact us for a copy of the RFP.

ADVERTISE YOUR AD HERE

Advertise your Sub-Bid Requests in the Small Business Exchange

With a monthly readership of 75,000, SBE reaches a diverse audience, cutting across ethnic and gender lines as well as traditional industry segments.





Events & Seminars

WiSE24, Largest Online Global Pitch Event for Women Entrepreneurs, Calls on Innovators, Investors and World Leaders to Drive Economic Growth By Supporting Female Founders

Women entrepreneurs in 10 cities around the world will gather online over the course of 24 hours, leading the next wave of innovation

Women's Startup Lab (WSLab), a Silicon Valley-based accelerator for women-led startups, will host its second WiSE24, "Women's International Showcase of Entrepreneurs," on June 18, 2020. The event, which will take place over a period of 24 hours, will livestream startup pitches from 50 early-stage women-led ventures in 10 cities around the world, including San Francisco, New York, Taipei, Tokyo, Seoul and São Paulo.

The theme of the event-- "Rise Locally, Empower Globally" -- calls on technology and innovation leaders in the U.S. and around the globe to look beyond their borders for new markets, talent and investment opportunities. WiSE24 will attract 1,000+ global investors, global policymakers, corporate leaders, and other key stakeholders who are working to accelerate innovation and build economic growth worldwide. This year's event includes a new track showcasing startups that are developing innovative solutions and responses to the ongoing Covid-19 pandemic.

"Building on the success of last year's event, WiSE24 2020 provides an unprecedented opportunity for women entrepreneurs to rise and thrive

in times of crisis," explains Women's Startup Lab Founder and CEO, Ari Horie. "By fostering deeper cross-cultural collaboration and initiatives between entrepreneurs, investors and policy makers, WiSE24 aims to create systemic change in the innovation ecosystem and strengthen the potential of regional initiatives."

WiSE24 will feature 3 tracks:

1. **#CollaborateToWin:** A speakers' series for female entrepreneurs including talks by mentors and allies.
2. **#InvestInHER:** A speakers' series for venture capitalists and angel investors who want to leverage the untapped potential of diverse founders.
3. **#RethinkEcosystem:** A speakers' series for influencers and global innovation leaders who want to support diversity by effecting system change in the innovation ecosystem.

Some of the esteemed speakers who will participate in the event include Pascal Finette, Co-Founder at be radical, Singularity University's Chair for Entrepreneurship & Open Innovation and a Venture Partner at BOLD Capital Partners, Audrey Tang, Digital Minister of Taiwan, Victor Hwang, Founder and CEO, Right to Start and Former Vice President of Entrepreneurship, Kauffman Foundation, and Bill Reichert, Managing Director at Ga-

rage Technology Ventures and Partner at Pegasus Tech Ventures.

"The next wave of global innovation will come from startups led by a new wave of founders who don't fit the old stereotype, including women and other underrepresented entrepreneurs who tap into a whole new world of opportunities," explains venture capitalist Bill Reichert. "Women's Startup Lab is a leader in developing and showcasing these founders and accelerating the evolution of the startup ecosystem."

"The technology industry cannot afford to ignore the potential of diverse founders and a global, collaborative startup community," says Audrey Tang, who is working on Taiwan's response to COVID-19. "We need to educate, support and invest in our cross-border partners if we want a world that supports innovation for all."

WiSE24 will be available online all day PST on June 18, starting in Brazil and ending in Asia on June 19. Please visit this website to find more details and join the event: <https://www.womenstartuplab.com/wise24>

If you're interested in showcasing your local startup or initiative through Women's Startup Lab's WiSE24 event, send an email to contact@womenstartuplab.com.

About Women's Startup Lab

Women's Startup Lab (WSLab) is a premier Silicon Valley startup and leadership accelerator for women entrepreneurs around the world. By focusing on "people innovation" and introducing their vast Silicon Valley network, WSLab transforms individuals, companies and the world through active collaboration and innovative thinking among top leaders.

Based in Silicon Valley, California, WSLab has been in operation for 7 years. WSLab has run their unique, women-focused accelerator for six years, graduating 17 cohorts. Of our over 150 alumnae, over 63% have successfully raised funds, and 4 have had successful exits. We have also trained over 1,000 corporate executives through our accelerator program, Hito Institute, to further advance the collaboration of women, entrepreneurs and corporate innovation. Our growing community numbers 25,000+ worldwide.

Contact:

Women's Startup Lab

E-mail: contact@womenstartuplab.com

Website: <https://www.womenstartuplab.com/>



Business Toolkit

Construction Procurement Methods

Once project delivery method is selected, the owner faces the decision of how it will procure construction services. A number of factors influence this decision. Government owners often fall under laws that dictate how they must make purchasing decisions.

Other influences include the political, economic and social environment, the owner's experience and expertise in construction and construction procurement, the size, complexity, location, and uniqueness of the project, the timing of the project and whether schedule compression is needed, and cost considerations such as how much price certainty the owner needs.

Construction procurement is generally divided into four types: lowest bid, traditional, integrated, and, negotiated and managed.

Traditional procurement aligns most closely with the traditional project delivery method, design-bid-build. The owner buys construction

services separately from design work, tenders for construction bids after design is complete, and the construction bidder knows all the project specifications before bidding.

The most common procedure in this case is competitive bidding with the lowest bidder winning. It's often called low bid or lowest bid procurement. Governments and other public entities commonly use this method because laws, drafted in response to bribery scandals, require them to prove they received the best possible price in a process free from corruption. In those cases, bids are opened and reviewed publicly.

In competitive bidding, contractors are invited to submit their best bid by a deadline, and the owner compares bids against one another. This is called sealed bidding. Because the bids are all to build the structure according to the designs and specifications developed by the architect (i.e. the same product), the contractor who bids the low-

est amount wins. In fact, the bid number may be the only piece of information reviewed.

However, this process does not work for all projects. In two-step bidding, a first round of review examines the technical qualifications of all the bidders. Bidders must show they have the skills and experience to handle the project. This is common in specialized structures. Because the financial and operational consequences of flawed or incomplete construction are damaging, it makes sense that an owner commissioning a hydroelectric dam, data center, or hospital would want assurances that the builder has demonstrated expertise in this type of project.

In two-step bidding, the owner creates a short list of those bidders who meet the technical qualifications. Bids from contractors who passed the first round move to the second round. Their proposals are called qualifying bids, meaning that they meet the requirements of the customer

for technical expertise. (Other benchmarks can also be used, such as being able to build quickly enough to meet a specific completion date or to comply with government requirements for using a certain percentage of locally owned subcontractors.)

In two-step bidding, the lowest qualifying bid wins. The U.S. federal government uses this method to award indefinite delivery/indefinite quantity (IDIQ) construction contracts under federal acquisition regulations. IDIQ contracts cover an unknown amount of services over a set period of time. In construction, IDIQ is often used for architect and engineer services and job order contracting (JOC).

Job order contracting was developed in 1982 by Harry H. Mellon, then chief engineer in Europe for the U.S. Army, and it spread to all branches of the military and levels of government, in-

Construction Procurement Methods

■ Continued from page 5

cluding housing authorities and school systems. Under JOC, an owner gets a long-term umbrella contract that sets a unit price for common renovation, repair, or small construction jobs. When the need arises, the owner calls on the contractor to perform the work as agreed in the contract. This system creates efficiencies: Since owners do not have to identify contractors and negotiate contracts each time they need a job done, the work begins more quickly. And because prices are fixed on work and materials over a larger cost base of multiple jobs, economies of scale are realized. Costs of procurement are also reduced. The Center of JOC Excellence has extensive education resources that explain the advantages of job cost contracting and how to get going with it.

Best value source selection is a procurement method in which buyers award contracts based on other factors as well as cost. The goal is to achieve the best combination of price and performance. In this process, the owner (usually a government agency) will define source selection criteria that add value to a bid. These can include past performance, more robust management approach, highly qualified key staff, or other fac-

tors. Using best value selection gives owners, who might otherwise be compelled by law to choose only on price, greater flexibility.

The implementation of best value selection can be similar to two-step bidding. In a best value selection process, bidders might first submit their qualifications based on the defined selection criteria; those that pass then submit technical and price proposals. Best value selection can also proceed in a single step process with qualifications, technical, and price proposals submitted simultaneously. A good guide on best value selection has been developed by the Associated General Contractors of America and the National Association of State Facilities Administrators.

Under negotiated procurement, an owner selects a contractor without advertising or competitive bidding. The U.S. government uses this method and negotiates with the potential builder on price and technical requirements. It awards the project to the contractor who makes the proposal most favorable to the government. The proposals are not publicly opened.

Unlike tendering (in which a proposal is accepted or rejected), in this method, contractors' proposals are subject to further negotiations with project

managers. After analyzing the proposals, they proceed with those that appear to meet broad technical and cost specifications. The two sides discuss the project details, objectives, conditions, schedule and cost, and then bargain over the variables. The contractor who offers the most attractive proposal wins. While the process is competitive, the competition may not focus on price, but rather on a range of factors such as technical ability. This method allows greater flexibility to finetune the deal in terms of management approach, technical solution to a problem and terms.

In private projects, the owner may go through this process with just a single bidder. Anderson-Moore Construction Corp in Lake Park, Florida argues that the negotiated approach offers owners greater value because the contractor can identify changes and cost savings before the project starts, eliminating the need for change orders.

U.S. federal negotiations favor sealed, competitive bidding procurement, but allow negotiated procurement in certain defined cases.

Sole source procurement, also known as single-source procurement, direct select, or a no-bid contract, is a non-competitive method you use when only one provider can fulfill the requirements of the project.

Government agencies can justify not using competitive bidding process in certain situations, such as emergencies or if, due to unique and complex specifications, only one contractor is capable of handling the project. Another reason would be if the new structure interfaces or connects with another specialized building, and the owner wants to make sure the two are compatible, like an expansion of a wastewater treatment plan using proprietary technology.

But sole source procurement can be vulnerable to abuse, so government buyers should proceed with caution.

In business, owners may decide on sole source procurement if, for example, they have a successful relationship with a contractor and want to replicate a prior contract or project. Private parties are not required by law to comply with competitive-bidding regulations unless they are receiving government funding, and they may feel the time and management effort saved with this approach offers strong business rationale.

SOURCE:

www.smartsheet.com/construction-bidding

Construction Culture: Why it Matters & How to Build it

■ Continued from page 1

- **Diversity:** Diversity represents what we look like – race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.
- **Inclusion:** Inclusion represents that authentic self – where an individual can show up and be themselves, sharing a different perspective and having mechanisms to do so effectively.

By bringing diversity and inclusion (D&I) together, this widens our access to the best talent, leading to enhanced innovation, creativity, productivity, reputation, engagement, and results. It's a win-win for construction as we continue to compete for talent with other industries. To validate further, 86% of women (as well as 74% of men) seek employers with diversity and inclusion strategies.

"As an industry, we need to work together to move the needle forward," says Silvia Siqueira, Diversity and Inclusion Office at Hilti North America on a panel at a recent Autodesk University.

"Construction is not the fastest changing industry, but when like-minded people sit together and ask questions, that's what drives change. Together we have a voice."

Organizations such as Diversity and Inclusion in Construction and Engineering, or DICE, are examples of groups that are breaking down barriers between construction firms. DICE, co-founded by Siqueira, is a group made up of construction and engineering firms to identify and bridge the D&I knowledge gap across the industry. The

group demonstrates ways to create a diverse and inclusive workplace, giving firms tactics to drive discussions on why D&I matters. "It's going beyond being competitors in the industry to talk about what type of workers we will have in the future," says Siqueira.

3. Cultivate an Environment of Learning

The future of how we work is changing. The construction labor shortage is one of the biggest challenges facing the industry today. With the advent of new innovation and many firms racing to adopt cloud-based technologies, it's essential to adopt more formalized methods of continued education to advance a firm's most valuable asset: people.

BAM Construction, part of the Royal BAM Group invests in reverse mentoring to achieve its strategy for "building the present, creating the future." To them, reverse mentoring is a way to easily upskill workers by taking advantage of skills already present within the team. With team members working side-by-side, it transfers new skills, and enhances team dynamics through deeper collaboration.

Continuous learning propels you and opens the door to new opportunities. If you don't learn, you don't become better. It's important to step out of your comfort zone and try new things. From taking a webinar to attending a conference to networking – learning takes many forms. It's important to find the method that works best for you and your team.

From an organizational standpoint, it's important for firms to identify and provide employees with opportunities to branch outside of their day-to-day to develop their skills. There is a huge gap that needs to be filled and by investing in your

people, they will invest in you. According to research from Built In, 94% of employees would stay in their current role longer if they felt the organization invested in their professional development. It may sound cliché, but employee training ROI impacts employee retention and engagement, even the recruitment of top talent.

4. Launch a Formalized Sponsorship and Mentorship Program

A major part of the culture shift driving greater inclusion and safety comes down to fostering people-to-people interactions. And a way to do this is by creating a sponsorship and mentorship program to identify internal champions.

According to Catalyst – a global nonprofit working to build workplaces that work for women – "Sponsors are advocates in a position of authority who uses their influence intentionally to help others advance, while mentors provide advice, feedback, and coaching. Both are important to advancement as employees navigate the workplace and earn opportunities for growth."

By identifying a champion, it will open the door to opportunities and position you for success. It's all about getting a seat at the table and acquiring skills that will support your future success.

"When I came to Hilti from the retail industry, I did not have a background in construction," says Gina Brown, Senior Marketing Manager at Hilti North America. "I was assigned a mentor, which helped me grow as an individual and business professional." Through mentorship, Gina was able to identify and develop certain skillsets to move forward in her career.

"Having a program and recognizing the value of mentorship and sponsorship is crucial," says

Lisa Mingoia, Corporate Counsel for Skanska USA Building.

"Mentorship can come in many forms – informal or formal – but it's all about helping you grow individually and as a professional."

Women tend to believe that if you work hard you get results, but you also need influence to get that exposure. And that is where sponsorship comes in. Having someone who will advocate on your behalf if you're not in the room.

"We need mechanisms to make sure organizations make executive teams responsible for that. Give people opportunity," says Mingoia.

A Stronger Construction Culture for a Better Industry

American activist Marian Wright Edelman was the first to say, *"You can't be what you can't see."*

When women are 10% of the industry, it's hard for individuals to self-advocate. But by starting a conversation, and having a collective voice, that's the key to change and a way to get more women into the industry.

As firms continue to build a stronger culture, one that prioritizes diversity and inclusion, it's important to remember to align that strategy and include it as part of your company's mission. The hardest part may be starting the discussion, but as the industry continues to standardize these practices, investing in strong pillars of excellence to create a safe, inclusive, and healthy workplace will advance the industry for all.

SOURCE: <https://constructionblog.autodesk.com/how-to-build-construction-culture/>

Public Legal Notices



GOLDEN GATE BRIDGE HIGHWAY & TRANSPORTATION DISTRICT

NOTICE TO CONTRACTORS

NOTICE IS HEREBY GIVEN that sealed bids will be received by the Office of the Secretary of the District, Golden Gate Bridge, Highway and Transportation District (District) either by U.S. Postal Service addressed to its mailing address, P.O. Box 9000, Presidio Station, San Francisco, CA 94129-0601, or by courier or personal delivery to its office at the Administration Building, Golden Gate Bridge Toll Plaza, San Francisco, CA, on **Tuesday, July 14, 2020, by 2:00 p.m., Pacific Standard Time**, at which time bids will be publicly opened and read in the Board Room of said building for the following:

CONTRACT NO. 2020-BT-011 NOVATO BUS FACILITY UNDERGROUND STORAGE TANK SITE CLEANUP CITY OF NOVATO, COUNTY OF MARIN, CALIFORNIA

This public works project consists of, in general, removing and disposing of diesel contaminated soils from the District's Novato Bus Facility located at 801 Golden Gate Plaza, Novato, CA, 94945.

The site cleanup must be completed within One Hundred Fifty (150) Calendar Days. During construction, the site will be closed to normal bus operations, except that buses and bus operators will use the dispatch building and a portion of the site that will be fenced off from the active work area as shown on the Contract Plans. Approximately one bus per hour will use the site. The contractor must coordinate the work with these bus operations.

A pre-bid conference will be held on June 24, 2020, at 10:00 a.m., Pacific Time, at the Novato Bus Facility Dispatcher Building, 801 Golden Gate Plaza, Novato, CA 94945. A job walk through will be conducted immediately after the meeting. While this conference is not mandatory, the **District highly recommends you attend**.

Bidders bidding as the prime contractor shall possess a valid **State of California Class A, General Engineering Contractor's License** with a minimum experience of three (3) similar projects with public agencies in the past five (5) years at the time of Contract award. All subcontractors, if any, shall be properly licensed by the State of California to perform specialized trades and shall have a minimum experience of three (3) similar projects with public agencies in the past five (5) years at the time of Contract award. Pursuant to Public Contract Code Section 4104, each Bid Proposal must include the name and location of the place of business of each subcontractor who shall perform work or service, or install work for the prime contractor in excess of one-half of one percent (1/2 of 1%) of the bid price.

Bids must be accompanied by a deposit either in the form of cash, a certified or cashier's check, or Bidder's Bond, as described in the Contract Documents, which shall be applied to damages sustained by the District if the successful Bidder fails or refuses to enter into a contract awarded to it.

Bids shall be submitted on the District's **Proposal Forms, including all attachments**, in a sealed envelope and plainly marked with Bidder's name, and contract name and number. The successful Bidder shall furnish a Performance Bond and a Payment Bond in amounts equal to one hundred percent (100%) of the total price of the Contract. Pursuant to Public Contract Code Section 22300, the successful Bidder may submit certain securities in lieu of the District withholding funds from progress payments (retention) during the Project.

The District hereby notifies all Bidders that it is the policy of the District to ensure nondiscrimination on the basis of race, color, national origin, or sex in the award and administration of contracts.

Bidders are strongly encouraged to obtain Disadvantaged and Small Business Enterprise (DBE/SBE) participa-

tion on this Project. **DISADVANTAGED BUSINESS ENTERPRISES (DBEs) ARE, BY DEFINITION, CONSIDERED TO BE SBEs, AND ARE COVERED BY THE REFERENCES TO SBEs IN THIS DOCUMENT.** In order to achieve such participation, the District has developed procedures to remove barriers to DBE participation in the bidding and award process and to assist DBEs to develop and compete successfully outside of the DBE Program. These procedures include the establishment of a SBE Element of the District's Diversity Program for Contracts. The District has evaluated subcontracting opportunities for this Contract and determined that such opportunities exist and has established an SBE goal of 13%. Bidders must meet the contract-specific SBE goal or demonstrate good faith efforts to do so. Bidders are encouraged to attend the pre-bid meeting to better understand the applicable DBE/SBE requirements. For DBE/SBE assistance, contact Artemise Davenport, DBE Program Administrator, at (415) 257-4581.

Contractor and all lower-tier subcontractors and suppliers performing covered work shall be required to submit certified payroll and labor compliance documentation to the District electronically using LCP Tracker software.

In accordance with Section 1720 et seq. of the Labor Code, the general prevailing wage rates, as established by the Director of the California Department of Industrial Relations, will apply to this Contract. Information about prevailing wage rates for this Project is set forth in the Special Provisions. The prevailing wage rates established by the California Department of Industrial Relations are available at <http://www.dir.ca.gov/DLSR/PWD>. Hard copies can be viewed at the District's Engineering Office or requested by mail, addressed to: Prevailing Wage Unit, Division of Labor Statistics and Research, Department of Industrial Relations, P.O. Box 420603, San Francisco, CA 94142.

Bid documents are available at no charge on the District's Procurement Portal at <https://ggbhtd.bonfirehub.com>. In order to download and respond to posted solicitations, Bidders are required to register on the District's Procurement Portal. Once registered, the documents may be downloaded. Click on the "Open Public Opportunities" page, click View Opportunity next to the desired project.

Bid Documents are also available for a non-refundable purchase price of fifty dollars (\$50) for a set of hard copies. Make checks payable to the Golden Gate Bridge, Highway and Transportation District and send it to the address below:

Engineering Department
Golden Gate Bridge,
Highway and Transportation District
P.O. Box 9000, Presidio Station
San Francisco, CA 94129-0601

Any revision to the Bid Documents will be made by a written addendum and be available on the District's Procurement Portal for download at no charge. Such addendum will become a part of the Bid Documents and be binding on all Bidders. Bidder's receipt of the addendum shall be acknowledged and so noted by each Bidder in the space provided on the Proposal Form. It is the responsibility of Bidder to check the District's Procurement Portal website for any Addenda that may be issued relative to this Contract.

Questions regarding technical information and clarifications shall be submitted in the District's Procurement Portal by clicking on the Opportunity Q & A tab of the message section of the project page. Such submissions shall be sent **no later than eight calendar days before bid opening**. Note that only written clarifications issued by the District are binding on the District. The District will post all pre-bid questions and the District's responses on the District's Procurement Portal website under Reference Number **2020-BT-011**. Bidders are encouraged to check the procurement portal website regularly.

/s/ Ewa Z. Bauer-Furbush, P.E., District Engineer
Dated at San Francisco, this 9th day of June 2020

6/11, 6/18, 6/25/20

CNS-3370490#

SMALL BUSINESS EXCHANGE

ROSEVILLE JOINT UNION HIGH SCHOOL DISTRICT

Please take notice that the Roseville Joint Union High School District ("District") is issuing a Request for Proposals ("RFP") to qualified entities for Lease-Leaseback ("LLB") services pursuant to Education Code section 17406 to provide construction related services for construction of the West Park High School Phase II ("Project"). The RFP can be obtained on the District's website at <http://www.rjuhsd.com/domain/16> or from the District's Facilities Development Department. The award will be to the entity offering the best value to the District, as defined in the RFP.

Proposals shall be delivered to the Facilities Development Department, 2 Tiger Way, Building 2, Roseville, CA 95678 at or before 2:00 p.m. July 14, 2020.

Inquiries regarding this project should be directed to:

District - Scott Davis, Director of Facilities, Facilities Development Department, 2 Tiger Way #2, Roseville, CA 95678, 916-782-4707, scdavis@rjuhsd.us.

DLR Group - Asawari Dandekar, Architect, AIA, 1050 20th Street, suite 250, Sacramento, CA 95811, 916-446-0206, adandekar@dlrgroup.com

Prequalification in compliance with Public Contract Code section 20111.6 is required for this Project. The Roseville Joint Union High School District is utilizing a web-based process for Pre-Qualification called Quality Bidders. The District's Prequalification Application is available on the District's website at <http://www.rjuhsd.com/domain/16>. The Prequalification submission shall be submitted by June 30, 2020.

CRITICAL DATES

- June 18, 2020, 1:30 p.m. - A mandatory preproposal conference will be held at the Administration Building at West Park High School, 2401 High School Road, Roseville, CA 95747.
- June 30, 2020 - Deadline to submit prequalification applications
- July 2, 2020 - Deadline to submit questions
- July 14, 2020 2:00 p.m. - Proposals due
- July 28, 2020 - (anticipated) interviews Time TBD

SPECIFIC REQUIREMENTS FOR PREPROPOSAL CONFERENCE

During the mandatory preproposal conference, the following procedures will be in place

- All attendees will be required to sign in.
- All attendees will be required to confirm (1) they do not have, and for the prior 48 hours have not had a fever, chills, respiratory symptoms or any other symptoms of COVID-19, (2) within the prior 48 hours they have not come in contact with someone they know to have symptoms of COVID-19, and (3) within the prior two weeks, they have not been to a place where COVID-19 is known to be spreading. Any person who cannot provide all of these confirmation will not be allowed to attend the preproposal conference.
- All attendees must wear a face mask and observe social distancing to the extent possible.

It is the responsibility of the Proposer to ensure that its representative can meet all of the above requirements.

PROJECT DESCRIPTION

- The Scope of Work for the Project consists of the following:
 - Increment I - Construction of two 3-story classroom buildings, parking, site work, landscaping and site utilities. Estimated cost of \$52,000,000
 - Increment II & Phase III - Pre-construction services and construction of a Multi-Purpose building and competition swimming pool. Estimated cost of \$31,000,000
 - Post-construction lease of the facilities
- Anticipated Lease-Leaseback award: August 11, 2020
- Estimated Lease Term including Post Construction: 30 months

In accordance with California Labor Code Section 1770 et seq. payment of the appropriate general prevailing rate of wages for all crafts employed on the public works site is required of the Contractor and all subcontractors. No contractor or subcontractor may be listed on a bid proposal for a public works project unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5 [with limited exceptions from this requirement for bid purposes only under Labor Code section 1771.1(a)]. No contractor or subcontractor may be awarded a contract for public work on a public works project unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5. This project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

Compliance with California Education Code Section 45125.1 mandating fingerprinting requirements applies to this project.

Top Construction Business Loans

Continued from page 3

Merchant Cash Advance

Unless you have an established construction business, some lenders might find it risky to lend money to you. A merchant cash advance (MCA) is a short-term funding option in which you borrow money against your business's future revenue.

Repayments are made daily or weekly until you pay off the amount you were advanced and the accompanying lender fees. This payback structure reduces the risk to the lender. You might consider this type of financing if your credit score is in the low 500s.

Small Business Administration (SBA) Financing

While the SBA itself doesn't offer loans, it does provide a guarantee in case of borrower default. In this way, SBA-backed loans are less risky for lenders. In some cases, the SBA insures 75-85% of the loan amount, depending on the total value.

SBA Express Loan

While the approval process for traditional SBA term loans can take time, there's an alternative — the SBA Express loan, which can be funded in about 1 month. While it's a quicker option than other SBA loans, funding maxes out at \$350,000. Interest rates can be higher than those you'd see with other SBA loans, and repayment is made over 5 or 10 years.

SBA 7(a) Loan

Another option to consider is the SBA's 7(a) program. These loans allow borrowers to use funds for working capital, building renovations, equipment purchases and certain debt refinancing. Construction business owners may be able to apply for funds up to \$5 million. Depending on their use, funds may be able to be repaid over 25 years. The 7(a) approval process often takes 2-3 months.

Visit this link for the full article:

<https://www.fastcapital360.com/business-loans/industry/contractor/>

Fictitious Business Name Statements

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0390707-00

Fictitious Business Name(s):
Amplify Eco
Address
1009 De Haro Street, San Francisco, CA 94107
Full Name of Registrant #1
Pamela Wellner
Address of Registrant #1
1009 De Haro Street, San Francisco, CA 94107

This business is conducted by **An Individual**.
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **05-14-2020**

Signed: **Pamela Wellner**

This statement was filed with the County Clerk of San Francisco County on **05-22-2020**

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: **Giselle Romo**
Deputy County Clerk
05-22-2020

05/28/20 + 06/04/20 + 06/11/20 + 06/18/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0390749-00

Fictitious Business Name(s):
Butter & Crumble
Address
1042 Larkin Street, San Francisco, CA 94109
Full Name of Registrant #1
Sophia Anna Smith
Address of Registrant #1
3759 Fillmore Street, San Francisco, CA 94123

This business is conducted by **An Individual**.
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **06-03-2020**

Signed: **Sophia Smith**

This statement was filed with the County Clerk of San Francisco County on **04-09-2020**

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: **Michelle Castro-Diaz**
Deputy County Clerk
06-03-2020

06/11/20 + 06/18/20 + 06/25/20 + 07/02/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0390689-00

Fictitious Business Name(s):
Casa Muñoz Design
Address
410 Whitehall Road #B, Alameda, CA 94501
Full Name of Registrant #1
Melina Yvette Finkelstein
Address of Registrant #1
410 Whitehall Road #B, Alameda, CA 94501

This business is conducted by **An Individual**.
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **05-12-2020**

Signed: **Melina Finkelstein**

This statement was filed with the County Clerk of San Francisco County on **05-18-2020**

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: **Giselle Romo**
Deputy County Clerk
05-18-2020

05/28/20 + 06/04/20 + 06/11/20 + 06/18/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0390719-00

Fictitious Business Name(s):
1.) Protocol Works LLC
2.) Protocol Partners LLC
Address
2226 28th Avenue, San Francisco, CA 94116
Full Name of Registrant #1
Hire Caliber LLC (DE)
Address of Registrant #1
2226 28th Avenue, San Francisco, CA 94116

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 **05-01-2020**

Signed: **Michelle Lumanog**

This statement was filed with the County Clerk of San Francisco County on **05-26-2020**

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: **Michelle Castro-Diaz**
Deputy County Clerk
05-26-2020

06/11/20 + 06/18/20 + 06/25/20 + 07/02/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0390629-00

Fictitious Business Name(s):
S&S Grocery
Address
1461 Grant Avenue, San Francisco, CA 94133
Full Name of Registrant #1
Frances Lau
Address of Registrant #1
169 Rae Avenue, San Francisco, CA 94112
Full Name of Registrant #2
Sherman Lau
Address of Registrant #2
169 Rae Avenue, San Francisco, CA 94112
Full Name of Registrant #3
Jason Lau
Address of Registrant #3
24 Rey Street, San Francisco, CA 94112

This business is conducted by **A General Partnership**.
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **12/01/1999**

Signed: **Frances Lau**

This statement was filed with the County Clerk of San Francisco County on **05-11-2020**

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: **Giselle Romo**
Deputy County Clerk
05-11-2020

05/28/20 + 06/04/20 + 06/11/20 + 06/18/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0390596-00

Fictitious Business Name(s):
1. Studio Mumu
2. Stealth and Hasty
3. Musetti Spaghetti
4. Honey Hoodies
Address
390 Bartlett Street, Apt #6, San Francisco, CA 94110
Full Name of Registrant #1
Musette A. Murray
Address of Registrant #1
390 Bartlett Street, Apt #6, 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 **Not Applicable**

Signed: **Musette A. Murray**

This statement was filed with the County Clerk of San Francisco County on **05-06-2020**

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: **Giselle Romo**
Deputy County Clerk
05-06-2020

05/28/20 + 06/04/20 + 06/11/20 + 06/18/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0390748-00

Fictitious Business Name(s):
The Enloe Creative
Address
2067 42nd Avenue, San Francisco, CA 94116
Full Name of Registrant #1
David Enloe
Address of Registrant #1
2067 42nd Avenue, San Francisco, CA 94116

This business is conducted by **An Individual**.
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **05-28-2020**

Signed: **David Enloe**

This statement was filed with the County Clerk of San Francisco County on **06-03-2020**

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: **Michelle Castro-Diaz**
Deputy County Clerk
06-03-2020

06/11/20 + 06/18/20 + 06/25/20 + 07/02/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0390577-00

Fictitious Business Name(s):
Aquilamar Systems
Address
518 Ashbury Street, San Francisco, CA 94117
Full Name of Registrant #1
Ryan Anderson
Address of Registrant #1
518 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 **04/27/2020**

Signed: **Ryan Anderson**

This statement was filed with the County Clerk of San Francisco County on **05-01-2020**

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: **Giselle Romo**
Deputy County Clerk
05-01-2020

05/07/20 + 05/14/20 + 05/21/20 + 05/28/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0390538-00

Fictitious Business Name(s):
PPE- SF Bay Area
Address
174 - 20th Avenue, Apt #305, San Francisco, CA 94121
Full Name of Registrant #1
Thomas Koren
Address of Registrant #1
174 - 20th Avenue, Apt #305, San Francisco, CA 94121

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: **Thomas Koren**

This statement was filed with the County Clerk of San Francisco County on **04-27-2020**

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: **Giselle Romo**
Deputy County Clerk
04-27-2020

05/07/20 + 05/14/20 + 05/21/20 + 05/28/20

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0390565-00

Fictitious Business Name(s):
Unsalted Butter
Address
1708 Filbert Street #4, San Francisco, CA 94123
Full Name of Registrant #1
Laura Mandracchia
Address of Registrant #1
1708 Filbert Street #4, San Francisco, CA 94123

This business is conducted by **An Individual**.
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **04/27/2020**

Signed: **Laura Mandracchia**

This statement was filed with the County Clerk of San Francisco County on **04-29-2020**

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: **Giselle Romo**
Deputy County Clerk
04-29-2020

05/07/20 + 05/14/20 + 05/21/20 + 05/28/20

CHANGE OF NAME

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR CHANGE OF NAME CASE NO. CNC 20-555720

PETITIONER OR ATTORNEY

Wei-Ling Huang
555 Jones Street Apt. 405
San Francisco, CA 94102

TO ALL INTERESTED PERSONS:
Wei-Ling Huang
for a decree changing names as follows:

Wei-Ling Huang
changed to
Amy Wei-Ling Falvo

2. THE COURT ORDERS that all persons interested in this matter shall appear before this court at the hearing indicated below to show cause, if any, why the petition for change of name should not be granted.

NOTICE OF HEARING
Date: **July 21, 2020** Time: **9:00 AM**
Dept: **103** Room: **103**

3. A copy of this Order to Show Cause shall be published in Small Business Exchange, at least once each week for four successive weeks prior to the date set for hearing on the petition in the Small Business Exchange newspaper of general circulation, printed in this county.

SUPERIOR COURT OF CALIFORNIA,
COUNTY OF SAN FRANCISCO
400 MCALLISTER STREET
SAN FRANCISCO, CA 94102

ANGELICA SUNGA, Clerk
DATED - June 8, 2020

06-11-20 + 06-18-20 + 06-25-20 + 07-02-20