

SMALL BUSINESS EXCHANGE

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YEARS

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January 4, 2018

Remember, rekindle the spirit of Emancipation Proclamation



First Reading of the Emancipation Proclamation before the Cabinet / painted by F.B. Carpenter; engraved by A.H. Ritchie. 1866.

By Jesse Jackson,

One hundred forty-five years ago on Jan. 1, Abraham Lincoln issued the Emancipation Proclamation, helping to transform this country from a union of states into a nation, from a country stained by slavery into one moving at great cost closer to “liberty and justice for all.”

On Jan. 1, 1863, in the midst of the Civil War, Abraham Lincoln, the Republican president, issued the proclamation on his own authority as commander-in-chief “in time of actual armed rebellion” against the United States. The emancipation was grounded on his wartime powers, as a “fit and necessary war measure for suppressing said rebellion.”

The emancipation did not end slavery in the United States. It applied only to the states still in rebellion, exempting the slave owning border states such as Maryland, Missouri and Kentucky that still had slaves. Lincoln was desperate to keep the border states from joining the South. Some abolitionists ridiculed him for this.

“Where he has no power, Mr. Lincoln will set the negroes free, where he retains power we will consider them as slaves,” declared the London Times.

But the doubters did not understand the significance of the proclamation and its words. The president announced, “all persons held as slaves” in the states “in rebellion against the United States” are “forever free.” He called on the newly freed people to abstain from all violence and declared that they were eligible to be “received into the armed service of the United States.”

The great abolitionist Frederick Douglass hailed it immediately as “an act of immense historic consequence.” The proclamation, as James McPherson put it in “Battle Cry of Freedom,” “marked the transformation of a war to preserve the Union into a revolution to overthrow the old order.” This was extremely controversial, even in the North. There were violent protests

Continued on page 7

Most expensive cities for construction

New York is the world’s most expensive city to build in, according to the latest International Construction Costs report published by Arcadis. The high-density Asian cities of Hong Kong, in second, and Macau, fifth, rank in the top five, along with Geneva, third, and London, fourth.

London has fallen two places since last year, largely due to the devaluation of the pound following the UK’s Brexit vote making it less expensive compared to other cities. Shanghai, in 35th, and Manilla, 38th, suffer the biggest decreases overall, both dropping eight places. The highest climbers in the ranking of 44 cities are Auckland, which is up to 13th, Belgrade up to 30th, and Taipei, 40th, all of which rose four places compared to 2016.

“New York rises to the top globally once again due to a lack of real estate availability, accessibil-

ity issues and high real estate prices,” says David Hudd, Arcadis Cost and Commercial Director. “To build in such a dense urban environment like NYC, you must find solutions to control costs, such as expertly handling storage, transport and staging of building materials, identifying skilled construction firms and labor far in advance, and implementing modularized construction.”

New York construction shows no signs of slowing down. The trend for the Big Apple to remain the most expensive for construction is likely to continue into 2017 and beyond as large-scale construction projects and international investors drive development. New York is almost 50 percent more expensive in construction costs than the national average in the U.S., and more than 20 percent higher than other major cities like Chicago, Los Angeles, Seattle or Boston.

San Francisco is the second most expensive city for hard construction costs due to its equally cramped environment, the rigorous seismic requirements and competition for contractors. Meanwhile, Houston is a bargain, relatively speaking, as the city’s hard construction costs are currently 10 percent below the national average.

U.S. construction output growth is expected to increase at around 3 percent per year, driven by the housing market, the recovery of large metropolitan areas and the continued investment in manufacturing as the pace of reintroducing domestic manufacturing accelerates, especially

Continued on page 2



New York City

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Technology and Inclusion

Why Millennials Are Demanding Even More Diversity In Tech

By Anna Johansson,

The lack of diversity in big businesses is far-reaching, affecting corporations all over the country, but one location has epitomized the diversity problem more than any other: Silicon Valley. A whopping 76% of technical jobs are held by men, and blacks and Latinos only make up 5% of the workforce. While some corporations have made major efforts to step up their diversity and inclusion programs, others have been more resistant to move.

Millennials, especially, are putting more pressure on Silicon Valley, and the tech industry as a whole, to make changes or face the consequences. But why is this the case?

Why Millennials Want More

Let's take a look at a few of the reasons why Millennials, specifically, need the tech industry to step up its diversity and inclusion game:

- Tech is becoming even more important in our lives. Millennials grew up with technology, and are witnessing one of the biggest transformations in human history as we start relying on tech for our daily life. Tech giants like Google, Apple, and Uber are responsible for letting us work, communicate,

and, in some cases, travel. Some of our new tech is even being used as evidence in court cases. The people creating this technology have the power to influence how it works, and that's too big a responsibility for any single demographic to have full control. A lack of diverse ideas and representation could lead to further disparities between gender, race, and class.

- Silicon Valley doesn't seem to care. Despite the overwhelming statistics indicating a bias toward white men, 94% of American tech workers give their industry a "passing" grade when it comes to diversity. This lack of acknowledgment from within stokes the fires, and makes Millennials even more inclined to take action.
- Company pride. Millennials are a generation that pride themselves on values. They want to work for employers whose values closely align with their own, so they're likely to hold their employers to higher standards than previous generations. As more Millennials flock to young startups and tech companies, the demand for diverse values in tech increases.

■ Continued on page 7



Image credit: Pexels.com

Most expensive cities for construction

■ Continued from page 1

in light of proposals of the new U.S. administration. Housing continues to be a bright sector but with build rates remaining 30 percent below the pre-crisis peak, there should be potential for further growth.

The 2017 edition of the annual International Construction Costs report details the relative cost of building in 44 of the world's major cities across 13 building types, while outlining the significant product quality, supply chain and cost differential factors.

The top 10 most expensive cities to build in are outlined below:

- New York
- Hong Kong
- Geneva

- London
- Macau
- Copenhagen
- Stockholm
- Frankfurt
- Paris
- Vienna

Regional construction cost differences

Asia — The effects of China's continuing transition away from an investment driven economy are having an impact on construction costs. In some cases, real estate markets are suffering from over-supply which is exacerbated by a slowdown in demand from Chinese tourists and commercial occupiers. Looking forward, demand is expected to be tied into large scale

investment in energy and transport infrastructure such as the One Belt One Road project.

South America — Brazil faces a tough future, although it is hoped that new fiscal measures introduced by the government to return the economy to growth will lead to a recovery in demand from the commercial and private residential sectors. However, prospects for investment in resource industries remain poor given continuing conditions of oversupply.

Australia Pacific — Construction in Australia continues to be impacted by a big overhang caused by the slowdown in commodity markets, but infrastructure and housing markets remain strong in New South Wales and Victoria in particular. Prospects for growth are closely aligned to an ambitious AUS \$184 billion transport infrastructure plan focused on rail and motorway construction.

Europe — There are significant cost differences within the Eurozone for construction, with costs in Lisbon and Athens still at an almost 50 percent discount to Paris, for example. Risks in forecasting the European market's performance include Brexit and the upcoming elections in a number of EU countries. In London, development activity in infrastructure is strong, but key commercial sectors including offices and prime residential have seen a slowdown due to Brexit uncertainty.

Middle East — Doha and Dubai continue to invest in development as the FIFA World Cup 2022 and Expo 2020 approach. Other cities have seen a stall or decline due to reduced public spending in light of lower oil prices.

■ Continued on page 5

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Access to Capital

Funding Options



Community Development Financial Institutions (CDFI)

Small loans of less than \$50k for entrepreneurs who are typically ineligible for traditional bank loans.



Community Banks and Credit Unions

Smaller banks are key allies to small businesses with similar services as big banks but with higher loan approval rates.



SBA Loan Programs

The U.S. Small Business Administration's (SBA) loan guarantee programs covers a variety of purposes, including start-ups, working capital, real estate, equipment and inventory.



Alternative online lenders

A new breed of online lenders are transforming financing options for small businesses



Crowdfunding

Entrepreneurs raise funds by creating an online campaign and reaching out to the "crowd."



Angel investors

Equity financing in which wealthy individuals invest their own money in startup ventures.



Venture capital

Equity financing for early-stage, high-growth start-ups with funds pooled from institutional investors.

Other Funding Options

- No-interest loans (yes, they exist!)
- A new development: crowdfunded, no-interest loans for small businesses.
- Business plan competitions.
- Cash awards to small businesses with stellar business plans.

Visit link below for ore details on each of the options
<http://smallbusinessportal.org/capital/funding-options>

California Sub-Bid Request Ads

Guy F. Atkinson Requests
Sub-bids from All Qualified & Certified DBE Subcontractors/Suppliers for:

Caltrans Contract 07-202124
Construction on State Hwy 710 in Los Angeles County
in and near Bell, Vernon and the City of Commerce
from 0.2 Mile South of Slauson Ave Overcrossing to 0.1 Mile North of Third St Overcrossing

Bids Tuesday, January 30, 2018

Description of Work, Services & Supply (but not limited to): PAVEMENT REHAB & BRIDGE WIDENING: Aggregate Base, Architectural Treatment Gunitite Finish, Biologist Services, Chain Link Railing (Various Sizes), CIDH (16"/87"/90") Concrete Piling, Concrete Barrier (Various Types), Construction Area Signs, Demolition, Drill & Bond Dowel, Drilled Piling, Electrical, Erosion Control, Fence/MBGR, Flatwork, Hazardous Waste Removal, HMA, Joint Seals, Furnish Laminated Panel Signs (Various Sizes), Landscape, LCB Rapid Set, Minor Concrete, Paving Supply, Pavement Marking, OHSS, Driven Piling, Polyester Concrete Overlay (Furnish/ Place), Precast Bridge Concrete, Precast Prestressed Concrete Girders (Various Sizes & Types), Rapid Setting Concrete, Rebar, 24" Reinforced Concrete Pipe, Rock Blanket, Furnish Single Sheet Aluminum Signs (Various Sizes) Structural Concrete, Street Sweeping, Structural Steel, Temporary Concrete Washout, Temporary Fiber Roll/ Gravel Bag Bern/Hydraulic Mulch/Hydroseed, Temporary Railing, Trucking.

REFER TO PROJECT SPECS FOR COMPLETE BID ITEM LIST.

ENGINEER'S ESTIMATE is \$85,000,000

11% DBE Project Goal
******Lower Tier DBE participation is greatly encouraged******

Guy F. Atkinson
18201 Von Karman Ave, 8th Floor, Irvine, CA 92612
socal.esteeming@atkn.com
Phone: 949-382-7145 / Fax: 949-553-0252

Guy F. Atkinson is a union contractor and an Equal Opportunity Employer. Atkinson is signatory to the Carpenters, Cement Masons, Laborers and Operating Engineers Unions. 100% Performance & Payment Bonds from an approved surety company will be required for subcontractors with contract value greater than \$100,000. Atkinson will pay the cost of bonds up to 2.0%. Atkinson will assist in obtaining necessary equipment, supplies, materials or related services. We will split items of work (see project specs for full list of bid items) and provide assistance for bonding, LOC and insurance where needed. Subcontractors will be expected to sign Atkinson's standard subcontract and to comply with our company's standard insurance requirements which include a waiver of subrogation. Please provide contractor's license number, DBE cert # number and Department of Industrial Relations (DIR) registration number with your quote.

Atkinson requests that subs and vendors register and prequalify in our online system at
<https://www.atknextranet.com> prior to bidding.

TO DOWNLOAD PLANS, SPECS, THE INFO HANDOUT,
ANY ADDENDA, ETC and VIEW Q&A:
 Please go to the Caltrans Contracts web site:
<http://www.dot.ca.gov/des/oe/weekly-ads/oe-project.php?q=07-202124>

SUKUT CONSTRUCTION

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

Subs
 Concrete Barrier, Concrete Structures, Electrical, Fencing, Landscaping/Irrigation, Minor Concrete, PCC Paving, Asphalt Paving, Lean Concrete Base, Cold Plane Asphalt, Striping/Signs, Aluminum Signs, CIDH Pile, Soil Nail Walls

Vendors
 Trucking, Rebar, Asphalt, Concrete, Traffic Control Materials, Aluminum Signs, Class 3 Aggregate Base, Lean Concrete Base, Lean Concrete Base Rapid Setting

FOR CONSTRUCTION ON STATE HIGHWAY IN LOS ANGELES COUNTY IN AND NEAR CARSON ON ROUTE 110 FROM 0.2 MILE NORTH OF TORRANCE BOULEVARD UNDERCROSSING TO 190TH STREET UNDERCROSSING AND ON ROUTE 405 FROM MAIN STREET UNDERCROSSING TO 190TH STREET UNDERCROSSING

In District 07 On Route 110, 405
 Contract No. 07-293704 Federal-Aid Project ACIM-X037(199)E
 DBE Goal 13%

BID DATE January 23, 2018 @ 2:00 p.m.
Sub & Vendor Scopes and Bids Due Prior

Sukut Construction, LLC
 4010 W. Chandler Avenue, Santa Ana, CA 92704
 Contact: Matt Bahnsen
 Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: esteeming@sukut.com

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

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

Sukut Construction, LLC
 An Equal Opportunity Employer



California Sub-Bid Request Ads



BROSAMER & WALL, INC.

An Equal Opportunity Employer
is requesting quotations from all qualified DBE
Professional services, sub-contractors, material suppliers and trucking for the following project:

Contract No. 04-3G6034
Pavement Rehabilitation and Ramp Metering
STATE HIGHWAY 680 IN ALAMEDA COUNTY, IN FREMONT, FROM 0.15 MILE SOUTH OF SCOTT CREEK ROAD UNDERCROSSING
TO AUTOMALL PARKWAY OVERCROSSING.
Bid Closing Date: January 10, 2018 @ 2:00 PM

DBE GOAL: 12%

We Encourage All DBEs To Attend The Mandatory Prebid Meeting Scheduled On November 15, 2017 At 10:00 A.M.
In Order To Meet The B&W Team At The Caltrans Pleasanton Construction Office, 5675 B Gibraltar Dr., Pleasanton, Ca 94588.

CONTACT:

Brosamer & Wall Inc.
1777 Oakland Blvd, Suite 300 • Walnut Creek, California 94596
PH: 925-932-7900 • FAX: 925-279-2269

PROJECT SCOPE:

We are requesting bids for the following trades and/or material suppliers:

Brosamer & Wall Inc., is requesting quotes from all qualified subcontractors and suppliers including Certified DBE firms for all items of work, including but not limited to:

Lead Compliance Plan, Progress Schedule, Construction Area Signs, Traffic Control System, Temporary Traffic Devices, Temporary Traffic Stripe (Paint), Temporary Railing (Type K), Prepare SWPPP, Storm Water Sampling And Analysis Day, Storm Water Annual Reports, Street Sweeping, Temporary Erosion Control Measures (Check Dams, Fiber Roll, Protect Inlets, Etc.), Remove Yellow Thermoplastic Traffic Stripe (Hazardous Waste), Treated Wood Waste, Temporary High Visibility Fence, Clearing And Grubbing, Structure Excavation, Structure Backfill, Pervious Backfill Material (Retaining Wall), Aggregate Base, Aggregate Subbase, Lean Concrete Base, Lean Concrete Base Rapid Set, Crack & Seal Existing PCC Pavement, Crack Treatment, Replace Asphalt Concrete Surfacing, Hot Mix Asphalt, Rubberized Hot Mix Asphalt, Geosynthetic Pavement Interlayer, Place Hot Mix Asphalt Dike, Tack Coat, Remove Asphalt Concrete Pavement, Remove Asphalt Concrete Dike, Cold Plane Asphalt Concrete Pavement, Precast Jointed Concrete Pavement, Individual Slab Replacement (RSC), Furnish Piling, Drive Pile (Class 90), 60" Cast In Drilled Hole Concrete Pile (Sign Foundation), Structural Concrete Retaining Wall, Structural Concrete, Minor Concrete, Fractured Rib Texture, Joint Seal, Bar Reinforcing Steel, Furnish Sign Structure (Truss), Remove Sign Structure, Underground Storm Drain Systems – Reinforced Concrete Pipe, Remove Concrete Channel, Culvert Slurry Cement Backfill, Sand Backfill, Concrete (Gutter Lining), Rock Slope Protection, Rock Slope Protection Fabric, Minor Concrete, Minor Concrete (Brushed Concrete), Frame & Grate, Remove Pavement Marker (Retroreflective), Barrier Marker, Object Marker, Object Marker, Remove Roadside Sign, Panel, Relocate Roadside Sign, Furnish Aluminum Sign Panels, Retroreflective Sheeting, Metal (Barrier Mounted Sign), Roadside Sign (One And Two Post), Midwest Guardrail System (Wood Post), Vegetation Control (Minor Concrete), Transition Railing, End Anchor Assembly, Alternative In Line Terminal System, Concrete Barrier, Remove Guardrail, Thermoplastic Pavement Marking (Enhanced Wet Night Visibility), Two Component Paint Traffic Stripe, Thermoplastic Traffic Stripe, Rumble Strip, Maintaining Existing Traffic Management System Elements During Construction, Modifying Existing Electrical System, General Trucking and Bulk Asphalt Oil Supply.

Requirements: Brosamer & Wall, Inc. will work with interested subcontractors/suppliers to identify opportunities to break down items into economically feasible packages to facilitate DBE Participation. Brosamer & Wall, Inc. is a union signatory contractor. Subcontractors must possess a current contractor's license, insurance coverage and worker's compensation for the entire length of the contract.

All subcontractors will be required to sign our standard Subcontract Agreement. 100% payment and performance bonds may be required. If you have any questions regarding this project or need assistance in obtaining/waiving insurance, bonding, equipment, materials and/or supplies please call or email Robert Rosas contact information below.

Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 300, Walnut Creek, Ca. 94596 or at no cost from Caltrans website. B&W will also make plans electronically please email rrosas@brosamerwall.com for free online link. Brosamer & Wall INC., intends to work cooperatively with all qualified firms seeking work on this project. If you are interested in submitting a subcontractor bid for this project, you may contact Robert Rosas Chief Estimator at 925-932-7900 or fax us your quote at 925-279-2269. PLEASE SUBMIT A COPY OF YOUR CURRENT DBE CERTIFICATION WITH YOUR BID. Subcontractors, Dealers/Suppliers and Brokers please provide your designation code to us on or before the bid date. B&W, INC., IS AN EQUAL OPPORTUNITY EMPLOYER.



Graniterock

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

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

Contact: David Kennedy

Email: estimating@graniterock.com

REQUESTING SUB-QUOTES FROM QUALIFIED SBE / MBE / WBE / Labor Surplus Area
Firms SUBCONTRACTORS/SUPPLIERS/TRUCKERS FOR:

Rubber Dam No. 3 Fishway Construction and Fabric Replacement
ACWD Project No. G-G43.03B, Job 21083

Owner: Alameda County Water District

Engineers' Estimate: \$9,780,000.

BID DATE: January 10, 2018 @ 3:00 PM

Items of work include but are not limited to: SWPPP, Signs, Site Security, Erosion Control, Hazardous Material Control, Dewatering, Anode Well, Cast-In-Place Reinforced Concrete, Misc. Metal Work, Chain-Link Fence & Gate, Shoring, Fiber Optic Work, Electrical and Trucking.

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

We are an Equal Opportunity Employer



BROSAMER & WALL, INC.

An Equal Opportunity Employer is requesting quotations from all qualified DBE
Professional services, sub-contractors, material suppliers and trucking for the following project:

Contract No. 04-4G8504
Replace Pedestrian Overcrossing
FOR CONSTRUCTION ON STATE HIGHWAY 17 IN SAN MATEO COUNTY IN
PACIFICA AT THE SAN JOSE AVENUE PEDESTRIAN OVERCROSSING
Bid Closing Date: January 24, 2018 @ 2:00 PM
DBE GOAL: 13%

CONTACT:

Robert Rosas
Brosamer & Wall Inc.
1777 Oakland Blvd, Suite 300 • Walnut Creek, California 94596
PH: 925-932-7900 • FAX: 925-279-2269

PROJECT SCOPE:

We are requesting bids for the following trades and/or material suppliers:

Brosamer & Wall Inc., is requesting quotes from all qualified subcontractors and suppliers including certified DBE firms for all items of work type, including but not limited to:

- ASPHALT PAVING
- BRIDGE DEMOLITION
- CLEAR & GRUB
- CONCRETE MATERIALS – CURE, DOWELS, ETC
- CONCRETE STRUCTURES
- CONSTRUCTION AREA SIGNS
- EARTHWORK/GRADING/ROADWAY EXCAVATION
- ELECTRICAL
- EROSION CONTROL – PERMANENT AND TEMPORARY
- FENCE
- GRINDING (COLD MILL)
- LANDSCAPING
- METAL BEAM GUARD RAIL (MBGR),
- MINOR CONCRETE
- NOISE MONITORING
- REBAR
- ROADSIDE SIGNS
- SCHEDULE DEVELOPER
- SHUTTLE SERVICE
- STORM DRAIN UNDERGROUND
- STREET SWEEPING
- STRIPING
- STRUCTURE CONCRETE
- SWPPP/WPC
- TRAFFIC CONTROL
- AGGREGATES SUPPLY
- TRUCKING
- JUST-IN-TIME TRAINING
- WATER TRUCK

For the complete list of the Actual Project Bid Items go to:
<http://www.dot.ca.gov/des/oe/weekly-ads/oc-biditems.php?q=04-4G8504>

Requirements: Brosamer & Wall, Inc. will work with interested subcontractors/suppliers to identify opportunities to break down items into economically feasible packages to facilitate DBE Participation. Brosamer & Wall, Inc. is a union signatory contractor. Subcontractors must possess a current contractor's license, insurance coverage and worker's compensation for the entire length of the contract.

All subcontractors will be required to sign our standard Subcontract Agreement. 100% payment and performance bonds may be required. If you have any questions regarding this project or need assistance in obtaining/waiving insurance, bonding, equipment, materials and/or supplies please call or email Robert Rosas contact information below.

Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 300, Walnut Creek, Ca. 94596 or at no cost from Caltrans website. B&W will also make plans electronically please email rrosas@brosamerwall.com for free online link. Brosamer & Wall INC., intends to work cooperatively with all qualified firms seeking work on this project. If you are interested in submitting a subcontractor bid for this project, you may contact Robert Rosas Chief Estimator at 925-932-7900 or fax us your quote at 925-279-2269. PLEASE SUBMIT A COPY OF YOUR CURRENT DBE CERTIFICATION WITH YOUR BID. Subcontractors, Dealers/Suppliers and Brokers please provide your designation code to us on or before the bid date. B&W, INC., IS AN EQUAL OPPORTUNITY EMPLOYER.



BROSAMER & WALL, INC.

An Equal Opportunity Employer is requesting quotations from all qualified DBE
Professional services, sub-contractors, material suppliers and trucking for the following project:

02-4G5504 - Reconstruct with HMA and PCC, Widen Structure and Upgrade Rails In Siskiyou County And Near Dunsmuir
From Sacramento River Bridge To 0.6 Mile South Of North Mount Shasta Underpass
Bid Closing Date: February 7, 2018 @ 2:00 PM
DBE GOAL: 10%

CONTACT:

Robert Rosas
Brosamer & Wall Inc.
1777 Oakland Blvd, Suite 300 • Walnut Creek, California 94596
PH: 925-932-7900 • FAX: 925-279-2269

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- ASPHALT PAVING
- BRIDGE DEMOLITION
- CONCRETE BARRIER
- CONCRETE PAVING
- CONCRETE MATERIALS – CURE, DOWELS, ETC
- CONCRETE STRUCTURES
- CONSTRUCTION AREA SIGNS
- EARTHWORK/GRADING/ROADWAY EXCAVATION
- ELECTRICAL
- EROSION CONTROL – PERMANENT AND TEMPORARY
- GRINDING (COLD MILL)
- METAL BEAM GUARD RAIL (MBGR),
- MINOR CONCRETE
- PILING
- ROADSIDE SIGNS
- RUMBLE STRIP
- SCHEDULE DEVELOPER
- SIGN STRUCTURES
- STORM DRAIN UNDERGROUND
- STREET SWEEPING
- STRIPING
- SWPPP/WPC
- SAW AND SEAL
- TRAFFIC CONTROL
- AGGREGATES SUPPLY – AGGREGATE BASE, RAW AGGREGATES, ETC.
- TRUCKING
- ASPHALT OIL
- JUST-IN-TIME TRAINING
- SERVICE PATROL VEHICLE
- WATER TRUCK

For the complete list of the Actual Project Bid Items go to:
<http://www.dot.ca.gov/des/oe/weekly-ads/oc-biditems.php?q=02-4G5504>

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All subcontractors will be required to sign our standard Subcontract Agreement. 100% payment and performance bonds may be required. If you have any questions regarding this project or need assistance in obtaining/waiving insurance, bonding, equipment, materials and/or supplies please call or email Robert Rosas contact information below.

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California Sub-Bid Request Ads

AMES CONSTRUCTION, INC.
391 N. Main St., Ste 302
Corona, CA 92880
(951) 356-1275/(951) 549-9003 FAX

Ames Construction, Inc. is seeking certified and qualified **SBE** subcontractors and/or suppliers to meet the **27%** goal of which a minimum of **5%** shall be allocated to **VSBE** for the following:

PROJECT:

SPEC NO. HD-S2527 – PIER B PUMP STATION UPGRADE PROJECT

OWNER:

CITY OF LONG BEACH – BOARD OF HARBOR COMMISSIONERS

BID DATE/TIME: January 23, 2018 @ 2:00 PM

PLEASE SUBMIT BID TO:

Ames Construction, Inc.
391 N. Main St., Ste 302 • Corona, CA 92880
Phone: (951) 356-1275 • Fax: (951) 549-9003

SBE/VSBE Subs/Suppliers required include but are not limited to: Asphalt paving, aggregates, dewatering, electrical, instrumentation & controls, lighting, fencing, plumbing, asbestos & lead abatement, demolition, minor structures, minor concrete, rebar, misc. metal, structural steel, ready mix concrete, pipe & fitting supply, pumps – flow/sump supply, rain event plan, hazardous waste disposal, waste disposal, roofing, masonry, metal door & frame repairs, HVAC, toilet accessories, painting & coating, propane tank and underground oil drip tank removal, non-hazardous waste removal, guardrail, testing and vacuum relief valve supply. Ames Construction, Inc. will work with subcontractors to breakdown items into economical feasible packages.

All businesses wishing to receive SBE and VSBE status on a Port contract are required to be certified by either the Port or by the DGS. The Port's SBE Program staff is available to provide information on the program requirements, including SBE certification assistance. Please contact the SBE Office at (562) 283-7598 or sbeprogram@polb.com. You may also view the Port's SBE program requirements at www.polb.com/sbe

Ames Construction, Inc. shall require bidder to provide performance and payment bonds for the full amount of the Subcontract values. Costs of the bonds are to be provided as a separate line item. Please call to discuss how Ames Construction, Inc. can assist you in your bonding, credit and/or insurance needs. Also, let us know if you need assistance in obtaining necessary equipment, supplies, or materials for this project. We are an equal opportunity employer. Ames Construction, Inc.'s subcontract terms and conditions will apply to any contracts resulting from this request. The Subcontractor, by submission of its bid, agrees to the "Terms and Conditions" including all Exhibits and Attachments of Ames Construction, Inc. Subcontract Agreement. Ames Construction, Inc. reserves the right to accept or reject any or all quotations. Bids shall remain open and valid for ninety (90) calendar days after the Bid Deadline or until the contract is executed, whichever occurs first. Ames Construction, Inc. is an EOE.

Our contact for this project is Kelly Daken. He can be reached at (951) 356-1275 or by email at kellydaken@amesco.com. **Please fax all quotes to (951) 549-9003.**

Plans and specifications can be viewed and downloaded at:

<https://ames.sharefile.com/d/e5322d80d1644615>

DESILVA GATES
CONSTRUCTION

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

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

CALTRANS ROUTE 162 CONSTRUCTION ON STATE HIGHWAY IN BUTTE COUNTY NEAR OROVILLE FROM 2.3 MILES WEST OF ROUTE 99 TO 0.1 MILE EAST OF PAR 4 WAY, Contract No. 03-0G7304, Federal Aid Project No. ACST-P162(038)E, Disadvantaged Business Enterprise Goal Assigned is 12%

OWNER:

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

1727 30th Street, Bidder's Exchange, MS 26,
Sacramento, CA 95816

BID DATE: JANUARY 9TH, 2018 @ 2:00 P.M.

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

AC DIKE, ADL BURIAL LOCATION REPORT, COLD PLANE, CONSTRUCTION AREA SIGN, ELECTRICAL, EMULSION SUPPLIER, LEAD COMPLIANCE PLAN, GRINDING, STRIPING, SWPPP PREP/WATER POLLUTION CONTROL PLAN PREPARE, TESTING, TRAFFIC CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, EROSION CONTROL MATERIAL, 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@desilvagates.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 at www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php

Fax your bid to (925) 803-4263 to the attention of Estimator Eric Allred. 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 employer.

CLARK
CONSTRUCTION

BID INVITATION FOR CONSTRUCTION OF BART CONTRACT 01RQ-150 CONSTRUCTION OF HAYWARD MAINTENANCE COMPLEX PROJECT CENTRAL WAREHOUSE

Your bid is due to us on or before January 22nd, 2018 @ 5:00PM (Pacific)

Project Description:

The Work involves the construction of a new Central Warehouse Building at the BART Hayward Maintenance Complex. The work shall include demolition of an existing building, construction of the new building and exterior break area, site improvements, and landscaping.

The major elements of work are: demolition, excavation, clearing and grubbing, and protect in place, relocate or maintain existing facilities during construction. Demolition shall include removal and disposal of the existing warehouse structure of approximately 120,000 square feet (200 feet by 600 feet), loading docks, utilities, slabs on grade, and foundation. Grading, site preparation, site work, site utilities, landscaping, drainage facilities, and final cleanup. Construction of a new Central Warehouse Building including offices, storage areas inside building, outside break area, docks, and appurtenances. The work includes but is not limited to HVAC, Electrical, Plumbing, Fire Protection, Fire Alarm, and Communication Systems including Public Address (PA), Closed Circuit Television (CCTV), Telephone and Computer Systems. The work also includes the removal, preservation, salvage, storage and installation of items to be reused or reinstalled.

Coordination of work is required to provide for continuous ingress/egress and for continuous operation of the Hayward Maintenance Complex. Also included are duct banks, manholes, transformer pads and cable/wire for the extension of a standby power feed, (transformers will be provided by others), warehouse equipment including furnishing and installation of new Contractor-furnished equipment, and installation of District-furnished, Contractor-installed equipment.

Demolish and restore designated existing features including but not limited to: paving, utilities, fire hydrants, piping and other features.

Provide protection for existing utilities including but not limited to: mechanical and plumbing, fire protection, electrical, irrigation, communications, security, and safety systems.

Provide site preparation including but not limited to installation and removal of temporary construction fencing and barricades; and demolition and temporary reconfiguration of other existing facilities.

Please contact the following estimators for questions related to your trade:

- Div. 1 **General Conditions** - Brian Ahern - 202-359-1777, brian.ahern@clarkconstruction.com
- Div. 2 **Selective Demolition, Site Demolition** - Emad Najafi - 301-272-6841 - emad.najafi@clarkconstruction.com
- Div. 3 **CIP Concrete and Reinforcing** - Thompson Hunt - 301-272-6773, thompson.hunt@clarkconstruction.com
- Div. 4 **Unit Masonry** - Ted Tadayon - 301-272-8164, ted.tadayon@clarkconstruction.com
- Div. 5 **Structural Steel, Misc. Metals, Metal Decking, Ornamental Metals** - Nick Cobo - 301-272-6938 - nicholas.cobo@clarkconstruction.com
- Div. 6 **Misc./Rough Carpentry, Finish Carpentry** - Brandon Billy - 301-272-6877 - brandon.billy@clarkconstruction.com
- Div. 7 **Insulation, Joint Sealants** - Ted Tadayon - 301-272-8164, ted.tadayon@clarkconstruction.com
- Div. 7 **Roofing, Metal Panels, Flashing & Sheet Metal** - Alex Prasauskas - 240-517-0118, alex.prasauskas@clarkconstruction.com
- Div. 8 **Doors, OH Doors** - Ted Tadayon - 301-272-8164, ted.tadayon@clarkconstruction.com
- Div. 8 **Glass** - Andrew McCarthy - 301-272-7410 - andrew.mccarthy@clarkconstruction.com
- Div. 9 **Flooring, Painting** - Andrew McCarthy - 301-272-7410 - andrew.mccarthy@clarkconstruction.com
- Div. 9 **Drywall** - Alex Prasauskas - 240-517-0118, alex.prasauskas@clarkconstruction.com
- Div. 10 **Specialties, Signage** - Thompson Hunt - 301-272-6773, thompson.hunt@clarkconstruction.com
- Div. 11 **Loading Dock Equipment, Misc. Equipment, Shop Equipment** - Brandon Billy - 301-272-6877 - brandon.billy@clarkconstruction.com
- Div. 13 **Metal Buildings** - Nick Cobo - 301-272-6938 - nicholas.cobo@clarkconstruction.com
- Div. 14 **Elevators** - Ted Tadayon - 301-272-8164, ted.tadayon@clarkconstruction.com
- Div. 21 **Fire Suppression** - Mike Levy - 301-272-8359 - mike.levy@clarkconstruction.com
- Div. 22 **Plumbing** - Mike Levy - 301-272-8359 - mike.levy@clarkconstruction.com
- Div. 23 **HVAC, Test, Adjust & Balance** - Mike Levy - 301-272-8359 - mike.levy@clarkconstruction.com
- Div. 26 **Electrical** - Kathleen Hanley - 301-272-8354 - kathleen.hanley@clarkconstruction.com
- Div. 27 **Communications** - Kathleen Hanley - 301-272-8354 - kathleen.hanley@clarkconstruction.com
- Div. 28 **Security** - Kathleen Hanley - 301-272-8354 - kathleen.hanley@clarkconstruction.com
- Div. 31 **Earthwork, Stone Columns, Excavation Support** - Emad Najafi - 301-272-6841 - emad.najafi@clarkconstruction.com
- Div. 32 **Asphalt Paving, Site Concrete, Pavement Markings, Fencing, Landscaping & Site Furnishings** - Alex Prasauskas - 240-517-0118, alex.prasauskas@clarkconstruction.com
- Div. 33 **Site Wet Utilities** - Emad Najafi - 301-272-6841 - emad.najafi@clarkconstruction.com

INFORMATION ABOUT PLANS AND SPECIFICATIONS

Drawings and Specifications can be acquired from: Contact the trade estimators listed above for access to our Building Connected bidding site.

Bid documents can be viewed at: Clark Construction Group - California LP Plan Room, 180 Howard Street, Suite 1200, San Francisco, CA 94105 OR Clark Construction's Hayward field offices at 200 Sandoval Way, Hayward, CA 94544

PRIOR TO BID DAY: Contact the trade estimators listed above

ON BID DAY ONLY: Contact our bid room directly at: Phone: 301-272-6901; Fax: 301-272-6987

INDUSTRY OUTREACH EVENTS

Clark's estimators and executives will be present at each of the following events. A short description of the job will be made available and they will be able to answer your questions regarding how you can participate in this bid. All trade work subcontractors and equipment/material suppliers are welcome.

BART DBE AND SMALL BUSINESS SUBCONTRACTOR MATCHMAKING SESSION

Date: January 9, 2018 @ 3:30pm to 6:30pm
Location: BART Hayward Maintenance Yard, 1029 Whipple Road, Hayward, CA 94544
RSVP: Ms. Lupe Serrano at lupe@lusterassociates.com or 510 303-7587

CLARK DBE AND SMALL BUSINESS OPEN HOUSE

Date: January 11, 2018 @ 9:30 am
Location: BART Hayward Maintenance Complex, Clark Jobsite, 200 Sandoval Way, Hayward, CA 94544
RSVP: Mr. Brian Ahern, brian.ahern@clarkconstruction.com or 202-359-1777

Please ask Clark about any and all assistance we can render to any subcontractor with issues such as bonding or insurance assistance, estimating, or the breaking of work into smaller incremental pieces that will enable subcontractors to bid this work to Clark.

*AN EQUAL OPPORTUNITY EMPLOYER
We request bids from small, disadvantaged, minority, and Women-owned subcontractors and suppliers.*

Most expensive cities for construction

Continued from page 2

Methodology

The comparative cost assessment of 44 cities is based on a survey of constructions costs undertaken by Arcadis covering 13 building types. Costs are representative of the local specification

used to meet market needs. The building solutions adopted in each location are broadly similar and, as a result, the cost differential reported represents differences in specification as well as the cost of labor and materials. Construction costs are current as of Q4 2016.

SOURCE: csengineermag.com

Looking for Subcontractors, Vendors, and Suppliers?

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.

Call 1-800-800-8534
or visit us at www.sbeinc.com



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3 ADS FOR ONE PRICE

- 1 paid in the SBE weekly newspaper and you receive
- 1 in the Friday daily e-Newsletter
- 1 on the website (running until bid date).

(Proof of Publication will be included for all)

3 for 1

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

SBE IS CERTIFIED BY:

- California DGS

- California UCP

- New Orleans RTA (Louisiana UCP)

- New York UCP

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

SMALL BUSINESS EXCHANGE

795 Folsom Street, 1st Floor
San Francisco, CA 94107
Phone: 800-800-8534 • Fax: 415-778-6255
www.sbeinc.com

Public Legal Notices

Candlestick Point/Hunters Point Shipyard Phase 2 - in San Francisco

CP/HPS2 Infrastructure and Land Development Professional Consultants RFQ

Consultants directly contracted with the Owner (Civil Engineer) and Consultants to Civil Engineer (including Landscape Architect, Surveyor, JT Consultant, etc) are requested to submit Statements of Interest and Qualifications for Professional Services to prepare and refine design documents for infrastructure improvements for the Candlestick Point and Hunters Point Shipyard Phase 2 Redevelopment Projects (CP/HPS2). As a result of this RFQ, a pool of qualified Civil Firms and Consultants will be placed on a "Shortlist" for future work, and a full Request for Proposals will be solicited to the Shortlist for contract awards. No Contract Award will be made as a result of this RFP.

For more information, please visit:

Architects and Engineers:

City's OCA website:
<http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=12607>

Consultants and Professional Services:

City's OCA website:
<http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=12608>

Successor to the San Francisco Redevelopment Agency (SFRA) has established the 50% Small Business Enterprise (SBE) Participation goal for construction firms.

Respondents are encouraged to check this website regularly for updates.

Pre-Bid Meeting:

January 4, 2018 @ 3:00 PM
1 Sansome Street, Suite #3200
San Francisco, CA 94104

Proposals must be submitted
January 18, @ 2:00 PM (PST).

January Outreach

A Community Dialogue on Strategies for Addressing Housing and Community Development Needs

The Citizens' Committee on Community Development cordially invites you to an evening of food and conversation on Tuesday, January 23, 2018 from 5:00 p.m. to 7:00 p.m. at George Washington High School (600 32nd Avenue, San Francisco, CA 94121). We hope you can join us for a discussion of housing and community development needs and to share resources! For more information, please visit <http://sfmohcd.org/community-development> or contact Mike King at (415) 701-4228 or michael.king@sfgov.org.

Count on WIC for Healthy Families

WIC is a federally funded nutrition program for Women, Infants, and Children. You may qualify if you are pregnant, breastfeeding, or just had a baby; or have a child under age 5; and have a low to medium income; and live in California. Newly pregnant women, migrant workers, and working families are encouraged to apply. WIC provides Nutrition Education and Health information, breastfeeding support, checks for healthy foods (like fruits and vegetables), and referrals to medical providers and community services.

You may qualify for WIC if you receive Medi-Cal, CalFresh (Food Stamps), or CalWORKS (TANF) benefits. A family of four can earn up to \$3,747 before tax per month and qualify.

Enroll early! Call today to see if you qualify and to make an appointment. Call City and County of San Francisco WIC Program at 415-575-5788.

This institution is an equal opportunity provider. The Assessment Appeals Board resolves legal and value assessment issues between the Assessor's office and property owners. We have two vacancies on Board 1, which oversees all downtown properties - high rise residential, office, commercial, hotels. Board 1 also oversees all properties over \$50 million in assessed value throughout the City.

Assessment appeal hearings are quasi-judicial, conducted in a manner similar to a court setting, with evidence and testimony presented by the parties. The Board then evaluates the evidence and testimony, and renders its decision.

To be eligible for seat appointment, you must have a minimum of five years professional experience in California as either a: (1) public accountant; (2) real estate broker; (3) attorney; or (4) property appraiser accredited by a nationally recognized organization, or certified by either the Office of Real Estate Appraiser or the State Board of Equalization.

For more information regarding the Assessment Appeals Board call (415) 554-6778.

The City and County of San Francisco encourage public outreach. Articles are translated into several languages to provide better public access. The newspaper makes every effort to translate the articles of general interest correctly. No liability is assumed by the City and County of San Francisco or the newspapers for errors and omissions.

CNS-3082033#

Request for Proposal

Program Management for the Santa Clara Valley Water District's Pacheco Reservoir Expansion Project



Topic: Program Management for the Santa Clara Valley Water District's Pacheco Reservoir Expansion Project.

Who: Santa Clara Valley Water District is the water resource management agency meeting watershed stewardship needs of and providing wholesale water reliability to Santa Clara County's more than 1.9 million residents.

The Santa Clara Valley Water District (District) is soliciting proposals from consultant firms to provide program management services for the District's Pacheco Reservoir Expansion Project. The project is expected to include a new earthen dam, pump station, and conveyance piping. The program manager will provide for management of all District and third-party program activities including: planning, design, and environmental documentation, property acquisition, regulatory permitting, water rights acquisition, and other items as described in the RFP. Program management services will also include technical review of third party deliverables, coordination with various stakeholders, and providing a board of consultant experts.

The full Request for Proposal (RFP) can be viewed at <http://cas.valleywater.org>. Please submit your proposals electronically to the District's Contract Administration System (CAS) by the date and time specified in the RFP Schedule. Prior to submitting proposals, all firms must be registered in CAS. This can be achieved by going to the web address noted above and following the instructions to create an account. When in the creation process, select the expertise code "WT10 - Water Treatment Infrastructure Design and Project Management" and add contact information as necessary.

Contact: If you need assistance with creating a CAS account, please call (408) 630-2992, or e-mail questions to ContractAdministration@valleywater.org.

In addition to submitting proposals electronically through the District's web portal, hard copies of the proposal must be received by the proposal due date and time specified in the RFP Schedule. Please refer to the RFP for detailed hardcopy delivery instructions.

General questions regarding this solicitation will be accepted by email to Lydia Rossiter at lrossiter@valleywater.org, no later than the date specified in the RFP schedule.

12/2017 BA

Remember, rekindle the spirit of Emancipation Proclamation

Continued from page 1

in both the North and the South against the use of black troops. Black regiments were segregated, paid less than whites and commanded by white officers.

Yet after years of battle, most Northerners would embrace anything that would help weaken the rebellion and hasten a victorious end to the war. Despite resistance, 179,000 black soldiers and nearly 10,000 black sailors bolstered Union forces through the end of the war. Victory, all now understood, would mean the abolition of slavery. The Emancipation Proclamation was hailed in England, ending all talk of recognizing (and aiding) the South.

The proclamation, a wartime act of necessity, turned the tide on slavery. It led directly to the 13th Amendment to the Constitution that outlawed slavery, the 14th Amendment that guarantees equal protection under the law, the 15th Amendment that prohibits states from denying the right to vote on the basis of race or color.

The war — America's bloodiest conflict — continued to take its deadly toll for over two more

years after the Emancipation Proclamation. In his second inaugural address, Lincoln described the "terrible war" as "the woe due to those" in both North and South for the "offense" of American slavery. He called for "malice toward none" and "charity for all," that we "bind up the nation's wounds" to create a just and lasting peace. Forty-one days later he was assassinated. Reconstruction soon was reversed into segregation, enforced by Klan terrorism. It would take another century and a civil rights movement to fulfill the promise implicit in Lincoln's proclamation.

Few Americans take the time to read the Emancipation Proclamation, yet it is as central to the foundation of modern America as the Constitution or the Declaration of Independence. The night before it was issued, there were vigils and church gatherings of people in anticipation. This year, dozens of ministers have agreed to hold sessions to read and discuss the Emancipation Proclamation. This country paid a terrible price to remove the scourge of slavery and become one nation. At a time when some would drive us apart, it is worth remembering the sacrifice and the triumph.

SOURCE: Rainbow Push Coalition

Why Millennials Are Demanding Even More Diversity In Tech

Continued from page 2

- Diversity goals are vague and broadly defined. Despite almost every major tech company having a "diversity program," there aren't many concrete goals holding them accountable for creating meaningful progress. In fact, in some cases, the numbers of ethnic minorities has dropped significantly; for example, between 2007 and 2015, the number of African-American women dropped 13% in the tech industry, and the number of African-American women managers dropped 23%. Without a system of accountability in place, there can be no progress. Millennials want action, not lip service.

The Counterpoint

By now, you've likely heard about the memo circulating at Google, written by a concerned software engineer, about the "ideological echo chamber" within Google (but with implications for Silicon Valley and the tech industry as a whole). Widely accused of being misogynist and blind to the scale of the diversity problem, the document is fairly soft in its accusations, with the author explicitly stating that he values diversity and inclusion, acknowledges the presence of sexism, and doesn't endorse stereotypes.

However, he cites biological and psychological differences between men and women that are responsible for fewer women applying for tech jobs. His assertion is that natural differences in interest, rather than sexist or racist practices, are responsible for the gap, and that tech leaders should only focus on interested applicants.

Millennials would be inclined to disagree. Rather than wanting companies to hit specific demographic targets or treat people of all backgrounds equally, Millennials are focused on respecting individual identities, and creating a bigger business impact (according to a Deloitte survey).

Generally, they'd rather see a handful of people from diverse backgrounds come together to influence the future of these companies than influence a wave of applications and minorities in low-level positions just to hit a numerical target. The problem isn't a representational one (necessarily), it's an ideological and cultural one, and tech leaders aren't doing much to fix it; that's why Millennials, more than any generation, are pressing to transform that culture.

SOURCE: www.forbes.com

SMALL BUSINESS EXCHANGE

Fictitious Business Name Statements

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0378669-00

Fictitious Business Name(s):

1. Beautiful You
2. Single Mom and the City
 Address
275 5th Street, San Francisco, CA 94103
 Full Name of Registrant #1
Takiyah Smith
 Address of Registrant # 1
2665 Geneva Avenue #423, Daly City, CA 94014

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **11/28/17**

Signed: **Takiyah Smith**

This statement was filed with the County Clerk of San Francisco County on **11/28/17**

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
11/28/17

12/21/17 + 12/28/17 + 1/4/18 + 1/11/18

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0378618-00

Fictitious Business Name(s):

Edw Lee Hammack Architect
 Address
3687 Folsom Street, San Francisco, CA 94110
 Full Name of Registrant #1
Edw. Lee Hammack
 Address of Registrant #1
3687 Folsom 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 **4/1/1998**

Signed: **Edw. Lee Hammack**

This statement was filed with the County Clerk of San Francisco County on **11/22/17**

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
11/22/17

11/30/17 + 12/7/17 + 12/14/17 + 12/21/17

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0378769-00

Fictitious Business Name(s):

Golden Legal
 Address
One Sansome Street, 35th Floor, San Francisco, CA 94104
 Full Name of Registrant #1
Ameer Aziz
 Address of Registrant # 1
601 Brooklyn Ave #302, Oakland, CA 94606

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **12/1/2017**

Signed: **Ameer Aziz**

This statement was filed with the County Clerk of San Francisco County on **12/4/2017**

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
12/4/17

12/7/17 + 12/14/17 + 12/21/17 + 12/28/17

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0378995-00

Fictitious Business Name(s):

Khan Toke Thai House
 Address
5937 Geary Blvd, San Francisco, CA 94121
 Full Name of Registrant #1
Phairatwetchaphan, LLC (CA)
 Address of Registrant # 1
5937 Geary Blvd, San Francisco, CA 94121

This business is conducted by **A Limited Liability Company**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **12/14/2017**

Signed: **Nuttarat Pornkanjanavong**

This statement was filed with the County Clerk of San Francisco County on **12/1/2017**

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
12/14/17

12/21/17 + 12/28/17 + 1/4/18 + 1/11/18

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0378740-00

Fictitious Business Name(s):

Psychokinetic LLC
 Address
148 Otsego Avenue, San Francisco, CA 94112
 Full Name of Registrant #1
Psychokinetic LLC (CA)
 Address of Registrant # 1
148 Otsego Avenue, San Francisco, CA 94112

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 **9/26/17**

Signed: **Matthew Homier, Manager**

This statement was filed with the County Clerk of San Francisco County on **12/1/2017**

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
12/1/17

12/7/17 + 12/14/17 + 12/21/17 + 12/28/17

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0378863-00

Fictitious Business Name(s):

R.Z. Situ Construction Company
 Address
261 Capistrano Avenue, San Francisco, CA 94112
 Full Name of Registrant #1
Rong Zhi Situ
 Address of Registrant # 1
261 Capistrano Avenue, San Francisco, CA 94112

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **08/24/1998**

Signed: **Rong Zhi Situ**

This statement was filed with the County Clerk of San Francisco County on **12/08/2017**

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
12/08/17

12/21/17 + 12/28/17 + 1/4/18 + 1/11/18

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0378853-00

Fictitious Business Name(s):

SF / SPA
 Address
738 Larkin Street, San Francisco, CA 94109
 Full Name of Registrant #1
Elizabeth Hilton
 Address of Registrant # 1
9851 Bolsa Ave SPC 188, Westminster, CA 92683-6644

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **12/1/2017**

Signed: **Elizabeth Hilton**

This statement was filed with the County Clerk of San Francisco County on **12/7/2017**

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

Filed: **Sonya Yi**
Deputy County Clerk
12/7/2017

12/14/17 + 12/21/17 + 12/28/17 + 1/4/18

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0378299-00

Fictitious Business Name(s):

TJ Builder
 Address
400 Clementina Street #322, San Francisco, CA 94103
 Full Name of Registrant #1
Cheng You Ye
 Address of Registrant # 1
400 Clementina Street #322, 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 **11/6/2017**

Signed: **Cheng You Ye**

This statement was filed with the County Clerk of San Francisco County on **11/6/2017**

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: **Natalie I. Salgado**
Deputy County Clerk
11/3/2017

11/9/17 + 11/16/17 + 11/22/17 + 11/30/17

California Sub-Bid Request Ads

SYBLON REID

P.O. BOX 100 • Folsom, CA 95763
Phone: (916) 351-0457 • Fax: (916) 351-1674
Contact: Barbara Hirdman

Sub-Bids Requested From **SBE** and **SBE Micro**, including **MBE, WBE, DBE, DVBE**
 Subcontractors & Suppliers for:

Alameda County Water District
ACWD Rubber Dam No. 3 Construction and Fabric Replacement
Location: Fremont, CA
BID DATE: January 10th, 2018 @ 3PM

Trades Solicited:

Concrete, Trucking, Painting & Coating, Metal Fabrication, Electrical, Fencing, Pipe, Fittings,
 Hangars & Supports, Controls and Instrumentation, Aggregates, Rebar

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

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

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



Proven Management, Inc.

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

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

Rubber Dam No. 3 Fishway Construction & Fabric Replacement, Fremont
Bids: January 10, 2018 @ 2pm
Alameda County Water District, Project GG43.03B / Job 21083

DEMOLITION; HDPE PIPE/FITTINGS; CONCRETE FORMWORK; CIP CONCRETE; MANHOLE PRECAST VAULTS; METAL FABRICATIONS; METAL RAILINGS/GRATINGS; PAINTING & COATING; SIGNAGE; SLIDE GATES; PLUMBING; PIPES FOR PLUMBING PIPING & EQUIPMENT; HANGERS & SUPPORTS; INTEGRATED AUTOMATION; CONTROLS/INSTRUMENTATION; ELECTRICAL; CATHODIC PROTECTION; INTERIOR/EXTERIOR LIGHTING; EARTHWORK; CHAIN LINK FENCES/GATES; VALVES; SUBDRAINAGE; HYDRAULIC TRASHRAKE; DAVIT CRANE; ANODE WELL; SHEET PILE SHORING; RIP-RAP; SWING, WEIR & SLIDE GATE EQUIPMENT; FISH LADDER CONTROL CABINET; FIBEROPTIC WORK

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**