

SMALL BUSINESS EXCHANGE

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Vol 35, Edition 18

Weekly Publication 

August 1, 2019

The Advantages of Diversity in Construction



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

By Ron Dolive,

Diversify more and prosper! The construction industry is experiencing changes in the workforce because more people are leaving the construction workforce than entering. This puts pressure on companies and contractors to find ways to attract construction skilled talent and make their organizations more competitive and productive. Research and reports show that embracing diversity in construction helps firms experience higher performance and increased profitability. Below, we examine some of the advantages that your company gets to enjoy by adopting diverse initiatives.

More Talent

How long do you have to look for the right construction skills when you offer a construction job? Do you always turn to the same pool of candidates hoping that luck will be on your side? Coming out of a painful recession has found the construction industry in great need of talented tradespeople. The rough times forced many professionals to leave the field and never come back while the generation of baby boomers is steadily retiring. A great way to get a competitive edge in the industry is by turning to a diverse pool of

talent. Women, millennials, and minorities are invaluable construction resources for skills.

More Creativity

It is said that the definition of insanity is doing the same thing over and over and expecting different results. The same applies when you use the same resources for every project. You receive similar points of view, thoughts, and suggestions for problems that need unique solutions. A great benefit of embracing diversity in construction is the ability to collect different perspectives and outlooks that increase creativity and improve problem solving. Hiring tradespeople with both strong construction skills and diverse backgrounds gives your firm a different mindset and multifaceted approach for the needs of your projects.

More Productivity

Every construction job needs a tradesperson with specific construction skills. Similarly, every project needs tradespeople with qualifications who work for the same objective—delivering the best results. Embracing diversity in construction brings together professionals with unique abilities who can work as a team and take advantage of each other's strengths for the success

■ Continued on page 11

Dot Receives "A" Rating From SBA For Tenth Consecutive Year

On June 24th, The U.S. Small Business Administration (SBA) released the Small Business Procurement Scorecard for all agencies reflecting each agency's contracting accomplishments for Fiscal Year (FY) 2018. The U.S. Department of Transportation's (DOT) Office of Small and Disadvantaged Business Utilization (OSDBU) is pleased to announce DOT received an "A" rating for its FY 2018 small business efforts. The Department, along with 5 other federal agencies, was also recognized for achieving at a minimum

an A rating 10 consecutive years.

"We're extremely proud to earn an "A" rating from SBA for small business contracting. It takes a dedicated team, led by Secretary Chao, the modal administrators, OSDBU staff, small business specialists, and the Department's acquisition community to achieve this level of success. The "A" rating for 10 consecutive years reflects the Department's ongoing commitment to providing the small business community the

greatest access to federal contracting opportunities and to ensure that DOT's procurement officers have the information and tools needed to connect with these innovative small businesses," remarked Willis Morris, OSDBU Director.

The SBA's annual Scorecard is an assessment tool to (1) measure how well federal agencies reach their small business and socio-economic prime contracting and subcontracting goals, (2) provide accurate and transparent contracting data and (3) report agency-specific progress. The prime and subcontracting component goals include goals for small businesses, small businesses owned by women, small and disadvantaged businesses, service-disabled veteran-owned small businesses, and small businesses located in Historically Underutilized Business Zones (HUBZones).

The mission of the OSDBU is to ensure Small Business policies and goals of the Secretary of Transportation are implemented in a fair, efficient and effective manner. For additional information on the DOT small business

programs, please visit the OSDBU website, <https://www.transportation.gov/content/office-small-and-disadvantaged-business-utilization>

SOURCE: www.transportation.gov



Mandy Wylie, Federal Highway Administration small business specialist, discusses opportunities during a small business matchmaking session

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

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San Fran CA 941
Permit No. 820



Community Outreach

Majority of Small Businesses Show Customer Appreciation by Giving to Communities, TD Bank Study Finds

According to a recent survey, 73 percent of small businesses provide support to local charitable and communal causes to show their commitment to giving back and to express appreciation to customers and the community. The study, conducted by TD Bank, America's Most Convenient Bank®, revealed that even though small businesses typically have fewer resources than larger companies, they still donate money, time and resources to support these causes.

Giving Back, Even with Limited Resources

TD's survey polled small businesses with \$5 million or less in annual revenue and found that although they may not have major profit margins, 61 percent provide a value of up to \$10,000 to their community through charitable gifts, sponsorships or volunteer time on an annual basis. Notably, 16 percent of businesses report donating \$50,000 or more in gifts and time annually. In addition to their own charitable efforts,

37 percent of Small Business Owners (SBOs) encourage their employees to volunteer in their surrounding communities outside of work hours. However, despite their dedication to local efforts, the majority of small businesses (79 percent) do not have an established Corporate Social Responsibility (CSR) program or defined community giving or volunteer mission.

"Most small businesses, by their nature, are entrenched in their local cities and towns, serving as both an economic engine and a resource. Small business owners are local heroes," said Jay DesMarteau, Head of Commercial Specialty Segments at TD Bank. "It is commendable that so many business owners find ways to give back when they themselves can often be strapped for time or resources. Developing a mission statement for charitable giving or volunteering should be part of any long-term business plan, however, to ensure any strategy is viable for both the community and the business owner."

Putting Time & Money Where it Matters

When asked to identify the one or more ways in which they give back to their community, small businesses said they are most likely to donate:

- Goods, like products or food (35 percent)
- Money (29 percent)
- Time to volunteer (29 percent)
- Space for community events (12 percent)

In terms of preferred local causes, charities (30 percent) and youth-focused organizations like schools and sports teams (29 percent) are the most popular among small businesses. Religious organizations (18 percent) and police and fire departments (18 percent) are the next most popular causes supported by survey respondents, followed by arts and culture organizations like theaters and music programs (16 percent) and environmental organizations (14 percent). Perhaps aligning with differing generational values,

Gen-Z and millennial SBOs (ages 18-34) give the most money to youth-focused organizations, while their Gen-X and baby boomer (ages 35-65+) counterparts prefer donating to well-established charitable organizations such as the Red Cross.

Personal Touches Make a Difference in the Digital Age

In an increasingly digital world, SBOs still understand the importance of personalizing appreciation. Despite their reputation as digital natives, Gen-Z and millennial SBOs prefer receiving a written "thank you" (28 percent) from their own vendors or service providers more than discounts (26 percent) or gifts (11 percent). In fact, only 10 percent of SBOs said they prefer to be thanked digitally, which is especially surprising during a time when most business communications are conducted online.

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Smart Ways TO WORK

by Odette Pollar

Mediation and Arbitration: Effective Alternatives to Lawsuits

As our society becomes more and more litigious, it is a pleasure to see the growth in the use of arbitration and mediation to solve disputes. Whether that's a workplace issue, one between a landlord and a tenant, or a vendor and a customer, using alternative remedies for dispute resolution has been on the rise. Litigation can be incredibly costly, time consuming, drawn out, and frustrating.

Issues in the workplace that often result in lawsuits concern issues of equal pay and compensation, racial bias and cultural differences. Recent newspaper headlines have chronicled huge judgments against some of the nation's largest employers, including Texaco, Ford Motor Company, Interstate Brands Company (Wonder Bread) and others. The Equal Employment Opportunity Commission receives complaints about discrimination based either on national origin, race or religion and those are on the rise. It appears to be inevitable that disputes will arise. Finding alternative ways to resolve them is beneficial to both parties. Here are the differences between mediators and arbitrators.

Mediation is a problem-solving process wherein a third party who is neutral to the problem assists the parties by providing a structured way to communicate and negotiate. The mediator tries to help both parties analyze their problems and generate solutions by helping them explore options. According to Attorney John Scott of Dispute Intervention Services, "the potential result is eventual agreement on a series of steps

to be initiated to solve the problems identified. The mediator acts as a guide directing the parties through the conflict that befalls them."

At the end of a lawsuit it is rare that both parties are still speaking to each other. However, in a mediated situation, since the goal is not only to reduce the specific conflict but also to teach the parties to understand each other more effectively, often the quality of communication can improve the relationship later on down the line. In most mediated situations both parties learn to understand each other better and communicate more effectively.

Skills of the Mediator

A mediator must be knowledgeable about conflict resolution techniques and must be proficient at using problem-solving strategies to guide the parties through the process. Scott, who also serves on the mediation and arbitration panel of the American Arbitration Association, explained that the mediator must be aware of the dynamics between people and be able to identify when race-based or cross-cultural disputes are in evi-

dence. The person must be able to identify and present various options for the parties to consider, able to lay out a strategy for approaching the mediation process, and offer a reasonable timeline for resolution. Part of the goal in working with a mediator is to prevent the dispute from dragging on for months or years. This person can be a colleague, an associate, a human resource representative or other mutually accepted person with the necessary skills.

Skills of the Arbitrator

The role of an arbitrator is similar to that of a mediator except that the arbitrator is someone in the legal profession, an attorney or often a retired judge. Once all of the information is presented, the decision of the arbitrator is final, and both parties agree to live with and abide by the decision of the arbitrator.

Either approach can be very helpful in reducing the length of time that conflicts take to resolve, and are certainly less expensive. The reduced degree of bitterness after resolution is a large posi-

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CALIFORNIA CERTIFICATIONS

CDOT UCP DBE #5988 • CA DGS SBE #1789941

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. Outreach Advertising Contract Term 95323 by City & County of San Francisco

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ISSN 0892-5992



Access to Capital

Ready to Grow Your Business?

Financing Their Future: Veteran Entrepreneurs and Capital Access

[Article was originally posted on www.fedsmallbusiness.org]

By Sid Sankaran, Small Business Administration, and Jessica Battisto, Federal Reserve Bank of New York

For decades, military veterans have been a vital part of the nation's business sector—leveraging the valuable skills they gained during their service to start businesses across the country. However, veteran entrepreneurship is facing a generational decline, with younger veterans owning businesses at lower rates compared to past generations. Furthermore, we are now beginning to see veterans owning businesses at lower rates

compared to nonveterans.

Declining Rate of Veteran Entrepreneurship

U.S. Census Bureau data show declining rates of entrepreneurship among veterans in the labor force as well as lower business performance for veteran business owners:

- In 1998, 16 percent of veterans in the labor force were “self-employed,” compared with 12 percent of nonveterans.¹ In 2018, that same rate had declined to 11 percent for both veterans and nonveterans (a 33 percent drop for veterans compared to a 9 percent drop for nonveterans).²

- For both veteran and nonveteran business owners, the vast majority of employer businesses³ have one to four employees. Veteran-owned businesses of this size have 16 percent lower average sales per firm compared to nonveteran-owned businesses, a difference that holds across for industries.

Potential Drivers of Declining Veteran Entrepreneurship

According to interviews with veteran entrepreneurs conducted by the Institute of Veteran Military Families (IVMF)⁴ at Syracuse University, 75 percent of veteran entrepreneur respondents report encountering challenges as they were

starting and growing their business. Among those most commonly cited were social capital—in the form of networks and mentorships—and access to capital.

Demand for and Availability of Financing

While the demand for financing is similar for veteran- and nonveteran-owned businesses, the outcomes differ:

- 42 percent of veteran-owned businesses reported that they applied for financing in the prior 12 months,⁵ compared to 40 percent of nonveteran-owned businesses.

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THE BUSINESS OUTREACH COMMITTEE (BOC) A CONSORTIUM OF BAY AREA TRANSPORTATION AGENCIES

MEET THE BUYERS PROCUREMENT FORUM



FRIDAY, AUGUST 9, 2019

REGISTRATION: 12:30PM – 1:00PM

EVENT: 1:00PM - 3:00PM

**Lower Floor, San Francisco Public Library
Latino/Hispanic Community Room**

100 Larkin Street, Room 602, San Francisco, CA 94102

(Conveniently located across from the Civic Center BART Station)

YOUR ATTENDANCE IS HIGHLY ENCOURAGED!

Please RSVP at:

https://boc_meetthebuyers_2019.eventbrite.com

- Introduce your firm's goods, products and services
- Learn about upcoming contracting opportunities
- Network with other small businesses
- Expand your business with transit & government entities

This is an opportunity to connect small and disadvantaged businesses with procurement staff from various participating transit and transportation agencies and government entities.



California Sub-Bid Request Ads



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

REQUEST FOR MBE/WBE
SUBCONTRACTORS AND SUPPLIERS FOR:
**The Improvements of East 14th Street from
162nd Avenue to 172nd Avenue
In the Ashland Community
County of Alameda Public Works Agency
REVISED BID DATE: August 13, 2019 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Temporary and Permanent Erosion Control Construction Surveying, Traffic Control, Construction Area Signs, Flashing Arrow Signs, Delineators, Temporary Business Entry Signs, Temporary Railing, Portable Changeable Message Sign, Project Funding Identification Signs, Disposal of Contaminated Soils, Clearing & Grubbing, Tree Protective Fencing, Imported Borrow, Milling (Cold Plane Asphalt Concrete Pavement), Adjust Utilities to Grade, Geosynthetic Pavement Interlayer (Pavement Fabric), Minor Concrete, Reinforced Concrete Bioretention Tie-Beam, Reinforced Concrete Pipe, Concrete Backfill, Bioretention Areas, Storm Drain Manhole, Sidewalk Curb Drain, Curb Drain Boxes, Bioretention Areas, Storm Drain Cleanouts, Standard Concrete Monument, Monument Preservation, Thermoplastic Striping & Marking, Painted Curb, Roadside Signs, Fencing, Sewer Main, Sanitary Sewer Manhole, SWPPP, Sweeping, Traffic Signal & Lighting System, Decorative Pedestrian Light & Foundation, Fiber Optic Cable, Solar Rectangular Rapid Flashing Beacon System, Electrical, Planting & Irrigation, Site Furnishings, Pavers, Pedestrian Barrier, Traffic Control Plans, Biologist, Bird Survey, and Construction Materials

An Equal Opportunity Employer

100% Performance & Payment Bonds may be required. Worker's Compensation Waiver of Subrogation required. Please call OCJ for assistance with bonding, insurance, necessary equipment, material and/or supplies. OCJ is willing to breakout any portion of work to encourage MBE/WBE Participation. Plans & Specs are available for viewing at our office.



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 Small Business (SB) subcontractors, suppliers, and truckers for the following project:

**POWELL STREET STATION
MODERNIZATION PROJECT
BART CONTRACT NO. 151F-140
Bids: 09/10/2018 @ 2 pm
SB GOAL - 17%**

The work in this contract includes but is not limited to: Selective Structure Demolition; Hazardous Materials Abatement; Concrete; Concrete Restoration; Portland Cement Concrete; Concrete Reinforcing; Cast-In-Place Concrete; Unit Masonry Restoration; Metals; Metal Welding; Metal Fabrications; Decorative Metal; Glazed Decorative Metal Railings; Rough Carpentry; Architectural Wood Casework; Plastic Fabrications; Thermal and Moisture Protection; Metal Doors and Frames; Access Doors and Panels; Overhead Coiling Grilles, Door Hardware; Louvers; Tile Replacement and Restoration; Portland Cement Plaster; Gypsum Board; Tiling; Acoustical Panel Ceilings; Suspended Decorative Grids; Stone Flooring; Resilient Tile Flooring; Terrazzo Flooring (Repair); Painting; Graffiti-Resistant Coatings; Signage; Metal Toilet Compartments; Residential Appliances; Seating; Site Furnishing; Wet Pipe Sprinkler System; Plumbing; Sanitary Sewerage; Storm Drainage; HVAC; Electrical; Communications; Telephone Systems; Public Address Systems; Fire Detection and Alarm System; Earthwork; Fare Collection System.

PMI will provide assistance in obtaining necessary bonding, insurance, equipment, supplies, materials or other related services. 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 510-671-0000. PMI is signatory to the Operating Engineers, Carpenters, and Laborers Collective Bargaining Agreements.

We are an Equal Opportunity Employer



California Sub-Bid Request Ads



(An Equal Opportunity Employer)

is seeking bids from all qualified Subcontractors and Suppliers and encourage Disabled Veteran, Disadvantaged, Minority and Women Owned Business Enterprises participation for:

**LA COUNTY RANCHO LOS AMIGOS SOUTH CAMPUS
ISD AND PROBATION HEADQUARTERS
Downey, California**

Bid Date: August 23, 2019 at 2:00 PM

Trades being solicited are Concrete, Unit Masonry, Millwork, Roofing, Metal Doors, Glass, Drywall, Tile, Acoustical Ceiling, Flooring, Painting, Signage, Specialties, Food Service Equipment, Window Treatment, Casework and Countertops, Elevators, Fire Protection, Earthwork, Paving, Fences and Gates, Planting, Water Utilities.

Please email your interest to:

Darrell.torres@clarkconstruction.com or molly.huddleston@clarkconstruction.com

Clark Construction Group- California, LP
18201 Von Karman, Suite 800 • Irvine, CA 92612
Phone: 714-429-9779
License No. 839892



3257 East Guasti Road, Suite 120 • Ontario CA 9176

Jacobs is seeking qualified subconsultants with **DBE** Certification for the following opportunity:

**Owner: Inland Empire Utilities Agency (IEUA)
Request for Proposals
For Construction Management Services for the**

**RP-5 Liquids Treatment Expansion and
RP-5 Solids Treatment Facility**

Project Nos. EN19001 and EN19006 | Proposal # RFP-JV-008

IEUA Proposal Due Date: August 29, 2019

DBE Subconsultant Due Date: August 22, 2019

The Scope of work is to provide construction management and support services (construction inspection, coatings inspection, special inspection, materials testing, construction scheduling, cost estimating, document control, survey, administrative support, and outreach). Project firm experience shall have past or current performance on similar construction projects and proven specialization of firm on similar construction projects. Inspectors and engineers shall have past performance and recent project experience on public works construction projects of similar cost and complexity.

Firms must be able to comply with prevailing wage requirements.

Assistance is available in obtaining bonds, lines of credit, or insurance related to the requirements for the work.

By **August 22, 2019 at 12:00 noon Pacific Time**, please email a brief statement of qualifications, including candidate resumes and copy of your firm's DBE/MBE/WBE/SBE/SBRA/LSAF/HUB certification(s) to: Jacobs_purewater@jacobs.com.

Certifications accepted: USEPA, SBA, Caltrans State implemented DBE Certification Program (with U.S. citizenship), Tribal, State, and Local governments, and Independent private organization certifications.



300 California Street • San Francisco, CA 94104

City and County of San Francisco Public Works RFQ for Joint Development Technical Advisory Services for the SFMTA Potrero Yard Modernization Project (SF Public Works Sourcing Event ID: 000002559)

Contact: To be considered for this team, please provide the following items by noon, **Monday, August 5:**

- (1) Letter of Interest
- (2) a copy of your current LBE/MBE/WBE/OBE certification
- (3) brief qualifications package
- (4) fee schedule.

All information should be provided electronically in MS Word or PDF format to Elaine Chan at elaine.chan@aecom.com. AECOM will also provide copies of the RFQ document upon request. Be advised that an AECOM representative will contact qualified respondents and request additional information regarding this solicitation. Thank you for your response.

Specialty: AECOM is committed to achieving the goals set forth for the City and County of San Francisco Public Works Request for Qualifications for Joint Development Technical Advisory Services

for the SFMTA Potrero Yard Modernization Project (SF Public Works Sourcing Event ID: 000002559). AECOM would welcome information from qualified subcontractors in the following professional service areas: Acoustical Engineering, Architectural, Surveying, Value/Quality Engineering, Fire Protection Engineer, Financial Services, Environmental Advisory Services, Construction Management.

To qualify as a subconsultant that will provide technical services described in the RFQ for this contract, firms must possess the following: • Must be able to provide one or more of the above noted services, with experience in transit facilities and/or residential, commercial, and/or multi-use facilities in an urban environment • Must have demonstrated experience with clients in the local San Francisco market • Prior experience working with the City & County of San Francisco, including SF Public Works and SFMTA, is preferred • Must have knowledge and understanding of City and County of San Francisco regulations, codes and laws • Have key professional personnel who possess appropriate licenses, registration or certifications.



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:

**THE IMPROVEMENTS OF EAST 14TH STREET
FROM 162ND AVENUE TO 172ND AVENUE
IN THE ASHLAND COMMUNITY, ALAMEDA
COUNTY, CALIFORNIA**
Specification No. 2340,

**Minority/Women-Owned Business Enterprise
Goal Assigned is 15% MBE and 5% WBE**

**OWNER
COUNTY OF ALAMEDA - 951 Turner Court,
Room 300, Hayward, CA 94545**

REVISED BID DATE: August 13, 2019 @ 2:00 P.M.

We hereby encourage responsible participation of local Minority/Woman-Owned Business Enterprises, and solicit their subcontractor or materials and/or suppliers quotation for the following types of work including but not limited to:

**ADJUST IRON, CLEARING AND GRUBBING/
DEMOLITION, COLD PLANE, CONSTRUCTION AREA SIGNS, DELINEATORS, ELECTRICAL, FABRIC/GEOSYNTHETIC PAVEMENT INTERLAYER, FENCING, CONTAMINATED/HAZARDOUS MATERIAL, LANDSCAPING/IRRIGATION, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, UNIT PAVER/STAMPED/TEXTURED PAVING, STRIPING, SURVEY/STAKING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, TRAFFIC CONTROL SYSTEMS, UNDERGROUND, TRUCKING, WATER TRUCKS, STREET SWEEPING, IMPORTED BORROW, 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.ipdservices.com/clients/eastbay/index.html?alco&Show=Planroom

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 M/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 M/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.



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 East Bay Municipal Utility District, MWWTP Digester Upgrade Phase 3 Project in Oakland, CA.

<http://www.dgs.ca.gov>

http://www.dot.ca.gov/hq/bep/find_certified.htm

<http://cces.oalandnet.com/contcomp>

<http://www.acgov.org/auditor/sleb>

<http://sf-hrc.org>

<http://www.portofoakland.com/srd>

Subcontractors and Suppliers
for the following project:

MWWTP Digester Upgrade Phase 3 Project

Specification No. SD-356

Owner: East Bay Municipal Utility District

Bid Date: August 14, 2019 @ 1:30 P.M.

Disadvantaged Business Enterprises (DBEs)

Minority Business Enterprise (MBE), Women Business Enterprise (WBE), Small Business Enterprise (SBE), Disabled Veteran Business Enterprise (DVBE) and all other small/local business enterprises wanted for the following scopes, including, but not limited to:

Asbestos & Lead Abatement, Concrete Supply, Concrete Reinforcing, Cast in Place Concrete, Demo, Equipment, Electrical, HVAC, Instrumentation & Controls, Injection Grouting, Metals, Painting & Coatings, Piping & Valves, Survey, Trucking & Hauling, Sweeper and Water Truck.

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 DBE, MBE, SBE, DVBE and all other small/local business enterprise 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 August 9, 2019 and Quotes

NO LATER THAN August 13, 2019 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.

Contract Equity Program applies -

See Spec. Section 00 43 39.

Performance and Payment Bonds may be required for Subcontractors and Supply Bonds for Suppliers

An Equal Opportunity Employer

CA Lic. 433176

DIR #: 100001147

Mediation and Arbitration: Effective Alternatives to Lawsuits

■ Continued from page 2

tive for both parties. The next time you think about slamming the door and saying "I'll sue you," consider a couple of other options first. They may serve you better and in the long run reduce the emotional upheaval of an already distressing situation.

For further information, you can contact the National Association of Mediators and the American Association of Arbitrators.

SOURCE: www.smartwaystowork.com



California Sub-Bid Request Ads

PROJECT: State Hwy Rte 10/60 Separation to Rte 10/111 Separation
Project # 08-1C38U4

OWNER: CALTRANS - DBE GOAL 13%
BID DATE: SEPTEMBER 18, 2019 • BID TIME: 2:00 PM
****Please respond by 5:00 p.m., SEPTEMBER 17, 2019****

Coffman Specialties, Inc. (CSI) is requesting quotes from all qualified subcontractors and suppliers for the following items of work, including but not limited to:

- TRUCKING / HAULS - BASES, ASPHALT, AGGS
- TRUCKING / EXPORT OF SOILS, DISPOSAL
- AGGREGATE SUPPLY / AGGREGATE BASE
- EQUIPMENT RENTAL
- LEAD COMPLIANCE PLAN / ADL WORK
- SWPPP / WPC
- STREET SWEEPING
- EROSION CONTROL
- SURVEY / QC
- TRAFFIC CONTROL
- WATER TRUCK
- CONSTRUCTION AREA & ROADSIDE SIGNS
- PAVEMENT MARKING / STRIPING
- METAL BEAM GUARD RAIL (MBGR) / FENCING
- CONCRETE SAWCUT & SEALING
- CONCRETE / MINOR CONCRETE
- ASPHALT / ASPHALT PAVING / ASPHALT DIKE
- COLD PLANING / PULVERIZING
- CLEAR & GRUB
- ELECTRICAL
- LANDSCAPING
- CONCRETE BARRIER
- REBAR
- DRAINAGE / PIPE SUPPLY
- GRINDING / CRUSHING
- EARTHWORK / GRADING
- DEMOLITION / EXCAVATION

Coffman Specialties, Inc. is signatory to Operating Engineers, Laborers, Teamsters, Cement Masons and Carpenters unions. Quotations must be valid for the same duration as specified by the Owner for contract award. Insurance and 100% Payment & Performance Bonds will be required, and will pay up to 1.5% for the cost of the bond. Waiver of Subrogation will be required. We will provide assistance/advice with obtaining Bonds/Insurance/Credit/Equipment/Materials and/or supplies. ****Subcontractors must provide a current contractor's license number and Department of Industrial Relations (DIR) current registration number with their quote.**

Plans and specs are available at no cost to interested firms. Please contact our office @ (858) 536-3100, email us: estimating@coffmanspecialties.com or you can visit our San Diego Office. We are an EOE & seriously intend to negotiate with qualified firms.

**Please send quotes via email to estimating@coffmanspecialties.com or via fax to (858) 586-0164

If you have any questions or need further information, please contact Gus Rios or Marty Keane @ (858) 536-3100



9685 Via Excelencia, Ste 200 • San Diego, CA 92126
Phone: (858) 536-3100 • Bid Fax: (858) 586-0164
e-mail inquiries to: estimating@coffmanspecialties.com

Majority of Small Businesses Show Customer Appreciation by Giving to Communities, TD Bank Study Finds

Continued from page 2

When asked how small businesses express appreciation to their own customers, a verbal "thank you" in person or over the phone (23 percent), loyalty discounts (18 percent) or written thank-you notes (17 percent) topped the list. These businesses also view their charitable efforts as a way to thank their communities, with 31 percent stating that giving back shows their gratitude to the community for supporting their business. This was topped only narrowly by cultivating a positive business reputation (32 percent).

"As the Unexpectedly Human bank, TD knows its customers and what's most important to them better than anyone," said Celia Moncholi, Head of Customer Experience at TD Bank. "Much like how small businesses show appreciation to their own customers, TD strives to celebrate all of our customers every day. Sometimes a little extra appreciation is in order, which is why we are dedicating an entire day to appreciating our customers and saying #TDThanksYou."

TD Bank kicked off #TDThanksYou, a month-long celebration of TD customers, beginning with Customer Appreciation Day today. On July 25, customers can expect to see personalized thank you notes and unexpected surprises in TD Stores and across the bank's Maine to Florida footprint. Additionally, the bank is extending a special thanks to its small business clients by recognizing the differences they make in their communities. Please see here for a closer look at the inspiring work being done by a few of these businesses, and the special ways TD Bank thanks them for their impact in our communities.

Survey Methodology

The study was conducted by Google among a nationally representative group of 502 small business owners from July 14-16, 2019. Included were small businesses of \$5 million or less in revenue. To learn more about Google Surveys and their methodology, please see here.

About TD Bank, America's Most Convenient Bank®

TD Bank, America's Most Convenient Bank, is one of the 10 largest banks in the U.S., providing more than 9 million customers with a full range of retail, small business and commercial banking products and services at more than 1,200 convenient locations throughout the Northeast, Mid-Atlantic, Metro D.C., the Carolinas and Florida. In addition, TD Bank and its subsidiaries offer customized private banking and wealth management services through TD Wealth®, and vehicle financing and dealer commercial services through TD Auto Finance. TD Bank is headquartered in Cherry Hill, N.J. To learn more, visit www.td.com/us. Find TD Bank on Facebook at www.facebook.com/TDBank and on Twitter at www.twitter.com/TDBank_US.

TD Bank, America's Most Convenient Bank, is a member of TD Bank Group and a subsidiary of The Toronto-Dominion Bank of Toronto, Canada, a top 10 financial services company in North America. The Toronto-Dominion Bank trades on the New York and Toronto stock exchanges under the ticker symbol "TD". To learn more, visit www.td.com/us.

SOURCE TD Bank



SKANSKA • TRAYLOR • SHEA

Skanska-Traylor-Shea JV

of 5055 Wilshire Blvd, Suite 700, Los Angeles, CA requests sub-bid quotes from all interested firms, including certified DBE's for Rebar and HDPE in the

Tunnel Crosspassages on the Westside Subway Extension Section 1 project.

Owner: LACMTA (Metro). Contract No. C1045.
Bid Date: August 30, 2019 at 2:00pm.

Plans & Specs can be viewed at our office Monday - Friday 8am to 4pm (call for appointment) or downloaded free at the following links:

RFP 088WS HDPE in Tunnel Crosspassages
<https://skanskausa.sharefile.com/i/cc8db02e7e04afb9>
RFP 094WS Rebar in Tunnel Crosspassages
<https://skanskausa.sharefile.com/i/9542bc253c94858b>

Should you have any questions or desire to quote on this project, please contact Erika Barajas, DBE Coordinator at 323-852-4220 or erika.barajas@skanska.com. Assistance in bonding, insurance, lines of credit or obtaining equipment, supplies and materials is available upon request. This advertisement is in response to Metro's DBE program. Skanska-Traylor-Shea JV intends to conduct itself in good faith with DBE firms regarding participation on this project. More info about this project is available at www.skanska-traylor-shea.com. Skanska-Traylor-Shea JV is an EEO/AA/Vet/Disability Employer.



DIVERSITY OUTREACH

- Advertise
- ITB to Targeted (NAIC/SIC/UNSPSC) Certified Business
- Telephone Follow-up (Live)
- Agency/Organization Letters
- Computer Generated Dated/ Timed Documentation
- Customized Reports Available

Visit this link for the
OUTREACH ORDER FORM:

www.sbeinc.com/services/diversity_outreach.cfm

DESILVA GATES
CONSTRUCTION

CM/GC: DESILVA GATES CONSTRUCTION

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

DeSilva Gates Construction (DGC) is requesting bids for the project listed below:
TREASURE ISLAND STREET IMPROVEMENTS Sub-Phase 1B, 1C and 1E, San Francisco, CA Contract No. TICD-19-03
Small Business Enterprise Goal Assigned is 41%

OWNER

TREASURE ISLAND DEVELOPMENT AUTHORITY
1 Sansome Street, Suite 3200,
San Francisco, CA 94104

REVISED BID DATE: August 7, 2019 @ 2:00 P.M.

We hereby encourage responsible participation of local Small Business Enterprises/Local Business Enterprises, and solicit their contractor or materials and/or suppliers quotation for the following types of work including but not limited to:

UTILITY CONSTRUCTION, INCLUDING WET UTILITIES (STORM WATER, STORM WATER FORCE MAIN, SANITARY SEWER, SANITARY SEWER FORCE MAIN, LOW PRESSURE WATER, STORM WATER AND SANITARY SEWER TREATMENT PLAN UTILITIES), AND DRY UTILITIES (JOINT TRENCH, ELECTRIC 12KV UNDERGROUND SUBSTRUCTURE, DTIS SUBSTRUCTURE, TELECOM COMMUNICATION SUBSTRUCTURE): SANITARY SEWER PUMP STATION AND LIFT STATION CONSTRUCTION: ROADWAY RETAINING WALL CONSTRUCTION: STRUCTURAL CONCRETE: ARCHITECTURAL CONCRETE: TRAFFIC CONTROL: ROADWAY AND SURFACE IMPROVEMENTS: HARDSCAPE: STREET LIGHTING: TRAFFIC SIGNALS: SITE FURNISHINGS: STORM WATER PLAN IMPROVEMENTS: ROADWAY PLANTING, IRRIGATION AND LANDSCAPE: STREETScape PLANTING, IRRIGATION AND LANDSCAPE: AND STORM WATER PLANTING, IRRIGATION AND LANDSCAPING.

Plans and specifications may be reviewed and downloaded from the Dropbox site at <https://www.dropbox.com/sh/f6sgllceigsoj7z/AAD0IE4iy4kQD6ztp59gDQGQa7dl=0>

Information is also available on the City and County of San Francisco's website at <https://sftreasurereis-land.org/contracting-ticd>

A Pre-Bid Conference will be held on June 20, 2019 at 10:00 AM located at One Avenue of Palms, Suite 216, San Francisco, CA 94130.

Fax your bid to (925) 803-4263 or email it to gday@desilvagates.com to the attention of Chief Estimator Garry Day. If you have questions, please email.

If you need SBE/LBE 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. DGC is willing to breakout portions of work to increase the expectation of meeting the SBE/LBE 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.

SMALL
BUSINESS
EXCHANGE

Small Business Facts

SPOTLIGHT ON NONPROFITS

July 2019, Brian Headd, Economist



At A Glance

Nonprofits, tax-exempt organizations that further a mission instead of earning profits for their owners, are a big part of the small business sector and economy in general.

Nonprofits are around 10 percent of businesses and employment.

In 2016, nonprofits made up 7.2 percent of employers and employed 12.7 percent of private-sector workers. The average nonprofit employer has more employees than the average for-profit business (37 vs. 20 employees, respectively). (Source: U.S. Census Bureau, Statistics of U.S. Businesses)

The total business share of nonprofits and their employment has stayed relatively constant over the last decade or so.

In 2008, nonprofits represented 7.2 percent of employers and 12.4 percent of employment, which was very similar to the 2016 figures. (Source: U.S. Census Bureau, Statistics of U.S. Businesses)

Like for-profit businesses, the bulk of nonprofits are small. And small nonprofits employ about half of all nonprofit workers.

Over 99 percent of nonprofits have fewer than 500 employees, and these firms represent 45 percent of nonprofit employment. The median employment of a nonprofit employer business is about 4 employees. (Source: U.S. Census Bureau, Statistics of U.S. Businesses)

Not surprisingly, nonprofits tend toward service industries.

Health, education, art, and other services represented over 90 percent of all nonprofits with employees and over 90 percent of small nonprofits. (See Chart 1.) (Source: U.S. Census Bureau, Statistics of U.S. Businesses)

Charitable nonprofits are growing in numbers.

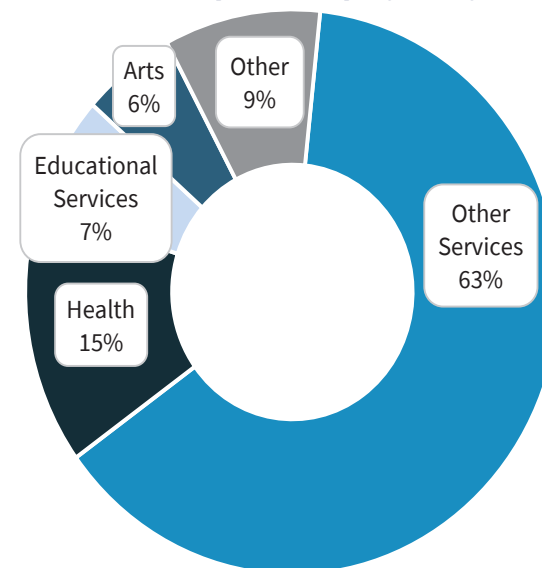
The number of 501(c)(3) nonprofit employers is up about 30 percent over the last decade, with largely uninterrupted growth during the Great Recession. (See Chart 2.) (Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics)

Pay from charitable nonprofits is similar to for-profits.

In 2017, employees of 501(c)(3) nonprofit establishments averaged pay of \$53,700 vs. \$55,500 in for-profit business locations, and the pay was higher for nonprofits in just over half of the states. The District of Columbia and Alaska had the highest share of 501(c)(3) nonprofit establishments relative to total establishments. Idaho and South Dakota had the highest nonprofit pay premiums. (Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics)

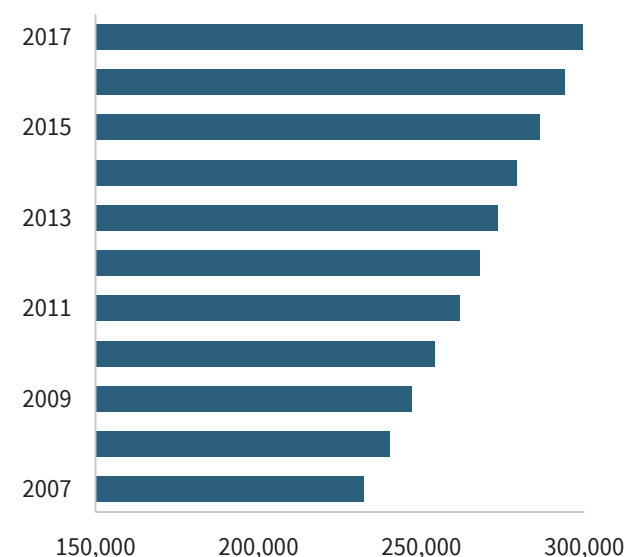
Small Business Facts are produced in the Office of Economic Research of the SBA Office of Advocacy. Questions? Email Advocacy@sba.gov.

Chart 1. Small Nonprofit Employers by Industry, 2016



Source: U.S. Census Bureau, Statistics of U.S. Businesses.

Chart 2. Number of 501(c)(3) Nonprofit Employers



Source: U.S. Bureau of Labor Statistics, Business Employment Dynamics.

Financing Their Future: Veteran Entrepreneurs and Capital Access

Continued from page 3

60 percent of veteran-owned businesses reported a financing shortfall (obtaining less financing than requested), compared to 52 percent of nonveteran-owned businesses.

- The loan approval rates for veteran-owned businesses from the top three sources of credit—large banks, small banks, and online lenders—were approximately 10 percent lower than those for nonveteran-owned businesses.
- According to SBA-guaranteed loan data, 6 veteran-owned business financing growth is not keeping up with that of nonveteran-owned business financing. Between 2010 and 2017, SBA-guaranteed loans increased 82 percent to nonveteran borrowers, but

only 48 percent for veteran borrowers.⁷

Reasons for Financing Shortfalls

Among the three possible explanations for why veteran-owned businesses were more likely to experience financing shortfalls:

- A larger share of veteran-owned businesses (60%) that applied for financing sought \$100K or less compared to nonveteran-owned businesses (55%). It can be more costly for larger lending sources, such as larger banks, to process smaller loans due to fixed transaction costs, so they may be less likely to approve these loans.
- Veteran-owned businesses were less likely to be deemed low credit risks (61% compared to 69% of nonveterans) and more

likely to be deemed medium credit risks (33% compared to 24% of nonveterans)—possibly the result of the challenges that come with building a credit score and history while frequently moving and traveling overseas for military life.

- According to observations by SBA officials, many veteran entrepreneurs seek out assistance after they have already attempted and failed to obtain business financing.⁸

Research Conclusions and Forward Thoughts

Three ways for policy makers and service providers to potentially help veterans overcome financial shortfalls include:

- Easier debt financing through Community Development Financial Institutions (CD-

FIs), which provide affordable capital to build local communities, and private and local initiatives, including those by JP Morgan Chase, Bank of America, and the state of Illinois.

- Mentorship by multiple organizations, including the SBA, to assist veteran entrepreneurs with putting together a financing strategy and understanding the lending process.
- Awareness and marketing to spread awareness of the difficulties veterans face in obtaining business financing as well as of the many organizations that exist to propel veteran entrepreneurship.

SOURCE: <https://www.fedsmallbusiness.org/veteran-entrepreneurs-and-capital-access>

Workforce Development

SBA helps people with disabilities access the American Dream



Last week marks the anniversary of the Americans with Disabilities Act – a landmark piece of legislation signed into law on July 26, 1990, which ensures that people with disabilities have the same rights and opportunities as everyone else. From a small business perspective, people with disabilities make an incredible contribution to our economy – they own businesses and work in every industry. President Trump has proudly noted that the unemployment rate for people with disabilities has reached a historic low.

While tremendous progress has been made over the past 29 years, there is still more to be done to ensure people with disabilities can fully participate in society and our economy. According to the U.S. Bureau of Labor Statistics, in 2018, only about 19% of Americans with disabilities were employed – compared to about 66% of the population without a disability.

For our economy to grow, we need all people with the desire to work to be included in our workforce. Right now, the national unemploy-

ment rate is just 3.7% -- nearly the lowest in the past 50 years. Small businesses are always looking for talent, and right now, with competition for workers so strong, they are desperately looking for people to hire.

The White House is committed to bringing more people off the sidelines and into the labor force so that all Americans, especially those who have been marginalized, can find meaningful work and the training needed to fill vacant jobs.

The U.S. Small Business Administration is working to help people with disabilities become small business owners themselves. Last week I had the pleasure of joining colleagues from the Department of Labor and speaking at the DisabilityIN conference in Chicago, sharing ideas about how people can take advantage of the resources and services available to them through the SBA.

The SBA works with lending partners to guarantee low-interest loans, providing capital for people who may not be able to get conventional loans. Counseling services on things like how to write a business plan, how to grow your customer base, and how expand to new markets or export internationally are available through the SBA and its 68 district offices nationwide, as well as through resource partners like Small Business Development Centers, Women's Business Centers, Veterans Business Outreach Centers and SCORE chapters. The SBA also offers training on getting a small business certified as a government contractor.

Specifically, the SBA has special programs to help service-disabled veterans start their own businesses. The federal government has set a goal to award at least 3% of all federal contracting dollars to service-disabled veteran-owned small businesses each year. Joining the disabled veterans' business program makes businesses eligible to compete for the program's set-aside contracts.

The SBA also provides grants to organizations through its Service-Disabled Veteran Entrepreneurial Training program, which teaches people to start or run a small business. It partners with the Department of Veterans Affairs through the Vocational Rehabilitation and Employment program, which offers self-employment guidance and on-the-job training.

The SBA participates in an interagency task force formed by the Department of Health and Human Services last year to address chronic unemployment rates for people with disabilities and find ways to improve job opportunities.

The SBA is also organizing an event in September to educate small businesses in the Washington, DC, metropolitan area about resources for finding and hiring talented people with disabilities. More details to come!

We at the SBA like to say we power the American Dream. The ADA ensures that dream is open to all. Anyone willing to take a risk on starting or growing a small business can find the support they need through the SBA.

SOURCE: www.sba.gov

Contra Costa Transportation Authority Awarded Certificate Of Excellence In Financial Reporting



CONTRA COSTA
transportation
authority

The Contra Costa Transportation Authority (CCTA) consistently strives to achieve the highest standards in its governmental accounting and financial reporting. Its recent Good Government award from the Contra Costa Taxpayers Association - coupled with winning yet another Certificate of Achievement of Excellence in Financial Reporting from the Government Finance Officers Association of the United States and Canada (GFOA) - proves once again, that CCTA is an outstanding steward of taxpayer dollars.

CCTA received its seventh consecutive Certificate of Achievement of Excellence in Financial Reporting from the Government Finance Officers Association of the US and Canada for its recent Comprehensive Annual Financial Report

(CAFR). This CAFR, which captures the agency's financial reporting through June 30, 2018, was judged by an impartial panel that concluded it met high standards including demonstrating a constructive "spirit of disclosure" to clearly communicate its financial story. The GFOA is a nonprofit professional association serving approximately 17,500 government finance professionals.

"CCTA is passionate about strategic management of our financial operations and maximizing the value Contra Costa residents receive for their transportation investment," stated Executive Director Randy Iwasaki. "Our Board and staff are deeply committed to serving as responsible stewards of taxpayers' dollars and are truly honored for this recognition of our work."

CCTA has long exemplified best practices in transparently managing taxpayer dollars. In fact, the Contra Costa Taxpayers Association honored CCTA with a Silver Medal Award for Good Government in July 2019. The agency efficiently operates using only one percent

of its annual budget for administrative costs. Additionally, CCTA has made a habit of successfully leveraging other local, regional and federal funding sources to complement the half-cent sales tax that it invests in local transportation infrastructure, mobility technology, and a variety of programs.

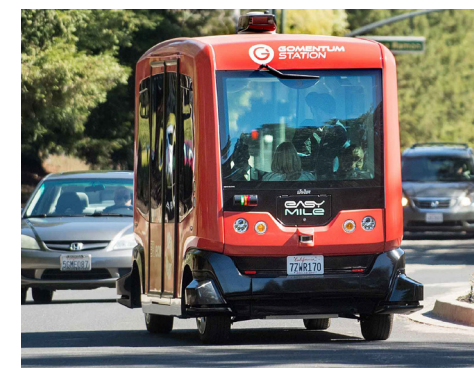
Over the past year, CCTA's smart use of funds has helped enhance the quality of life for Contra Costa residents including the launch of Ferry Service from Richmond, the completion of the BART extension to Antioch, and helping to fund free rides for seniors and students.

About The Contra Costa Transportation Authority

The Contra Costa Transportation Authority (CCTA) is a public agency formed by Contra Costa voters in 1988 to manage the county's transportation sales tax program and oversee countywide transportation planning efforts. With a staff of twenty people managing a multi-billion-dollar suite of projects and programs, CCTA is responsible for planning,

funding and delivering critical transportation infrastructure projects and programs that connect our communities, foster a strong economy, increase sustainability, and safely and efficiently get people where they need to go. CCTA also serves as the county's designated Congestion Management Agency, responsible for putting programs in place to keep traffic levels manageable. More information about CCTA is available at ccta.net.

SOURCE: [Contra Costa Transportation Authority](http://ContraCostaTransportationAuthority)





SBE PROJECT PARTNERS IN BUSINESS & COMMUNITY OUTREACH

- 35 years of history in connecting Primes, Corporations and Agencies with Small, Minority-Owned, Women-Owned, Disabled Veteran-Owned and DBE firms.
- “Vetted” Database including businesses certified by federal, state or local jurisdictions
- National trade / focus publications to community businesses and stakeholders
- Expertise in Diversity Outreach to identify firms, promote outreach events, and handle registration details.
- Archived search results

LINK TO OUTREACH ORDER FORM:

http://e8.octadyne.net/clientFiles/8023/SBE_Diversity-Outreach-Form.pdf

For more information contact:

Small Business Exchange, Inc. • 795 Folsom Street, 1st Floor, San Francisco, CA 94107
Phone: 415-778-6250 • Toll Free: 800-800-8534
Fax: 415-778-6255 • Email: sbe@sbeinc.com • Website: www.sbeinc.com

U.S. Small Business Administration and California Chamber of Commerce Announce New Collaboration



Michael Vallante, SBA Region IX Regional Administrator (left); Larry Dicke, Executive Vice President, Finance, and Chief Financial Officer for CalChamber celebrate new Strategic Alliance between both agencies.

The California High-Speed Rail Authority (Authority) is releasing the staff recommendations for the State's Preferred Alternatives for the high-speed rail routes in Northern California. Today's action kicks off the start of a comprehensive outreach campaign through the summer to gather feedback from the public on the staff recommendations for the Authority Board of Directors to consider in making their decisions in September. Major outreach events will include several community working group meetings in July, and six public open houses in August. Input received from the public regarding these routes will be presented to the Authority's Board of Directors in September for consideration along with the staff recommendations.

In the San Jose to Merced project section, Authority staff recommends Alternative 4 as the State's Preferred Alternative. Alternative 4 utilizes a blended configuration between San Jose and Gilroy in the existing Union Pacific Railroad corridor before continuing to a dedicated high-speed rail alignment through Pacheco Pass.

In the San Francisco to San Jose project section, Authority staff recommends Alternative A as the State's Preferred Alternative. Alternative A includes a light maintenance facility on the east side of the tracks in Brisbane and does not include additional passing tracks in the middle of the corridor.

"The identification of the Preferred Alternatives is an important step in defining the program and advancing the implementation of the Authority's Silicon Valley to Central Valley Line that will ultimately bring high-speed rail to Northern California," said Northern California Regional Director Boris Lipkin. "In recommending Preferred Alternatives, we aim to find the right balance between system performance characteristics, environmental factors, and community factors."

In September, staff will present its recommendations along with the feedback received during outreach and will seek direction from the Board of Directors for which alternatives to identify

SOURCE: U.S. SBA



California Sub-Bid Request Ads

Southern California Transit Partners 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 contract documents. Bidders shall make good faith efforts to use Disadvantaged Business Enterprises (DBE). Prospective bidders must be DBE certified by bid opening.

Project Description: Metrolink Rail Operations, Maintenance & Support Services

Project Location: Los Angeles, CA

Owner: Southern California Regional Rail Authority

Bid Date: Prime Contractors: Friday, 10/11/19 @ 2:00pm E.T.

Subcontractors: Thursday, 9/19/19 @ 2:00pm P.T.

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.

SUBCONTRACTOR BIDS ARE SOUGHT FOR THE FOLLOWING TRADE(S)

Administrative/Clerical, Aggregate (supply), Asphalt (sub/Supply), Bicycle/Pedestrian Studies, Boring and Jacking, Bridge Expansion Joint (supply), Bridge/Structure Inspection Services, Building Inspection Services, Carpentry, C.I.P. Structural Concrete (sub), Coach/Locomotive Materials, Commercial Electrical, Communication, Compartments/Cubicles, Consultants, Concrete Drilling and Sawcutting, Concrete Crack Repair (sub), Concrete Flatwork (sub), Concrete Linings (Tunnels)(sub), Concrete Pumping and Special Placement, Concrete/Grout Pumping, Concrete Supply, Concrete Testing, Concrete Tie Supplier, Corrugated Metal Pipe, Crossing Panel Supplier, Delivery of Parts to Layover, Demographic Analysis, Demolition, Derailment/Emergency Response, Document Printing/Copying, Drainage and Containment, Earthwork, Electrical Cables, Electrical/Low Voltage, Electrical, Mechanical, Plumbing at Buildings, Electronic Boards, Engineering Services, Environmental-Air Quality, Environmental Oversight of Fuel Tanks/Hydraulic Tanks, Environmental-Regulatory, Equipment Fueling/Maintenance, Equipment Rentals, Erosion Control (sub/supply), Exterminators, Facilities Equipment/Generator Maintenance, Fencing and Gates (sub), Field Engineering (Survey), Fire Extinguishers & Cabinets, Fire Protection Contractor, Flatbed Trucking, Flexible Pavement, Floor Covering, Fuel Systems, General Contractors, Graffiti Removal, Grout, Hazardous Waste Removal, Heating/Air Conditioning, HVAC, Intermodal Planning, Janitorial Services for Office/Warehouse/Shop/Vehicle Cleaning, K-Rail (supply/rental), Laboratory Testing (Oils/Fuel), Landscaping (Material and Nursery Supply), Landscaping/Tree Trimming (sub), Lights, Locksmith, Low Voltage Electrical (Lighting) (sub), Lumber/Plywood, Material Handling - Trucking to Outlying Points, Minor Grading/Earthwork, Minor Grading and Paving, Misc. Hardware (Bolts, Nuts, Washers), Misc. Steel (Handrail, Gratings, Bridge Gussets, Plate Steel, etc.), Mobility Studies - Disabled, Monorail, Off-Site Transportation & Disposal, Oversight of Fuel Delivery, Painting and Coating (sub), Paper Supply, Pavement Markings (sub), Pest Control, Pile Driving, Piles (Steel, Concrete, CIDH), Pipe Supply (Concrete, CMP, PVC, HDPE), Pipeline/Drain Inspection/Cleaning, Plumbing, Portable Restrooms, Pre-Cast Concrete Supply (Box Culvert, Inlets, MH), Pumping (for Drainage), QA/QC, Rail/OTM Supply, Ready Mix, Reinforcing Steel (sub/supply), Repair Work Coaches/Locomotives, Safety Studies, Safety Gear (Gloves/Hard Hats), Sawcut/Demo (sub), Seats, Shoring Rental, Shrub and Tree Transplanting, Signage (supply), Signage (supply), Site Clearing, Site Concrete, Site Concrete, Site Demolition, Slope Protection & Erosion Control, Social Media Advertising/Marketing Consultant, Soils Testing, Steel Components, Street Plates (rental), Striping, Structural Steel (supply & erection), Support Activities for Rail Transportation, Survey, Temporary Facilities and Controls, Timber Supply, Track Geometry Testing, Traffic Control, Traffic Signs and Signals, Trash/Recycle Dumpster Services, Tree Trimming, Tunneling, Ultrasonic Inspection, Underground (Water/Sewer Lines), V-Ditch (sub), Vegetation Control, Waste Removal, Water Truck Operated, Welding, Welding Inspection, Wheels, Windows, Wood Tie Supplier.

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/458623>

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 (720) 643-2292 for bonding and other types of assistance.

QUESTIONS: For questions regarding the bid, please contact Dominic Mascia at (720) 643-2292, 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.

Arcadis U.S., Inc.

445 South Figueroa Street, Suite 3650
Los Angeles, California 90071

Contact: Crystal Graffio
crystal.graffio@arcadis.com | 714.508.3121

REQUEST FOR DBE, MBE, WBE and OBE who meet the criteria outlined in the California State Revolving Fund Programs (Clean Water and Drinking Water SRF) DBE Program for Inland Empire Utilities Agency: Construction Management Services for the RP-5 Liquids Treatment Facility Expansion and RP-5 Solids Treatment Facility, Project Nos. EN19001 & EN19006 due August 29, 2019 by 2:00 PM.

PLEASE RESPOND ASAP and no later than Monday, August 26, 2019.

We are seeking qualifications for Special inspection and testing for Soils, Concrete, Rebar, Geotechnical; NACE Coatings Inspection; Quality Assurance Survey; Archeological/Paleontology; and Certified Payroll/Grant Funding Administration. Please email a Letter of Interest, brief qualifications, and no more than two resumes demonstrating that you meet all of the required qualifications specified in the RFP for the service(s) referenced above, and a copy of your DBE/MBE/WBE certification, if applicable.

RFP available upon request or download at the IEUA website & logging into IEUA's PlanetBids portal at the following URL: <https://www.planetbids.com/portal/portal.cfm?CompanyID=27411>

You can view more ads at
http://www.sbeinc.com/advertising/sub_bid_requests.cfm

Fictitious Business Name Statements

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387247-00

Fictitious Business Name(s):
660 Maintenance Services, LLC.
Address
4309 Lisa Drive, Union City, CA 94587
Full Name of Registrant #1
660 Maintenance Services, LLC. (CA)
Address of Registrant # 1
4309 Lisa Drive, Union City, CA 94587

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 **07/18/19**

Signed: **Thelma Orias**

This statement was filed with the County Clerk of San Francisco County on **07/18/19**

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: **Mariedyne L. Argente**
Deputy County Clerk
07/18/2019

07/25/19 + 08/01/19 + 08/08/19 + 08/15/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387235-00

Fictitious Business Name(s):
Amber Lokatys Photography
Address
168 Hyde Street, Ste. 201, San Francisco CA, 94102
Full Name of Registrant #1
Amber Nicole Lokatys
Address of Registrant # 1
168 Hyde Street, Ste. 201, 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 **July 5, 2019**

Signed: **Amber Lokatys**

This statement was filed with the County Clerk of San Francisco County on **07/18/19**

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
07/18/2019

07/25/19 + 08/01/19 + 08/08/19 + 08/15/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387108-00

Fictitious Business Name(s):
BELLO
Address
4081 24th Street, San Francisco, CA 94114
Full Name of Registrant #1
Gary Fusco
Address of Registrant # 1
242 Mangels Avenue, San Francisco, CA 94131

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: **Gary Fusco**

This statement was filed with the County Clerk of San Francisco County on **07/08/19**

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: **Mariedyne L. Argente**
Deputy County Clerk
07/08/2019

07/18/19 + 07/25/19 + 08/01/19 + 08/08/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387329-00

Fictitious Business Name(s):
Daly City Iron Works
Address
2246 Jerrold Avenue #3, San Francisco, CA 94124
Full Name of Registrant #1
Felipe Ponce
Address of Registrant #1
131 3rd Avenue, Daly City, CA 94014
Full Name of Registrant #2
Martha C. Ponce
Address of Registrant #2
131 3rd Avenue, Daly City, CA 94014

This business is conducted by **A General Partnership**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **07/25/2019**

Signed: **Felipe Ponce**

This statement was filed with the County Clerk of San Francisco County on **07/25/2019**

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: **Mariedyne L. Argente**
Deputy County Clerk
07/25/2019

08/01/19 + 08/08/19 + 08/15/19 + 08/22/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387042-00

Fictitious Business Name(s):
DYNASTY NAILS
Address
107 Stevenson Street, San Francisco, CA 94105
Full Name of Registrant #1
Hai D. Ho
Address of Registrant # 1
2209 Kenry Way, South San Francisco, CA 94080

This business is conducted by **An Individual.**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **07/01/2019**

Signed: **Hai Dong Ho**

This statement was filed with the County Clerk of San Francisco County on **07/01/19**

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
07/01/2019

07/11/19 + 07/18/19 + 07/25/19 + 08/01/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387297-00

Fictitious Business Name(s):
HARPER ZEE
Address
330 Parnassus Ave., Apt #303, San Francisco, CA 94117
Full Name of Registrant #1
Harper Zee Adams
Address of Registrant # 1
330 Parnassus Ave., Apt #303, 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 **07/23/2019**

Signed: **Harper Zee Adams**

This statement was filed with the County Clerk of San Francisco County on **07/23/2019**

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: **Maribel Jaldon**
Deputy County Clerk
07/23/2019

07/25/19 + 08/01/19 + 08/08/19 + 08/15/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387225-00

Fictitious Business Name(s):
Lady Victory
Address
360 Ritch Street, San Francisco, CA 94107
Full Name of Registrant #1
Ram & Pig Productions, LLC (CA)
Address of Registrant # 1
360 Ritch Street, San Francisco, CA 94107

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 **07/12/19**

Signed: **Deanna Sison**

This statement was filed with the County Clerk of San Francisco County on **07/17/19**

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
07/17/2019

07/25/19 + 08/01/19 + 08/08/19 + 08/15/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387270-00

Fictitious Business Name(s):
M2
Address
2210 40th Avenue, San Francisco, CA 94116
Full Name of Registrant #1
Michael H. Yuan
Address of Registrant # 1
2210 40th 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 **Not Applicable**

Signed: **Michael H. Yuan**

This statement was filed with the County Clerk of San Francisco County on **07/22/19**

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
07/22/2019

07/25/19 + 08/01/19 + 08/08/19 + 08/15/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387316-00

Fictitious Business Name(s):
MASALA DOSA
Address
1375 9th Avenue, San Francisco, CA 94122
Full Name of Registrant #1
Zafar Hafeez
Address of Registrant # 1
85 Amberwood Cir., South San Francisco, CA 94080

This business is conducted by **An Individual.**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **06/22/2011**

Signed: **Zafar Hafeez**

This statement was filed with the County Clerk of San Francisco County on **07/24/2019**

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: **Giselle Romo**
Deputy County Clerk
07/24/2019

07/25/19 + 08/01/19 + 08/08/19 + 08/15/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387133-00

Fictitious Business Name(s):
MONSTERA GOLD
Address
875 Indiana Street #324, San Francisco, CA 94107
Full Name of Registrant #1
Shaochen Wu
Address of Registrant # 1
875 Indiana Street #324, 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 **07/01/2019**

Signed: **Shaochen Wu**

This statement was filed with the County Clerk of San Francisco County on **07/09/19**

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
07/09/2019

07/11/19 + 07/18/19 + 07/25/19 + 08/01/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387345-00

Fictitious Business Name(s):
Reel
Address
552 Shotwell Street, San Francisco, CA 94110
Full Name of Registrant #1
Wing Digital, LLC (CA)
Address of Registrant # 1
552 Shotwell Street, San Francisco, CA 94110

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 **07/01/2019**

Signed: **Sean Langton**

This statement was filed with the County Clerk of San Francisco County on **07/26/2019**

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: **Maribel Jaldon**
Deputy County Clerk
07/26/2019

08/01/19 + 08/08/19 + 08/15/19 + 08/22/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387092-00

Fictitious Business Name(s):
RIVERA
Address
2790 Mission Street, San Francisco, CA 94110
Full Name of Registrant #1
Ailin Amariliz Rivera
Address of Registrant # 1
2790 Mission 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 **07/02/2019**

Signed: **Ailin Rivera**

This statement was filed with the County Clerk of San Francisco County on **07/03/19**

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
07/03/2019

07/11/19 + 07/18/19 + 07/25/19 + 08/01/19

Fictitious Business Name Statements

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387276-00

Fictitious Business Name(s):
SF EXPRESS
Address
736 Larkin Street, San Francisco, CA 94109
Full Name of Registrant #1
Nga T. Van
Address of Registrant # 1
736 Larkin Street, San Francisco, CA 94109

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: **Nga T. Van**

This statement was filed with the County Clerk of San Francisco County on **07/22/19**

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
07/22/2019

07/25/19 + 08/01/19 + 08/08/19 + 08/15/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387105-00

Fictitious Business Name(s):
SHUN YI ASSOCIATION
Address
815 Clay Street, 4th Floor, San Francisco, CA 94108
Full Name of Registrant #1
Lung Donn Chan
Address of Registrant # 1
815 Clay Street, 4th Floor, San Francisco, CA 94108

This business is conducted by **An Individual**.
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **07/05/2019**

Signed: **Lung Donn Chan**

This statement was filed with the County Clerk of San Francisco County on **07/05/19**

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: **Marielyne L. Argente**
Deputy County Clerk
07/05/2019

07/11/19 + 07/18/19 + 07/25/19 + 08/01/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387258-00

Fictitious Business Name(s):
SUJIE BROWS SALON
Address
2088 Mission Street, San Francisco, CA 94110
Full Name of Registrant #1
Acharya Associates, LLC (CA)
Address of Registrant # 1
2207 Bonar Street #D, Berkeley, CA 94702

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 **07/01/19**

Signed: **Gopal Acharya**

This statement was filed with the County Clerk of San Francisco County on **07/19/19**

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
07/19/2019

07/25/19 + 08/01/19 + 08/08/19 + 08/15/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387217-00

Fictitious Business Name(s):
The Bushwick
Address
800 Bush Street, San Francisco, CA 94108
Full Name of Registrant #1
Jeanne M. Mazéris
Address of Registrant # 1
55 Anzavista Avenue, San Francisco, CA 94115

This business is conducted by **An Individual**.
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **07/01/19**

Signed: **Jeanne M. Mazéris**

This statement was filed with the County Clerk of San Francisco County on **07/08/19**

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
07/16/2019

07/25/19 + 08/01/19 + 08/08/19 + 08/15/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0386928-00

Fictitious Business Name(s):
Heartwood Hollow
Address
1378 Alabama Street, Apt A, San Francisco, CA 94110
Full Name of Registrant #1
Alyssa Helen Parr
Address of Registrant # 1
1378 Alabama Street, Apt A, 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 **06-12-2019**

Signed: **Alyssa Helen Parr**

This statement was filed with the County Clerk of San Francisco County on **06-19-2019**.

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: **Melvin Galvez**
Deputy County Clerk
06/19/2019

06/27/19 + 07/03/19 + 07/11/19 + 07/18/19

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0387064-00

Fictitious Business Name(s):
CLOCKERS
Address
370 Valencia Street, #302, San Francisco, CA 94103
Full Name of Registrant #1
Sharif Maxey
Address of Registrant #1
370 Valencia Street, #302, San Francisco, CA 94103

This business is conducted by **An Individual**.
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **07/02/19**

Signed: **Sharif Maxey**

This statement was filed with the County Clerk of San Francisco County on **07/02/2019**

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: **Giselle Romo**
Deputy County Clerk
07/02/2019

08/01/19 + 08/08/19 + 08/15/19 + 08/22/19

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.) **Quince Spa Inc.**
Located at **640 Texas Street, San Francisco, CA 94107**
This fictitious business name was filed in the County of San Francisco on **July 18, 2016** under file **20160371806**

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

Full Name of Registrant #1
Quince Spa Inc. (CA)
297 Flournoy Street
San Francisco, CA 94118

This business was conducted by a **A CORPORATION**

Signed: **Jennifer Ly**

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

Filed: **Maribel Jaldon**
Deputy County Clerk
07/12/2019

07/11/19 + 07/18/19 + 07/25/19 + 08/01/19

CHANGE OF NAME

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR CHANGE OF NAME CASE NO. CNC 19-555028

PETITIONER OR ATTORNEY

Megan Yip
Law Office of Megan Yip, PC
175 N. Redwood Drive, Suite #140
San Rafael, CA 94903

TO ALL INTERESTED PERSONS:

1. **Jackie Lynn Kleinman aka Jackie K. Brightman; Jackie Kleinman Brightman**
for a decree changing names as follows:

Jackie Lynn Kleinman aka Jackie K. Brightman; Jackie Kleinman Brightman
changed to
Jackie Lynn Kleinman

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: **August 29, 2019** Time: **9:00 AM**
Dept: **514**

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

KALENE APOLONIO, Clerk
DATED - **JULY 17, 2019**

07/25/19 + 08/01/19 + 08/08/19 + 08/15/19

The Advantages of Diversity in Construction

Continued from page 1

of the project. In addition, a diverse workforce gives upper management the ability to identify and adopt practices, solutions, and processes that boost productivity and facilitate operations.

More Market

Every construction firm's priority is to grow its market share and increase its profits. One of the challenges they have to overcome is reaching out to customers with various sets of needs and expectations. To do so, they need to find ways to relate to such diverse requirements. The more firms embrace diversity, the more diverse candidates and companies will embrace them. Gain the competitive edge working with diverse construction talent and diverse construction clients in order to grow your market share.

More Popularity

You know that simply offering a construction job is not enough to get the tradespeople you need. Attracting and retaining talent is becoming more and more difficult. A good compensation package is a great perk, but is not enough. The new generation of professionals entering the construction industry is also looking for firms that stand out from the competition in different ways. When your firm builds a reputation as an organization that adopts and implements diverse initiatives in the industry, it gains popularity and differentiates itself from competition, thus attracting more candidates.

Key Takeaways to the Advantages of Diversity for the Construction Industry

1. When you embrace diversity you are able to address labor shortage
2. Tradespeople with diverse backgrounds bring more creativity to your firm
3. A diverse team of tradespeople increases productivity
4. Employing a diverse workforce allows you to grow your market share
5. Adopting and implementing diverse initiatives gives your firm a positive reputation

About the Author and TradeSource

Ron Dolive is an account manager for TradeSource. Founded in 1994, TradeSource is a construction labor solutions firm focused on delivering labor solutions to contractors throughout the United States. By supplying skilled tradespeople—where and when they're needed—they help contractors grow their companies, without the associated costs and hassles of full-time hires. Likewise, they match qualified employees with rewarding and well-paying job opportunities in the construction industry.

Source: TradeSource



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