

SMALL BUSINESS

EXCHANGE

Voice of Small, Emerging Diversity Owned Businesses Since 1984

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October 9, 2014

Offices of Minority & Women Inclusion: Section 342 of the Dodd-Frank Act

Section 342 of the Dodd-Frank Act established Offices of Minority and Women Inclusion (OMWIs) in 20 financial agencies: FDIC, SEC, NCUA, OCC, FHFA, CFPB, the Treasury, Federal Reserve Board of Governors and the 12 regional Federal Reserve Banks. OMWIs must create standards for workforce and supplier diversity (procurement with diverse vendors) for their respective agencies and the over 70,000 companies they regulate.

Diversity Brings Opportunity

The demographics of the U.S. are shifting, with minorities becoming the majority by 2042.¹ Diversifying the financial sector is an economic necessity.

Despite having more workers of color overall, 2010 and 2013 Government Accountability Office reports show that management level diversity in financial services firms did not change from 1993-2011.² Banks and other financial companies need more diverse leadership to effectively serve the unique needs of a growing majority and access these emerging markets.

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Photo credit: www.forbes.com

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The Forgotten Female Programmers Who Created Modern Tech

By Laura Sydell

If your image of a computer programmer is a young man, there's a good reason: It's true. Recently, many big tech companies revealed how few of their female employees worked in programming and technical jobs. Google had some of the highest rates: 17 percent of its technical staff is female. It wasn't always this way. Decades ago, it was women who pioneered computer programming — but too often, that's a part of history that even the smartest people don't know.

I took a trip to ground zero for today's computer revolution, Stanford University, and randomly asked over a dozen students if they knew who were the first computer programmers. Almost none knew.

"I'm in computer science," says a slightly embarrassed Stephanie Pham. "This is so sad."

A few students, like Cheng Dao Fan, get close. "It's a woman, probably," she says searching her mind for a name. "It's not necessarily [an] electronic computer. I think it's more like a mechanic computer."

She's thinking of Ada Lovelace, also known as the Countess of Lovelace, born in 1815. Walter Isaacson begins his new book, *The Innovators: How a Group of Hackers, Geniuses and Geeks Created the Digital Revolution*, with her story.

"Ada Lovelace is Lord Byron's child, and her mother, Lady Byron, did not want her to turn out to be like her father, a romantic poet," says Isaacson. So Lady Byron "had her tutored almost exclusively in mathematics as if that were an antidote to being poetic."

Lovelace saw the poetry in math. At 17, she went to a London salon and met Charles Babbage. He showed her plans for a machine that he believed would be able to do complex mathematical calculations. He asked Lovelace to write about his work for a scholarly journal. In her article, Lovelace expresses a vision for his machine that goes beyond calculations.

She envisioned that "a computer can do anything that can be noted logically," explains Isaacson. "Words, pictures and music, not just numbers. She understands how you take an instruction set and load it into the machine, and she even does an example, which is programming Bernoulli numbers, an incredibly complicated sequence of numbers."

Babbage's machine was never built. But his designs and Lovelace's notes were read by people building the first computer a century later.

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Hulton Archive/Getty Images

Augusta Ada, Countess of Lovelace, was the daughter of poet Lord Byron. The computer language ADA was named after her in recognition of her pioneering work with Charles Babbage.

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Community Outreach

The Cost of Not Doing Business



James Clingman

By James Clingman

Over the past few decades Black people have been led to believe that we have “power” because we earn and spend so much money in the marketplace, now having eclipsed the \$1 trillion mark. As the most studied consumer segment in the world, Black Americans are touted by dozens of studies as the most brand loyal and the biggest spenders, especially on specific goods and services such as fast foods, movies, cellphones, hair and skin care, and sweetened drinks, just to name a few. Is that power? Well, it is for those on the receiving end of those dollars, but not so for Black consumers. It’s more akin to a weakness.

You have heard the term, “The cost of doing business,” which means that folks in business have certain costs that come with the territory. Some characterize it by saying, “It takes money to make money.” Agreed, of course; but how much money does it take for businesses that Black consumers support to make more money? What is their cost of doing business within the Black consumer segment? The answer: little or nothing. They get our money with little effort or reciprocity.

So why do studies always point out that we have power in the marketplace? Black spending power, Black purchasing power, and the power of the

Black consumer are all phrases that are utilized by researchers who point to our billions in consumption spending. The question is “power.” Are we powerful simply because we spend a lot of money?

Power has many definitions, the most comprehensive list of which is noted by Dr. Amos Wilson, in his seminal work, *Blueprint for Black Power*. In a general sense, according to Rollo May, as quoted by Wilson, power is, “...the ability to cause or prevent change.” The application of that definition of power to Black consumers falls short, however, because of the word “ability.” How do you know if you have the ability to do anything until you actually put that ability into action? It’s much like another word we like to apply to Black folks: “potential.” The only way we really know we have potential is to utilize it—or do away with it, as I like to say.

Batteries hanging on a rack in a store are believed to have power, but the purchaser will never know if that’s true until those batteries are put to use. Likewise, all the power that researchers say Black consumers have will never be seen or felt until we exercise it. Until we change our consumption habits we will never have true power; instead we will only have the illusion of power. Influence, yes, but never power.

So we must change the phrase, “The cost of doing business” to a new phrase, “The cost of not

doing business.” As consumers, and voters I might add, we are largely taken for granted. Our dollars continue to flow outward and continue to empower everyone except ourselves. Our votes are always on parade, as is the case now with the upcoming elections, but with no reciprocity. How can we even think we have power?

A paradigm shift to the cost of not doing business would cause an enormous change in how things are done in his nation and their effect on the lives of Black people. Moving from business as usual to “business unusual” would send a strong signal that Black consumers are tired of being the profit margins for companies that fail to respond appropriately to our brand loyalty. It would cause the CEO’s and board members of those firms to step up and speak up on our behalf.

When the cost of doing business rises, the producer simply raises prices or hands out pink slips. When the cost of Black consumers not doing business hits those company balance sheets and cash flow statements, the 2 percent or so they currently spend on Black advertising will rise. The meager sums of ad dollars currently being spent with Black newspapers will explode. And the amount spent with conscious and conscientious Black media will also increase.

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Public Policy

Taking Action on Workplace Equality

By Valerie Jarrett and Jason Furman

American workers serve as this country’s most vital sources of energy, creativity and economic stimulus. This makes it critical to ensure they are treated fairly in the workplace and are confident in the fundamental American belief that hard work, and playing by the rules, are what matter most for anyone looking to get ahead in this nation’s 21st-century workforce.

That’s why an executive order signed this week by the president is so important. At present, there are no federal laws that sufficiently protect lesbi-

an, gay, bisexual and transgender (LGBT) workers from being fired simply because of who they are or who they love. American workers should be judged by one thing only: their ability to get the job done. American workers should be able to walk into work every day with full confidence that their identity won’t cost them their jobs.

Yet LGBT workers consistently face discrimination. Studies by the Williams Institute, a UCLA think tank focused on LGBT legal and policy issues, show that 42% of lesbian, gay and bisexual people report having experienced workplace dis-

crimination at some point in their lives, including 16% who report losing a job because of their sexual orientation. Estimates from the Williams Institute also suggest that gay and bisexual men earn 10%-32% less than heterosexual men with the same education and experience. And nine out of 10 transgender workers report harassment or mistreatment on the job, or having to hide who they are to avoid it, according to the National Transgender Discrimination Survey.

Federal legislation to explicitly prohibit employers from discriminating on the basis of sexual

orientation or gender identity is sorely needed, and the president is committed to do what he can to support it. For almost 40 years, Congress has considered various pieces of legislation meant to address LGBT workplace equality, including the Employment Non-Discrimination Act passed last fall by the Senate with strong bipartisan support. However, such legislation has yet to become law, and LGBT workers continue to go to work every day knowing that they do not have equal protection under the law.

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Mayor’s Advisory Board,
Outstanding Achievement as a Vendor/Supplier

• COUNTY OF LOS ANGELES

Black Business Association,
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• NAMCSC

Minority Advocate

• 2014 Black History Month Award for
Commitment and Service to the African American
Community

Minority Advocate

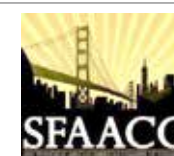
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• CPUC Clearing House

• San Francisco Human Rights Commission

MEMBERSHIP



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California Sub-Bid Request Ads

**San Leandro Contractors Are Encouraged to Respond
Cannon Constructors Requests Sub Bids on All Trades
from Qualified Subcontractors for:**

Cornerstone Family Housing
1460 San Leandro Blvd. San Leandro, CA
Description: New Construction of 115 unit Residential Building.
Please note, this is a **California prevailing wage** project.

BID DATE: October 10, 2014 @ 4:00 pm

Trades Requested (but not limited to) Sub bids for: SURVEYING, DEMOLITION, EARTH-WORK, UNDERGROUND UTILITIES, EROSION CONTROL, ASPHALT PAVING, STRIPING, SITE CONCRETE, LANDSCAPING & IRRIGATION, BUILDING CONCRETE, REINFORCING MASONRY, STRUCTURAL & MISC. STEEL, CARPENTRY, INSULATION, ROOFING, WATERPROOFING, SHEET METAL, ARCHITECTURAL METAL, DOORS, FRAMES & HARDWARE, GLASS & GLAZING, TILING, LATH & PLASTER, DRYWALL, ACOUSTICAL CEILINGS, FLOORING, PAINTING & WALL COVERING, SIGNAGE, TOILET ACCESSORIES, FIRE EXTINGUISHERS, PLUMBING, HVAC, ELECTRICAL

Interested bidders only, please contact **Mia Lee** at (415) 546-5500 x239
or email mlee@cannongroup.com with "Cornerstone" + your trade in the subject line.

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:

**Hwy 20 Lake County
Caltrans #01-488604
BID DATE: October 22, 2014 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, SWPPP, Rain Event Action Plan, Storm Water Sampling & Analysis, Sweeping, Treated Wood Waste, Abandon Culvert, Cold Plane AC, Sand Backfill, Clearing & Grubbing, Rock Blanket, Weed Control Mat, Gravel Mulch, Boulders, Erosion Control, Compost, Lime Stabilized Soil, Geosynthetic Pavement Interlayer, AC Dike, Tack Coat, Minor Concrete, Joint Seal, Roadside Signs, Oxidizing Stain, Anti-Graffiti Coating, Underground, Geocomposite Drain, Redwood Cover, Detectable Warning Surface, Pre/Post Construction Surveys, Misc. Iron & Steel, Fencing, Delineator, Object Marker, Striping & Marking, Electrical, Shoulder Backing, Dust Palliative, Jointed Plain Concrete Pavement, Slope Paving - Concrete and Construction Materials

O.C. Jones & Sons, Inc.

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

Contact: Jean Sicard
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 DBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php.

RGW Construction Inc. is seeking all qualified DBE (Disadvantaged Business Enterprises) for the following project:

State Highway in Nevada and Placer Counties near Kingvale from 0.1 Mile East of Kingvale Undercrossing to 0.2 Mile West of Soda Springs Overcrossing

**Contract No. 03-4F3404
Federal Aid Project No. ACIMNH-0804(201)
Engineer Estimate: \$4,140,000 - 95 Working Days
Goal: DBE 9%**

Bids: October 15th, 2014 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to): Construction Area Signs, Traffic Control, Clear & Grub, Erosion Control, Aggregate Base, AC Dike, Grinding, Joint Seal, Reinforcing Steel, Rock Slope Protection, Concrete Curb & Sidewalk-Misc, Object Marker, Pavement Marking, SWPPP, Water Truck, Sweeper, Trucker, Storm Drain (underground).

Scope of Work: Install underdrain and replace AC ditch with minor concrete gutter.

RGW is willing to breakout any portion of work to encourage DBE participation. Contact us for a specific item list.

Plans and Specs are available to view and copy at our office or the Caltrans website www.dot.ca.gov/hq/esc/oe/. John Pitsch 925-606-2400 johnp@rgwconstruction.com any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

RGW Construction, Inc.

Contractors License A/B 591940
550 Greenville Road • Livermore, CA 94550 • Phone: 925-606-2400 • Fax: 925-961-1925
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WEST BAY BUILDERS INC. is requesting bids from DVBE subcontractors, suppliers & truckers for the following project.

**James Lick Middle School Interim Housing SFUSD Project No. 11508
1220 Noe Street, San Francisco, CA
Owner: San Francisco Unified School District
Bid Date: 10/14/14 @ 2:00 PM • Estimate: \$500,000 • 3% DVBE Goal**

Scope: Installation of 11 24*40 re-locateable classrooms and 1 12*40 re-locateable restroom including but not limited to connection of utilities, providing temporary power infrastructure, telecommunications work including tie in to existing systems at the main building, asphalt at ramps for ADA access, fire/life-safety systems.

TRADES NEEDED (but not limited to): Trucking; site preparation; earthwork; utility trenching and backfill; facility water distribution piping, sanitary utility sewerage piping, asphalt paving, fences and gates, miscellaneous cast-in-place concrete; exterior architectural woodwork, panel signage; toilet and bath accessories; electrical and fire alarm.

We are signatory to both the Carpenters Collective Bargaining Agreement and the Laborers Collective Bargaining Agreement. Certification of insurance for General Liability and Workers' Compensation are required. A Waiver of Subrogation will also be required with all Subcontract Agreements. Subcontractors' faithful performance and payment bonds in the amount of the subcontract price will be required, unless contract is under \$200,000. Reasonable market rate bond premium will be reimbursed by West Bay Builders, Inc.

WBB is willing to discuss breaking down bid items into economically feasible units for minority participation. Our estimating department is available for assistance with bonding, lines of credit, insurance, equipment, supplies and/or materials. The Small Business Administration (www.sba.gov), the California Dept. of General Services (www.dgs.ca.gov) and U.S. Dept. of Transportation Office of Small and Disadvantaged Business Utilization (www.osdbu.dot.gov) may also be able to offer financial assistance and/or information regarding insurance and bonding. Plans and specs may be viewed at various local Builder's Exchanges, in our office at 250 Bel Marin Keys Blvd., Bldg. A, Novato Monday through Friday from 7:30 AM to 4:30 PM or can be emailed upon request.

WEST BAY BUILDERS, INC. IS AN EQUAL OPPORTUNITY EMPLOYER
Contact: **Dalia Nieto** • (415) 456-8972 • FAX: (415) 459-0665 • EMAIL: dalian@westbaybuilders.com

Commercial Construction to Spur Stanislaus Job Market

By J.N. Sbranti

Several multimillion-dollar commercial construction projects are underway in Stanislaus County, and they're expected to create hundreds of new jobs next year.

Some of those expanding companies are about to launch recruitment drives for new employees, and others have begun quietly posting staff openings online.

Both longtime local employers and newcomers are building new facilities in the county.

That includes construction of the massive Restoration Hardware distribution center in Patterson, the Hilmar Cheese milk powder processing plant in Turlock, a Mid Valley Agricultural Services complex in Oakdale, and Pacific Southwest Container and Gallo Glass Co. expansions in Modesto.

"These are skilled craftsmen jobs," said Darin Jones, Pacific Southwest Container's executive vice president for operations, referring to the nine press operators his company soon will hire. New workers are needed to run the \$7 million high-speed printing

press that's being installed there, which will greatly expand the company's production capacity. "As we grow, it's probably going to create 25 jobs."

Forty skilled workers are being sought for the Hilmar Cheese Co.'s \$100 million dry powder milk processing plant under construction and expected to open next fall.

"This is an exciting time for our growing company and for our community," said Lisa Smith, Hilmar Cheese's human resources director. "The additional site will enable us to build on our strong team with additional motivated and goal-driven employees. Most of our positions are full-time with competitive wages and comprehensive benefits."

Smith said her company will host a job fair in late October in Turlock, but exactly when and where hasn't been finalized.

Hiring procedures also remain sketchy for the gigantic Restoration Hardware warehouse, which is expected to open by the end of March.

That 1.5 million-square-foot building will be the largest in Stanislaus history, but the Bay Area-based retailer hasn't revealed how many people will work there.

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Photo credit: J.N. SBRANTI

The 1.5 million-square-foot distribution center under construction Thursday for Restoration Hardware off Rogers Road in Patterson.

California Sub-Bid Request Ads

REQUESTING BIDS FROM QUALIFIED DBE SUBCONTRACTORS AND SUPPLIERS FOR THE FOLLOWING PROJECT:

Rt. 41 - Ventura Ave. Viaduct Bridge Deck Resurfacing Project
Fresno County, Caltrans Project No. 06-0Q0104, Bid Date: October 15th, 2014 at 2:00 pm

We hereby encourage responsible participation of local Disadvantaged Business Enterprises (7% Goal), and solicit their subcontractor or material quotation for the following types of work. This is a highway project with the typical items of work associated, but not limited to: Lead Compliance Plan, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, Job Site Management, Prepare Water Pollution Control Program, Temporary Concrete Wash-out, Remove Yellow Thermoplastic Traffic Stripe, Public Safety Plan, Rapid Setting Concrete, Remove Thermoplastic Traffic Stripe, Remove Thermoplastic Pavement Marking, Remove Concrete Deck Surface, Remove Unsound Concrete, Prep Concrete Bridge Deck Surface, Furnish Polyester Concrete Overlay, Place Concrete Overlay, Clean Expansion Joint, Joint Seal, Thermoplastic Traffic Stripe, Pavement Marker, Maintaining Existing Traffic Management System Elements During Construction, Construction Equipment and Rentals, Trucking.

C.C. Myers, Inc. is willing to break down items of work into economically feasible units to encourage DBE participation. If you are interested in any of this work, please provide us with a scope letter or contact us immediately. Plans and Specifications are available from the Caltrans website at http://www.dot.ca.gov/hq/esc/oe/contractor_info/.

Conditions or exceptions in Subcontractor's quote are expressly rejected unless expressly accepted in writing. Subcontractor and Supplier quotes are required 24 hours prior to the bid date to enable thorough evaluation.

C.C. Myers, Inc.



3286 Fitzgerald Rd. • Rancho Cordova, CA 95742 • 916-635-9370 • Fax 916-635-1527

Each Subcontractor shall be prepared to submit faithful performance and payment bonds equal to 100% of their quotation. The Contractor will pay standard industry rates for these bonds.

Contact C. C. Myers, Inc. for assistance with bonds, insurance, lines of credit, equipment, supplies or project plans and specifications. C.C. Myers, Inc., is a Union Contractor.

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SUB-BID REQUEST

D'Arcy & Harty Construction, Inc
 (415) 822-5200 ph • (415) 822-0747 Fx
 Estimator: willietobin@sbcglobal.net

Rodeo Sanitary District
 Sewer Year 1 Improvements

Bids: 10/14/14 at 2:00 pm

UDBE sub-bids requested for
 Traffic Control, Saw-cutting,
 Trucking and Concrete sidewalk

T.B. PENICK & SONS, INC.

IS REQUESTING SUBBIDS FROM
 QUALIFIED AND CERTIFIED LOCAL
 BUSINESS ENTERPRISES, SUBCONTRACTORS,
 SUPPLIERS AND SERVICES FOR ALL TRADES PER CONTRACT DOCUMENTS FOR CONSTRUCT OF:

James Lick Middle School Modernization
San Francisco Unified School District
Project No. 11508

Bid Proposal Due: 10/28/2014 @ 2:00 pm

Plans are available on a CD or visit the FTP Site:

Site: <http://download.tbpenick.com>

Username: jms • Password: jms2

(username and password are case sensitive)

Bonds are required from an admitted surety for contracts over \$25,000

T.B. Penick & Sons, Inc.

15435 Innovation Drive Suite 100
 San Diego, CA 92128

Phone: (858) 558-1800 • Fax (858) 373-1455

Contact: Nick Exarhos

Sub-Bids Requested From Qualified
 DBE Subcontractors & Suppliers

**For Construction on State Highway In
 Los Angeles County In La Canada
 Flintridge, Glendale and Pasadena From
 Dunsmore Avenue Undercrossing to
 North Los Robles Avenue Overcrossing
 District 07**

Location: 07-LA-210—R16.1/R25.8
Contract No. 07-2881U4 - Addendum No. 3
Bid Date: October 16, 2014 @ 2:00 PM

We have information about the plans, specifications, and requirements in our office located at 14425 Joanbridge Street, Baldwin Park, CA. Please call to arrange an appointment, our office hours are 8:00 am to 4:30 pm. Copying services are available.

Chumo Construction, Inc.

14425 Joanbridge Street, Baldwin Park, CA 91706

Phone: (626) 960-9502 Fax: (626) 960-3887

Contact: George Chumo

100% Performance and Payment Bonds with a surety company subject to approval of Chumo Construction Company, Inc. are required of subcontractors for this project. Chumo Construction will pay bond premium up to 1.5%. Subcontractors will be required to abide by terms and conditions of the AGC Master Labor Agreements and to execute an agreement utilizing the latest AGC Standard Long Form Subcontract incorporating prime contract terms and conditions, including payment provisions. Chumo Construction's listing of a Subcontractor is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with the Subcontractor's price quote. Chumo Construction requires that Subcontractors and Suppliers price quotes be provided at a reasonable time prior to the bid deadline to enable complete evaluation. For assistance with bonding, insurance or lines of credit contact George Chumo at (626) 960-9502.

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Commercial Construction to Spur Stanislaus Job Market

Continued from page 3

What's known for sure is the Rogers Road facility will have 371 parking spaces, and there's speculation Restoration Hardware will operate multiple shifts.

"There will be a trailer on site where applicants can fill out applications, and we will host job fairs," Restoration Hardware spokeswoman Emily Reaman said. But she wouldn't say when that trailer would appear, when those job fairs would be held or how many people will be hired.

The luxury home furnishing company has started posting Patterson job openings for its top management positions on its corporate website, www.rh.com, and several other online job search sites.

Mid Valley Agricultural Services also has started posting job openings online for the new facilities it's building south of Oakdale. It's spending about \$4 million to construct an office, retail store, shop, warehouse, storage facility and tank farm on the Oakdale-Waterford Highway, which will open early next year.

The Linden-based chemical and fertilizer retailer has operations in Hughson, Escalon and elsewhere in the Valley, but the new nearly 12-acre facility will be much bigger.

Gallo Glass already is big, but it's expanding, too. It is building a \$4.7 million batch plant, mixing tower, gantry and elevators on Oregon Drive southeast of Modesto.

Though Gallo hasn't announced how many jobs that expansion might create, it posts all its openings on its www.gallo.com website. Its glass plant manufactures all the bottles used for E.&J. Gallo wines, plus other wineries.

Many of those wine bottles end up in case-size boxes produced by Southwest Pacific Container, and business is good for the package maker. The family-owned company is spending about \$691,000 to build a 9,739-square-foot pressroom in Modesto for an additional bigger and faster printing machine.

"It will enable us to make a quantum jump in production capacity and print quality," Jones said. The new Heidelberg press is expected to run 24-hours a day, starting in February.

Jones said the large-format offset press will be able to print about 33,000 case-size wine boxes per hour.

Pacific Southwest Container posts its openings on varying job websites. Jones said the company's Modesto manufacturing plant employs about 450 people, but it needs to expand production capacity to keep up with demand for more boxes "mostly from our successful existing customers."

By contrast, Hilmar Cheese is building its new Turlock facility so it can enter the powered milk market, for which there is growing worldwide demand.

Positions at that new plant on West Canal Drive will be opened to the Hilmar company's current employees first, which may create vacancies at its Merced County plant.

"We will be recruiting for hourly production employees and production supervisors for both our new Turlock site and our Hilmar facility," Smith said. "We will also recruit part-time service employees for our (Hilmar) visitor center."

The jobs at the Turlock dry powder plant will be highly automated and technical, according to the company. Employees there will operate computer-related controls. All the company's openings are posted at www.hilmarcheese.com.

Source: The Modesto Bee (Modesto, Calif.)

Gallagher and Burk, Inc. is soliciting for DBEs for the following project:

CONSTRUCTION IN THE CITY OF FREMONT, ALAMEDA COUNTY, 2014 PAVEMENT REHABILITATION PROJECT,
City Project No. 8234-0 (PWC),
Federal-Aid Project No. STPL-5322(054)

OWNER: CITY OF FREMONT
 DEPARTMENT OF PUBLIC WORKS,
 ENGINEERING DIVISION
 3300 CAPITOL AVENUE, FREMONT, CA 94538

BID DATE: October 21, 2014 @ 2:00 PM

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

AC DIKE, COLD PLANE, CONSTRUCTION AREA SIGN, CRACK SEALING, ELECTRICAL, EMULSION SUPPLIER, SWPPP PREP/CONSTRUCTION SITE MANAGEMENT, TEMPORARY EROSION CONTROL, TRUCKING, STREET SWEEPING, HOT MIX ASPHALT (TYPE A) MATERIAL AND HMA (OPEN GRADE) MATERIAL.

100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Surety company will have to be approved by Gallagher and Burk, Inc. Gallagher and Burk, Inc. will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting Gallagher and Burk, Inc.'s requirements. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies. Plans and specifications are available for review at our Dublin office.

Gallagher & Burk, Inc.

344 High Street • Oakland, CA 94601
 Phone: (510) 261-0466 • FAX (510) 261-0478

Estimator: Steve Lippis

Website: www.desilvagates.com

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Project Name: Alice Griffith Block 2 & 4-DIV 1-33

Location: San Francisco, California

Bid Date: November 3, 2014 @ 2:00 PM

Pre-Bid Meeting: October 20, 2014 @ 10am

Location: Nibbi Office - 180 Hubbell Street, SF, CA

Nibbi Brothers has been selected as the General Contractor for the Alice Griffith Block 2 & 4 housing project in San Francisco, CA. We are in receipt of the Bid Docs and are currently requesting bid proposals from qualified subcontractors and suppliers including those certified with the Office of Community Investment and Infrastructure (OCII)/Successor to SFRA for DIV 1-33. OCII has established a subcontracting participation goal for this project at 50% SBE/LBE goal with first consideration for San Francisco-based MBEs, WBEs and SBEs. This project is a 5-story residential development consisting of (4) levels of Type VA residential structure above a (1) level Type IA ground floor podium structure with covered parking at grade & residential units both at grade and above the podium arranged around an open courtyard. Block 4 is a separate 3 level Type VB structure adjacent to the main building & connected at grade.

To be added to Nibbi's new bidding software (Building Connected) in order to access/download documents and provide a bid to Nibbi electronically online, please email Kristin Medwick in the Precon & Estimating Department, kristinm@nibbi.com.

Bid proposals shall be submitted no later than 2:00 PM on Monday, November 3, 2014 online via BuildingConnected.com, or faxed to (415) 241-2951.

For specific questions regarding this project, please email Logan Daniels, Precon PM, logand@nibbi.com.

Advertise with the Small Business Exchange

Utilize SBE's TARGET DISTRIBUTION to reach the DBEs, SBEs, DVBEs, MBEs, and OBEs that match the trades and goods you need.

www.sbeinc.com



California Sub-Bid Request Ads

SKANSKA

CONSTRUCTION ON STATE HIGHWAY IN SAN BERNARDINO COUNTY AT HINKLEY ROAD FROM 2.4 MILES WEST OF HIDDEN RIVER ROAD TO 0.7 MILE EAST OF LENWOOD ROAD.

**Caltrans Contract No.: 08-043514
District 08 on Route 58
DBE Goal: 9%**

Bid Date: October 30, 2014 – 2:00PM

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. All interested subcontractors, please indicate all lower tier DBE participation offered on your quotation as it will be evaluated with your price. Please call if we can assist you in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation.

Plans and Specifications are available for view at our main office in Riverside or on the Caltrans website: http://www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php

Quotes requested for contractors, suppliers and service providers include, but are not limited to: Signage & Striping, Traffic Control Sys., SWPPP Implementation; Biologist; Clear & Grub; Excavation; Asphalt Concrete & Related; JPCP & Related; Electrical, Lighting & Related; Sign Structures/C.I.D.H; Rock Excavation (Controlled Blasting); Erosion Control; Gravel Mulch & Rock Blanket; Agg. Base & Sub-base; Minor, & Structural Concrete; Reinforcing Steel; Joint Sealant; Slope Paving & RSP; Storm Drain; Fencing & MBGR & related; Misc. Iron & Steel; Trucking; Water Truck; Fuel; Sweeper

Subcontracting Requirements: Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. and general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., and a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract by an admitted surety and subject to approval by Skanska. Skanska will pay bond premium up to 1%. 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. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, Carpenters Unions and Teamsters. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contract. Please submit scope sheets (including any conditions or exceptions) 3 days prior to bid to allow for proper evaluation.

Skanska is an Equal Opportunity Employer

Skanska Estimating Dept: 1995 Agua Mansa Rd, Riverside, CA 92509 – Ph: (951) 684-5360, Fax: (951) 788-2449
Email: bids.socal@skanska.com

SKANSKA

WIDEN ROADWAY ROUTE 138 & 18

Caltrans Contract No.: 07-2656U4

District 07 on Route 138

DBE Goal: 7%

Location: San Bernardino County, CA

Bid Date: November 6, 2014 – 2:00PM

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. All interested subcontractors, please indicate all lower tier DBE participation offered on your quotation as it will be evaluated with your price. Please call if we can assist you in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation.

Plans and Specifications are available for view at our main office in Riverside or on the Caltrans website: http://www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php

Quotes requested for contractors, suppliers and service providers include, but are not limited to: Site Mgmt• Roadway Excavation• Develop Water Supply• Signage• Striping• Traffic Control Sys. SWPPP Implementation• Landscape & Irrigation• Clear & Grub• Fiber Rolls• Class III Agg. Base• Hot Mix Asphalt• Place Hot Mix Asphalt Dike• Temp. & Perm. Channelizer• Erosion Control• Hydraulic Mulch• Minor Concrete• Guard Rail• Rumble Strip• Trucking• Water Truck• Fuel• Street Sweeper• Tortoise Fence• Single Sheet Aluminum Sign• Construction Area Signs• Roadside Signs• Cold Plane AC• AC Dike• Pavement Marker• Crack Treatment• Lead Compliance Plan• Type III Barricade• Temp. Pavement Marking• Railing• Terminal Sys.

Please submit scope sheets 3 days prior to bid to allow for proper evaluation.

Subcontracting Requirements: Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. & general agg.; \$1M Auto Liability; \$5M Excess/Umbrella & \$1M Workers Comp. Endorsements & waivers required are the Additional Insured End., Primary Wording End., & a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance & payment bonds in the full amount of their subcontract by an admitted surety & subject to approval by Skanska. Skanska will pay bond premium up to 1%. 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. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, & Carpenters Unions. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance & fringe benefit statements if required by law or by the Prime Contract.

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Ph.: (951) 684-5360, Fax: (951) 788-2449

Lead Estimator: Joe Sidor • Email: bids.socal@skanska.com

SKANSKA

STATE ROUTE 10/95 BLYTHE

Caltrans District 8 on Rte. 95 - Contract No.: 08-1C3704

DBE Goal: 6 %

Location: Riverside County, CA

Bid Date: October 28, 2014 – 2:00 PM

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. All interested subcontractors, please indicate all lower tier DBE participation offered on your quotation as it will be evaluated with your price. Please call if we can assist you in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation.

Plans and Specifications are available for view at our main office in Riverside or on the Caltrans website: http://www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php

Quotes requested from Subcontractors, Suppliers and Service Providers include, but are not limited to: LEAD COMPLIANCE PLAN • CONST. AREA SIGNS • TCS • CMS SIGNS • PREPARE WPCP • DESERT TORTOISE TEMP. FENCE • REMOVE GUARDRAIL, ASPHALT CONCRETE DIKE, & CONCRETE (STRUCTURE & MISC.) • RESET ROADSIDE SIGNS • COLD PLANE • PREPAVING INERTIAL PROFILER•ASPHALT AND RELATED • MINOR CONCRETE (CURB RAMP & STRUCTURE) • MBGR AND RELATED • STRIPING • INDUCTIVE LOOP DETECTORS • MAINT EXISTING TRAFFIC MGMT SYS. ELEMENTS DURING CONST.

Subcontractor scope (incl. any conditions or exceptions) is requested 3 days prior to bid deadline to allow for proper evaluation.

Subcontracting Requirements: Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. and general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., and a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract by an admitted surety and subject to approval by Skanska. Skanska will pay bond premium up to 1%. 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. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, Carpenters Unions and Teamsters. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contract.

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Lead Estimator: John Matich Email: bids.socal@skanska.com

Are Governments Neglecting Planes and Trains?



Photo credit by: David Kidd

By Peter Harkness

I recently completed a one-week white water rafting trip down the Middle Fork of the

Salmon River in Idaho, an experience that was both exhilarating and terrifying. It wasn't just the Class IV rapids that held my intense interest, though. It also was my fellow rafters -- 16

■ Continued on page 16

California Sub-Bid Request Ads

SKANSKA

Western Riverside County Regional Wastewater Authority
14 mgd Expansion Project W230
Encouraged DBE/MBE/HUB/SBRA/LSAF Certified Firm Participation
Bid Date: November 12, 2014 – 2:00 PM
Questions on bid documents due NLT October 31, 2014

EPA Forms 6100-3 & 6100-4 & Certified Data Sheet (listing mfg's) Must be included with your bid.

EPA Forms can be found in Vol. I, Part 2, Appendix 2

Certified Data Sheet can be found in Vol. I, Part 1, pgs. 39-43 / Bid Forms pgs. 10-12

Please submit Forms & Scope sheets 3 days prior to bid to allow for proper evaluation

Please see General Conditions Articles 52-58 for Required Insurance Minimums

Skanska, an equal opportunity employer, is interested in soliciting in Good Faith all subcontractors as well as certified companies for this project. All interested subcontractors, please indicate all lower tier participation offered on your quotation as it will be evaluated with your price. Please call if we can assist you in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation. Plans and Specifications are available for view at our main office in Riverside or on the WMWD website: <http://www.wmwd.com/bids.aspx?bidID=68>

Quotes requested from Subcontractors, Suppliers and Service Providers include, but are not limited to: Scheduling srvc; Hazardous material removal; Quality control; Surveying; Potholing; PreCon video; Storm water runoff control program; Temp. bypass pumping; Trucking; Demo; Concrete formwork & accessories; Concrete shoring; Reinforcing steel; Concrete pumping; Concrete ready mix; Crack injection; FRP strengthening; Masonry; Modular concrete wall; Steel fabrication, erection, decking; Misc. metal; Carpentry & sheathing; Fiberglass reinforced plastic; Insulation; Roofing & flashing; Joint sealants; Doors & hatches; Windows & glazing; Metal framing & gyp. board; Coatings – protective & architectural; Fire extinguishers; Cathodic protection; Truck scale; Pre-engineered metal bldg; Greenhouse; Monorail; Mechanical process equipment; Pipe, valves, chemical storage tanks, pumps, air compressor; HVAC; Fiberglass ducts; Louvers; Plumbing; Electrical; Generator; Clear & grub; Earthwork; Aggregates; Dewatering; Shoring; Paving – asphalt & concrete; Site concrete; Fencing; Natural gas distribution; Precast concrete; Slide & sluice gates; Stop logs; Fiberglass baffles; Instrumentation

Subcontracting Requirements: Subcontractor must provide insurance coverage as required by the Prime contract, or Skanska minimum - whichever is greatest. **Please take note of Insurance flow down requirements as stated in GC's, Articles 52-58.** Endorsements & waivers required are the Additional Insured End., Primary Wording End., & a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance & payment bonds in the full amount of their subcontract by an admitted surety & subject to approval by Skanska. Skanska will reimburse bond premium up to 1%. 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. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, & Carpenters Unions. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance & fringe benefit statements if required by law or by the Prime Contract.

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Lead Estimator: Mike Randall • Email: bids.social@skanska.com

SKANSKA

62ND AVE RESURFACING PROJECT, VISTA SANTA ROSA OF THE COACHELLA VALLEY, CA
Riverside County Transportation Department Contract No.: C1-0599
DBE Goal: 3%
Bid Date: October 29, 2014 – 2:00PM

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. All interested subcontractors, please indicate all lower tier DBE participation offered on your quotation as it will be evaluated with your price. Please call if we can assist you in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation.

Plans and Specifications are available for view at our main office in Riverside or for purchase from the County of Riverside Transportation Department at:

<http://rctlma.org/trans/Contractors-Corner/Notices-Inviting-Bids>

Quotes requested for contractors, suppliers and service providers include, but are not limited to: DUST ABATEMENT, WATER POLLUTION CONTROL, TRAFFIC CONTROL SYS., CLEAR & GRUB, DEVELOP WATER SUPPLY, FUNDING AWARENESS SIGN, PORTABLE CHANGEABLE MESSAGE SIGN, GRINDING ASPHALT CONCRETE IN PLACE, SHOULDER BACKING, HOT MIX ASPHALT, THERMOPLASTIC CROSSWALK & PAVEMENT MARKING, THERMOPLASTIC TRAFFIC STRIPE (SPRAYABLE), PAVEMENT MARKER (REFLECTIVE), & FINAL CLEAN

Please submit scope sheets 3 days prior to bid to allow for proper evaluation.

Subcontracting Requirements: Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. & general agg.; \$1M Auto Liability; \$5M Excess/Umbrella & \$1M Workers Comp. Endorsements & waivers required are the Additional Insured End., Primary Wording End., & a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance & payment bonds in the full amount of their subcontract by an admitted surety & subject to approval by Skanska. Skanska will pay bond premium up to 1%. 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. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, & Carpenters Unions. Subcontractors must provide weekly, one original & one copy of all certified payrolls, including non-performance & fringe benefit statements if required by law or by the Prime Contract.

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Ph: (951) 684-5360, Fax: (951) 788-2449

Lead Estimator: Al Arteaga • Email: bids.social@skanska.com



DBE Subcontractors Requested

Orange County Transportation Authority (OCTA)

Contracted Fixed Route Bus Services

Bid Submittal Date: November 3, 2014

MV Transportation is seeking proposals from DBE Subcontractors. Submit proposals for the following: Office Supplies, Computers and Printers, Vehicle Parts, Vehicle Cleaning Services, Vehicle Detailing, Consumable Fluids (Oil, Lubricants), Fuel, Bus Washing Chemicals, Uniforms, Vehicles and Staffing Services.

The RFP documents are available from our offices or from the OCTA directly. If you require additional advice and assistance in this process, obtaining necessary equipment, supplies, materials or related assistance or services; bonds, lines of credit, or insurance required by the OCTA or MV, please feel free to contact me at 707-208-7128. Interested firms please fax a letter of interest (include DBE certification information) by **October 24, 2014**.

All proposals will be fairly evaluated.

Joe Escobedo

Sr. VP Business Development

MV Transportation, Inc.

479 Mason Street, Suite 221 • Vacaville, CA 95688

Phone: (623) 340-3209 • Fax: (972) 391-4960

joe.escobedo@mvtransit.com

The Cost of Not Doing Business

Continued from page 2

Understand that reciprocity works in a variety of ways. Those Black media firms that reap the benefits of Blacks not doing business must reciprocate by circulating some of their newfound wealth to other Black businesses, and they must make drastic improvements in their programming to Black audiences.

Media is certainly not the only category to leverage reciprocity. Issues of injustice, discrimination, and disparities can all be addressed within the context of not doing business with a targeted group of corporations until they appropriately respond to Eric Garner, Michael Brown, et al.

If we want real power, pursuing a "cost of not doing business" strategy is one way to obtain it.

Source: Trice Edney Communications

Advertise with the Small Business Exchange

Utilize SBE's TARGET DISTRIBUTION to reach the DBEs, SBEs, DVBEs, MBEs, and OBEs that match the trades and goods you need. www.sbeinc.com

Requesting for certified DVBE Subcontractors & Suppliers for:

James Lick Middle School Interim Housing

(Project No 11508)

Owner: San Francisco Unified School District

Bid Date: October 14, 2014 at 2:00 PM

Trades requested are: Hazardous Materials, Asphalt Paving, Electrical and all other trades, applicable to the project scope of works.

Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at www.bayareabx.com

Please submit quotes no later than October 14, before 12:00 pm

B-Side Construction, Inc.

1940 Union Str. #9; Oakland, CA 94607

Phone: 510-451-7527; Fax: 510-451-7517

Email: info@bsideconstruction.com

Contact: Anton Kalafati

Please contact our office for plan and specs help.

Equality

Continued from page 2

In the absence of legislation, the president remains committed to giving LGBT Americans the same protections that other Americans already enjoy. On Monday he took an important step by using his executive authority to prohibit federal contractors from discriminating against LGBT employees and prohibiting discrimination based on gender identity in federal employment.

Opponents of these employment protections often hide behind the argument that it will increase compliance costs for businesses or hurt growth. This is simply untrue—if anything, prohibiting discrimination against LGBT workers will make our economy stronger. When managers choose employees based on gender, race, religion, sexual orientation, gender identity or some other factor not related to workers' productivity and ability to do the job, businesses are weakened and so is the economy. Overt discrimination is not just wrong, it also can hurt productivity and keep qualified workers from being matched to the best jobs for them. That's why companies have found for decades that fair workplace policies are a cost-effective way to recruit, retain and motivate employees, including LGBT workers.

"LGBT-supportive policies and workplace climates are linked to greater job commitment, improved workplace relationships, increased job satisfaction, and improved health outcomes among LGBT employees," the Williams Institute reported in a May 2013 study. Other research finds that antidiscrimination laws boost wages for gay and lesbian workers.

You can read the full article here: <http://www.sbeinc.com/resources/cms.cfm?fuseaction=news.detail&articleID=903&pageID=25>



Technology Inclusion

The Forgotten Female Programmers Who Created Modern Tech



Continued from page 1

The women who would program one of the world's earliest electronic computers, however, knew nothing of Lovelace and Babbage.

As part of the oral history project of the Computer History Museum, Jean Jennings Bartik recalled how she got the job working on that computer. She was doing calculations on rocket and canon trajectories by hand in 1945. A job opened to work on a new machine.

"This announcement came around that they were looking for operators of a new machine they were building called the ENIAC," recalls Bartik. "Of course, I had no idea what it was, but I knew it wasn't doing hand calculation."

Bartik was one of six female mathematicians who created programs for one of the world's first fully electronic general-purpose computers. Isaacson says the men didn't think it was an important job.

"Men were interested in building, the hardware," says Isaacson, "doing the circuits, figuring out the machinery. And women were very good mathematicians back then."

Isaacson says in the 1930s female math majors were fairly common — though mostly they went off to teach. But during World War II, these skilled women signed up to help with the war effort.

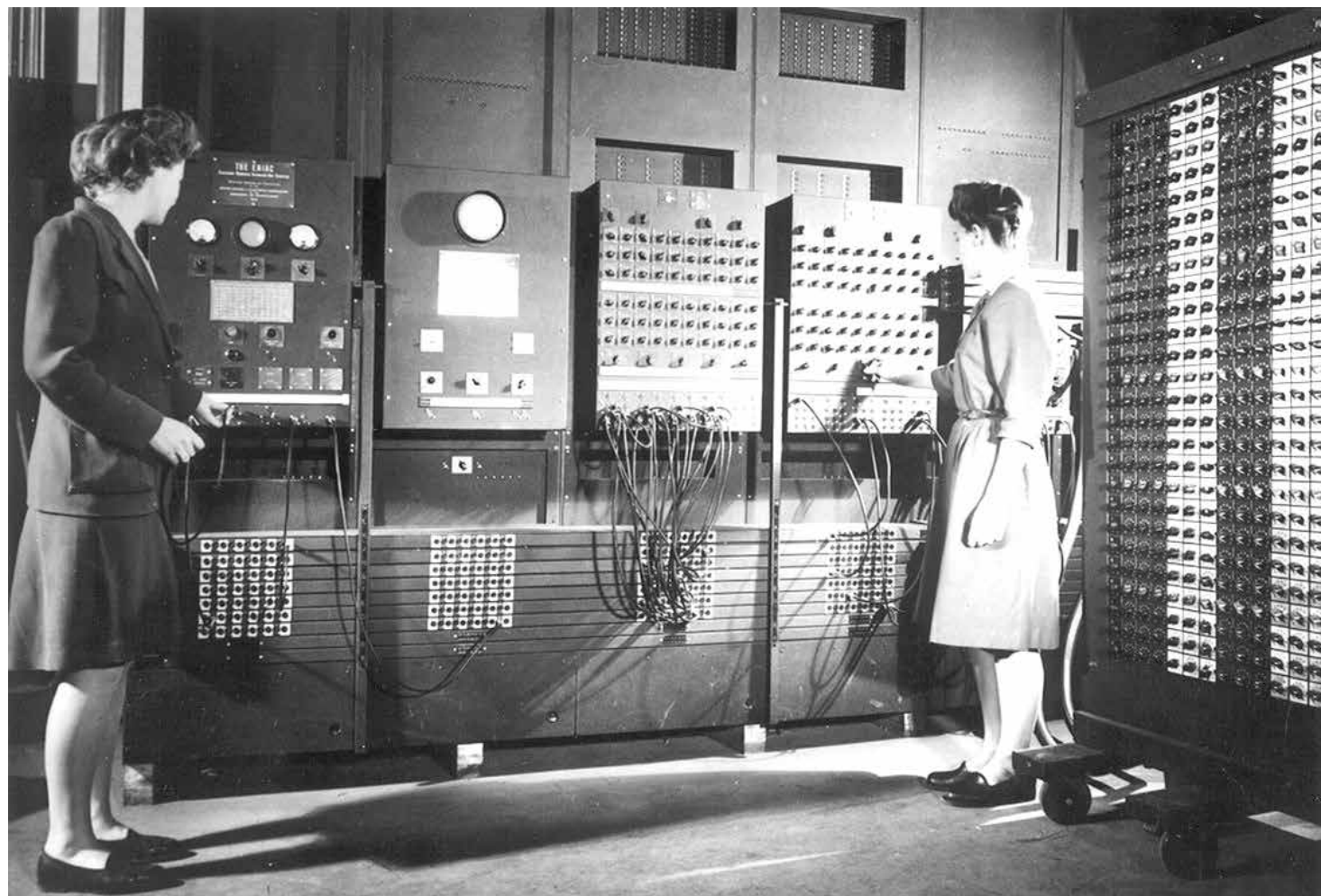
Bartik told a live audience at the Computer History Museum in 2008 that the job lacked prestige. The ENIAC wasn't working the day before its first demo. Bartik's team worked late into the night and got it working.

"They all went out to dinner at the announcement," she says. "We weren't invited and there we were. People never recognized, they never acted as though we knew what we were doing. I mean, we were in a lot of pictures."

At the time, though, media outlets didn't name the women in the pictures. After the war, Bartik and her team went on to work on the UNIVAC, one of the first major commercial computers.

The women joined up with Grace Hopper, a tenured math professor who joined the Navy Reserve during the war. Walter Isaacson says Hopper had a breakthrough. She found a way to program computers using words rather than numbers — most notably a programming language called COBOL.

"You would be using a programming language that would allow you almost to just give it instructions, almost in regular English, and it would compile it for whatever hardware it happened to be," explains Isaacson. "So that made programming more important than the hardware, 'cause you could use it on any piece of hardware."



Courtesy of University of Pennsylvania

Jean Jennings (left) and Frances Bilas set up the ENIAC in 1946. Bilas is arranging the program settings on the Master Programmer.

Hopper retired from the Navy Reserve as a rear admiral. An act of Congress allowed her to stay past mandatory retirement age. She did become something of a public figure and even appeared on the David Letterman show in 1986. Letterman asks her, "You're known as the Queen of Software. Is that right?" "More or less," says the 79-year-old Hopper.

But it was also just about this time that the number of women majoring in computer science began to drop, from close to 40 percent to around 17 percent now. There are a lot of theories about why this is so. It was around this time that Steve Jobs and Bill Gates were appearing in the media; personal computers were taking off.

Computer science degrees got more popular, and boys who had been tinkering with computer hardware at home looked like better candidates

to computer science departments than girls who liked math, says Janet Abbate, a professor at Virginia Tech who has studied this topic.

"It's kind of the classic thing," she says. "You pick people who look like what you think a computer person is, which is probably a teenage boy that was in the computer club in high school."

For decades the women who pioneered the computer revolution were often overlooked, but not in Isaacson's book about the history of the digital revolution.

"When they have been written out of the history, you don't have great role models," says Isaacson. "But when you learn about the women who programmed ENIAC or Grace Hopper or Ada Lovelace ... it happened to my daughter.

She read about all these people when she was in high school, and she became a math and computer science geek."

Lovelace, the mathematician, died when she was 36. The women who worked on the ENIAC have all passed away, as has Grace Hopper. But every time you write on a computer, play a music file or add up a number with your phone's calculator, you are using tools that might not exist without the work of these women.

Isaacson's book reminds us of that fact. And perhaps knowing that history will show a new generation of women that programming is for girls.

Source: © 2014 NPR

Offices of Minority & Women Inclusion

Continued from page 1

The number of minority-owned businesses* in the country is also growing. From 2002-2007, diverse businesses outpaced the growth of non-diverse businesses by total number and gross receipts,³ while small businesses created 64 percent of new private sector jobs from 2002-2010.⁴ Creating proactive standards that encourage diverse contracting serves as a powerful tool for economic development.

Congress Can Increase Accountability and Success

Each year, the OMWIs publish reports to Congress summarizing their progress, but these reports and the OMWIs' potential impact receive little attention. This is in part because the OMWIs have no prescribed oversight, leaving them without standard directives to track progress. Congress can play a role by: establishing a cohort that reviews OMWIs' Annual Reports to Congress; holding an annual hearing to question directors on progress and challenges; urging OMWIs to establish high standards and utilize uniform metrics to track and report progress.

Common Metrics are Necessary

It is critical to be able to compare data across agencies. Some OMWIs have made efforts to standardize metrics, but more work needs to be done. Congress can encourage the OMWIs and their agencies to adopt uniform standards to track and disaggregate diversity data. The charts below show the OMWIs' progress and highlight inconsistencies in key reporting categories.* Data included reflect 2013 Annual Reports to Congress.

Source: Greenlining Institute



Key to Abbreviations	
CFPB	Consumer Financial Protection Bureau
FBG	Federal Reserve Board of Governors
FDIC	Federal Deposit Insurance Corporation
FHFA	Federal Housing Finance Agency
NCUA	National Credit Union Administration
OCC	Office of the Comptroller of the Currency
SEC	US Securities and Exchange Commission
Treasury	US Department of the Treasury Departmental Offices

Diversity of Agency Workforce	Percent Change in Minority Employees 2011-2013	Report by Fiscal or Calendar Year	Report Staff Hierarchy by Race/Ethnicity	Report Hiring, Separations, or Promotions by Race/Ethnicity	Report Professional Development Programs by Race/Ethnicity	Report Diversity of Applicant Pool
CFPB*	0.06%	Calendar		X		X
FBG	0.08%	Calendar	X		X	
FDIC	0.71%	Calendar	X	X		X
FHFA	1.10%	Calendar				
NCUA	1.60%	Calendar	X		X	X
OCC	2.10%	Fiscal	X	X	X	
SEC	0.60%	Fiscal	X	X	X	
Treasury	0%	Fiscal		X	X	X

*Percent change for CFPB represents data from 2012-2013, since the CFPB OMWI did not exist in 2011.

Diversity of Agency Vendors	Percent Change in Minority** Vendors 2011-2013	Report by Fiscal or Calendar Year	Report Industry Spend by Race/Ethnicity	Report Spend by Race/Ethnicity	Report by Contract Dollar Size	Report Outcome of Outreach Efforts
CFPB*	-11.00%	Fiscal	X	X		
FBG	-2.90%	Calendar				X
FDIC	6.00%	Calendar	X	X		X
FHFA	-31.69%	Calendar		X		X
NCUA	N/A	Calendar	X			X
OCC	-3.00%	Fiscal	X	X		X
SEC	5.10%	Fiscal	X	X		X
Treasury	-2.00%	Fiscal	X	X		X

*This time frame covers July of 2011 to end of FY 2013.

**Only Minority-Owned Business Spend

1 "Minorities in U.S. set to become majority by 2042" (2008). The New York Times.

http://www.nytimes.com/2008/08/14/world/americas/14iht-census.1.15284537.html?_r=0.

2 "Diversity Management: Trends and Practices in the Financial Services Industry and Agencies after the Recent Financial Crisis" (2013) Government Accountability Office. <http://www.gao.gov/assets/660/653814.pdf>.

3 "Number of Minority-Owned Businesses Increases but Economic Parity Remains Elusive" (2010). Minority Business Development Agency. <http://www.mbda.gov/node/304>.

4 "Frequently Asked Questions" (2012). Small Business Administration. http://www.sba.gov/sites/default/files/FAQ_Sept_2012.pdf.

Best Projects Winners Revealed for Southern California

By Scott Blair

The judging for ENR California's Best Projects 2014 has nearly wrapped up, and we can reveal all the winners except for the Safety Award of Excellence, which is juried by a separate group of safety experts.

The winners listed below are for projects located in Southern California and select Hawaii projects. A separate announcement will reveal the Northern California winners. All of these projects will be profiled in depth in the Dec issue of ENR California, and at two awards presentations in December – one in San Francisco on Dec. 2 and one in Long Beach on Dec. 4. (see below for more info).

This year the number of entries jumped by 40% from the previous year, so our judges had their hands full reviewing and discussing nearly 140 projects located throughout California and Hawaii. This year we had 12 judges from all walks of the industry who were split up into three groups and assigned categories that fit in within their areas of expertise. The judges were amazed at the number of outstanding projects this year. Unfortunately, we can only honor a fraction of the projects that are submitted each year, so if your project didn't win this year, please be sure to submit next year!

Our judges will select a Project of the Year from the Best Projects listed below – we'll announce that winner in our Dec. issue and at the banquet.

Due to the overwhelming participation from the construction community in the awards again this year, we are thrilled to host two banquets to honor the winners. Be sure to mark your calendars to meet and congratulate all of the project teams. On Dec. 2, we will hold a breakfast awards ceremony at the InterContinental San Francisco Hotel, where project teams in the northern half of California will be honored. For more information, visit <http://construction.com/events/2014/best-projects/san-francisco.asp>

On Dec. 4, we'll celebrate the winning teams for projects located in the southern half of California, at the Marriott Long Beach, during a breakfast banquet. For more information, visit <http://construction.com/events/2014/best-projects/long-beach.asp>

Also at the banquets, we will also take the opportunity to honor the firms that were selected throughout the year as our Owner, Design Firm, Contractor and Specialty Contractor of the Year. The winners this year were L.A. Metro, HOK, Webcor Builders and California Drywall. Hope to see you there!

Airports/Transit

Best Project: The Green Build Expansion at San Diego International Airport, located in San Diego. Submitted by: San Diego County Regional Airport Authority and Turner/PCL/Flatiron, a Joint Venture (TPFJV)

Award of Merit: Bob Hope Airport Regional Intermodal Transportation Center, located in Burbank. Submitted by: STV

Cultural/Worship

Best Project: The Wallis Annenberg Center for the Performing Arts, aka The Wallis, located in Beverly Hills. Submitted by: MATT Construction Corp.

Award of Merit: San Diego New Central Library, located in San Diego. Submitted by: Turner Construction Company

Award of Merit: The Arboretum at Christ Cathedral, located in Garden Grove. Submitted by: Cannon Building

Energy/Industrial

Best Project: Ivanpah Solar Electric Generating System, located in Ivanpah Dry Lake. Submitted by: Bechtel Power Corporation

Continued on page 12

Business Toolkit

HR Trends/Challenges

By Darryl K. Henderson, J.D.



Darryl K. Henderson
President,
Keith Consulting Group

GDP, and federal debt.

2. October 2013 U.S.: Labor force = 155.3M; and 143.1M employed; and 11.3M unemployed = 7.3% to 6.8%. As of March 2014, some 3.7M people had been out of work for 27 weeks or more. However, HR Magazine (Sept. & Oct. 2014) reports that there are still 4M open jobs in the U.S.

3. Attracting, developing, rewarding, retaining, and Engaging the best people from a global labor market. And, developing the next generation of business leaders

4. In 2012, average U.S. employee turnover = 15% (highest = 35%; lowest = 8%). Voluntary turnover in 2010 = 8%. Voluntary turnover in 2013 = 13%. 80% of 900 employees in a Right Management survey say they will look for other jobs in 2014. 35% change jobs at least every 5 years. 47% stay 10+ years.

5. Baby-boomers are planning to work into their mid-seventies, resulting in 5 different generations in the workplace. Diversity and inclusion challenges.

6. Optimizing the quality, productivity, and returns of HR services (data, analytics, and metrics)

7. Employee Benefits

a. Healthcare reform (PPACA of 2010)

b. Average group health plan costs increases: 2007 = 6.3%; 2008 = 4.7%; 2009 = 3.8%; 2010 = 3.8%; 2011 = 3.6%; 2012 = 3.7%; 2013 = 2.1%; 2014 = 5.2%

c. In 2013, total health care benefit costs per employee varied, depending upon employer size, ranging: 10 to more than 20,000 employees = \$9,913 to \$11,145. (Costs also vary by geography and by industry.)

d. Increase employee share of premiums, deductibles, co-payments, and dependent coverage

e. Increased use of consumer-directed health plans (HSAs, HRAs ... HDIPs) ... 15% less expensive for employers

f. Increased offering of wellness programs

g. Decline in offering of retiree health benefits

h. Increase automatic enrollment in 401(k) plans

i. Decline in executive perks

j. Increased emphasis on flex-time

k. Increased use of PTO as a replacement for traditional vacation, sick, personal days, and other such leave time

l. Decline in relocation benefits

m. Increase in same-sex partner (spousal) benefits since the Windsor decision on 6-26-13 (struck down definitions of "traditional marriage" & "spouse" in section 3 of the DOMA; prohibits discrimination against same-sex couples under federal law); DOL says, under FMLA, "spouse" is defined by state law where employee resides (but, may be changing to where the marriage was contracted) and includes common law marriage and same-sex marriage. What will be the impact on "domestic partner benefits"; are they still needed?!?!; IRS says, an employee who pays for employer-sponsored health insurance for a



Image Credit By: <http://hr-resource.com>

same-sex spouse can exclude those costs from federal income taxes, even if the employee lives in a state that does not recognize same-sex marriage. ... CA, CT, DE, HI, IL, ME, MD, MA, MN, NH, NM, NJ, NY, OR, PA, RI, VT, WA, ... and growing! Also, 16 countries around the world, including Canada, Brazil, Spain, S. Africa.

n. Rise in telecommuting.

8. PPACA Requirements; "Affordable Care Act" (in 2014):

- Requires organizations with 50 or more FTEs to provide health care insurance coverage to full-timers (minus 30 FTEs) and their dependent children until they reach the age of 26. It does not, however, require employers to provide health care insurance coverage to spouses or other dependents of full-timers.

- 10 minimum essential coverage elements
- Affordability requirement = monthly premium is no more than 9.5% of employee's household income; 3-pronged safe harbor test
- Minimum actuarial value requirement = 60% of costs covered by employer vs. employee (i.e., premium, deductible, and out-of-pocket)
- Employer "play-or-pay" mandate (extended to 1-1-15 for companies with 100 or more employees; 1-1-16 for other companies) ... 50 or more FTEs (working 30 or more hours per week); \$2,000 or \$3,000 penalty
- Individual "tax/penalty" mandate (by 3-31-14) ... 1% of income or \$95 per uninsured person, whichever is greater (which increases each year until 2017)

■ Continued on page 13

Public Policy

Goal!: DOT Scores Again



The United States Department of Transportation (USDOT) recently announced a final rule amending its Disadvantaged Business Enterprise (DBE) Program at 49 CFR, Part 26. The final rule improves DBE program implementation in three major areas, strengthening USDOT's support to the DBE community across the nation.

First, the rule revises the uniform certification application and reporting forms, creates a uniform personal net worth form for use by applicant owners, and collects data required by the Department's surface transportation reauthorization, Moving Ahead for Progress in the 21st Century

Act (MAP-21). Second, the rule strengthens the certification-related program provisions, which includes adding a new section authorizing summary suspensions under specified circumstances. Third, the rule modifies several other program provisions concerning such subjects as: overall goal setting, good faith efforts, transit vehicle manufacturers, and counting for trucking companies.

The USDOT DBE Program, administered by the USDOT Departmental Office of Civil Rights (DOCR), is an affirmative action program designed to combat discrimination and its continuing effects by providing contracting opportunities on Federally-funded highway, transit, and airport projects for small businesses owned and controlled by socially and economically disadvantaged individuals. Over the years, the Department has met or exceeded the national aspirational goal established by Congress in the statutes authorizing the program since 1983 and has made continuous program improvements. The Department's 2014 final rule contains important improvements to the implementation and administration of the DBE program regulations.

For more information, please visit DOCR online at www.civilrights.dot.gov.

Source: U.S. Department of Transportation



DOT's Disadvantaged Business Enterprise Program

Video to Overview of the new rule change: www.youtube.com/watch?v=5i1vZPLLOXE

Lean In or Lean Together

Professional Diversity Network's Jobs Report Reveals U.S. Hispanics Making Strides in Employment

Professional Diversity Network, Inc. (Nasdaq: IPDN) releases its newest Diversity Jobs Report (DJR) and Diversity Jobs Index (DJI). In celebration of National Hispanic Heritage Month, the October report highlights the employment situation for U.S. Hispanics and offers practical advice to help organizations bolster the effectiveness of diversity and inclusion initiatives.

The latest DJI is 53.67, indicating a 6.97% increase in demand for all diverse talent, including women, minorities, veterans, LGBT and disabled professionals, as compared to the month prior.

Other report highlights include:

- **One size does not fit all:** A first step to successfully recruiting Hispanics is debunking the myth

that all 54 Million U.S. Hispanics are alike. Employers must understand the differences within the segment. This includes recognizing the implications of "mature" vs. "emerging" Hispanic Americans when searching for candidates.

- **Women at Work:** The DJR explores the cultural nuances of being a Hispanic woman in the workplace. Research suggests that Hispanic women are less likely to proactively seek promotions than women (and men) from other ethnic groups. This is largely driven by cultural queues, which frown upon bragging and aggressive self-promotion.
- **Men at Work:** Hispanic men are the most likely of all racial or ethnic groups to seek work. His-

panic men work more than white and African-American men, yet consistently earn less.

To download a free copy of the full report, visit http://diversityjobnews.com/wp-content/uploads/2014/10/Diversity_Jobs_Report-Oct_FINAL.pdf.

About Professional Diversity Network

Professional Diversity Network develops and operates online networks dedicated to serving diverse professionals in the US, including women, African Americans, Asian Americans, Hispanic Americans, veterans, disabled persons and LGBT, by providing them with access to employment opportunities. Online communities include iHispano, BlackCareerNetwork, WomensCa-

reerChannel.com, Military2Career, ProAble.net, OutProNet, and AsianCareerNetwork. For more info, visit prodivnet.com.

Source: Professional Diversity Network, Inc.



Employment

To Reverse Driver Shortage, Trucking Industry Steers Women To Jobs

By Nate Rott

When someone says "trucker," many stereotypes often come to mind. A bearded Kris Kristofferson in the 1978 film *Convoy* or a hollerin' Jerry Reed from *Smokey and the Bandit* are just some of the mental images associated with the word.

Traditionally, trucking has been an industry dominated by men. But increasingly, that's changing.

The American Trucking Associations says the industry is short about 30,000 truckers nationwide. It expects that shortage to surge more than 200,000 truckers in the next decade.

The industry is increasingly looking at other demographics — particularly women — to close that gap.

Judy Sanchez is one of those women. She's training to become a truck driver at the Dootson School of Trucking in Arcadia, Calif.

Beginners start with a bus and move on to a truck. And Sanchez is as green as it gets. This is only the third time she's driven a stick shift.

Still, she's not lacking for confidence when it comes to parallel parking between a set of orange cones.

"Oh yeah, and I see a lot of women having a hard time and I'm like, really? Let me help you out," Sanchez says.

"Oh, we have a cocky one on us here today," her instructor jokes.

Sanchez nails it after a couple of tries.

"Why trucking?" she says. "Because I've been looking for a job where I can get good benefits, actually good pay. And why not? You know? It's fun. I like it. Women can do it too."

Erica Arvizu, an admission supervisor at Dootson's, says more and more women are getting interested in the field. "I've been working here for 18 years," she says. "And in the last three years, there are so many more women coming and obtaining their commercial class A license."

Arvizu says most come in for the same reasons as Sanchez.

"A lot of them are single women trying to support their families, or just trying to help their partner because of the economy and everything — to survive," she says.

The median pay for a tractor-trailer driver is a little more than \$38,000 a year. Long haul truckers can make a lot more. Not bad, considering you can get a license in a matter of weeks or months.

Still, the industry has struggled with filling its ranks since it shed tens of thousands of jobs during the Great Recession. Many in the industry blame government regulation. Others blame wages that haven't risen with inflation. Most point to an aging workforce and a generation of young workers who aren't exactly enticed by a career like trucking.

"And not just the trucking industry," says Ellen Voie, president of Women in Trucking, a group that tries to encourage the employment of women in the trucking industry.

"I think all trades are suffering from the same situation where everyone wants their kids to go to college and not get their hands dirty," she says.

Voie's been in trucking most of her life, and she says that the industry is far more receptive to wom-



Photo credit: iStockphoto

The trucking industry is short about 30,000 drivers nationwide, says the American Trucking Associations. Women are joining the ranks to help fill the void.

en than it ever has been before. But it still has a long way to go in terms of attitudes and numbers. Attitudes because, Voie says, sexism and harassment are still problems.

"There's still drivers out there who think women shouldn't have a place in the trucking industry," she says. "They're few and far between, but unfortunately they're vocal."

And numbers, because the most recent labor statistics show that just over 5 percent of the trucking workforce are women. Voie thinks it's a

little higher than that, but not by much. And she thinks that it's in the industry's best interests to change that.

"I would venture to say that if we could double the percentage of women working in the trucking industry, we could solve the immediate qualified driver shortage," Voie says.

And those perceptions of what a trucker should look like might change with it.

Source: © 2014 NPR

Public Legal Notices



**CITY & COUNTY OF SAN FRANCISCO
DEPARTMENT OF PUBLIC WORKS**

**Contract No. 2265J
(ID No. FCE14123)
VARIOUS LOCATIONS PAVEMENT
RENOVATION NO. 17 SEWER
REPLACEMENT AND WATERMAIN
INSTALLATION**

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30 p.m. on October 22, 2014**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Department of Public Works (DPW) Electronic Bid Documents Download site at www.sfdpw.org/biddocs, or purchased on a CD format from 1155 Market Street, 4th Floor, San Francisco, California 94103, telephone 415-554-6229, for a non-refundable \$15.00 fee paid by cash or check to "Department of Public Works". Please visit the DPW's Contracts, Bid Opportunities and Payments webpage at www.sfdpw.org for more information. Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is located on Teresita Blvd between Portola Dr and Foerster St; Chaves Ave between Rockdale Dr and Evelyn Way; Del Sur Ave between Juanita Way and Chaves Ave; 22nd St between Carolina St and Wisconsin St; Carolina St between 22nd St and 23rd St; and on Visit. The time allowed for completion is 350 consecutive calendar days. The Engineer's estimate is approximately \$5,800,000. For more information, contact the Project Manager, Ramon Kong at 415-554-8280.

This Project shall incorporate the required partnering elements for **Partnering Level 2**. Refer to Section 01 31 33 for more details.

Pursuant to San Francisco Administrative Code (SFAC) Section 6.25, "Clean Construction" is required for the performance of all work.

The Specifications include liquidated damages. Contract will be on a Lump Sum Bid Items With Unit Prices basis. Progressive payments will be made.

Bid discounts may be applied as per SFAC Chapter 14B. Subcontracting goal is **25% LBE**. Call Selormey Dzikunu at 415-558-4059 for details. In

accordance with SFAC Chapter 14B requirements, all bidders, except those who meet the exception noted below, shall submit documented good faith efforts with their bids and must achieve 80 out of 100 points to be deemed responsive. Given the advertisement period is less than 15 days, all Bidders will receive 15 points, which would have been given for attending the pre-bid conference. Bidders who attended the prior pre-bid conference are encouraged to review changes on RE-Bid documents. Refer to CMD Form 2B for more details. Exception: Bidders who demonstrate that their total LBE participation exceeds the above subcontracting goal by 35% will not be required to meet the good faith efforts requirements.

For information on the City's Surety Bond Program, call Jennifer Elmore at (415) 217-6578.

A corporate surety bond or certified check for ten percent (10%) of the amount bid must accompany each bid. SFAC Sec. 6.22(A) requires all construction greater than \$25,000 to include performance and payment bonds for 100% of the contract award.

Class "A" license required to bid.

In accordance with San Francisco Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$400,000 is awarded by the City and County of San Francisco until such time as the Mayor or the Mayor's designee approves the contract for award, and the Director of Public Works then issues an order of award. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

Minimum wage rates for this project must comply with the current General Prevailing Wage as determined by the State Department of Industrial Relations. Minimum wage rates other than applicable to General Prevailing Wage must comply with SFAC Chapter 12P, Minimum Compensation Ordinance.

This Project is subject to the requirements of the San Francisco Local Hiring Policy for Construction ("Policy") as set forth in Section 6.22(G) of the SFAC. Bidders are hereby advised that the requirements of the Policy will be incorporated as a material term of any contract awarded for the Project. Refer to Section 00 73 30 of the Project Manual for more information.

Right reserved to reject any or all bids and waive any minor irregularities.

10/9/14
CNS-2674031#
SMALL BUSINESS EXCHANGE

& SITE VISIT: 10/14/14, 8:30 AM, UCI Medical Education Building, Telemed Theater, Room B001, Health Sciences Road, Irvine, CA 92697 (building #836 on campus map).

PROPOSALS DUE: Technical Proposal, **11/12/14, 4 PM** and Lump Sum Base Price Proposal, **11/13/14, 4 PM** received only at UCI Design & Construction Services, 101 Academy, Suite 200, Irvine, CA 92697, (949) 824-6630.

Required: General Building "B" California Contractors License and 10% bid bond from *admitted surety insurer (as defined in the California Code of Civil Procedure Section 995.120)*. The successful GC and its subs are req'd to follow the nondiscrimination reqs set forth in the RFP and pay prevailing wage rates at the location of the Work.

Every effort will be made to ensure that all persons shall have equal access to contracts and other business opportunities with the University, regardless of: race; color; religion; sex; age; ancestry; national origin; sexual orientation; physical or mental disability; veteran's status; medical condition; genetic information; marital status; gender identity; pregnancy; service in the uniformed services; or citizenship within the limits imposed by law or University's policy.

Lynn Javier, Contracts Manager, (949) 824-7145, lynagafu@uci.edu. Bid Board: www.designandconstruction.uci.edu

**UNIVERSITY OF CALIFORNIA
SANTA CRUZ**

**ADVERTISEMENT FOR CONTRACTOR
PREQUALIFICATION**

Subject to conditions prescribed by the University of California, Santa Cruz, responses to the University's prequalification documents for a Lump Sum contract are sought from prospective bidders for the following project:

Project Name: **1329**
Project Number: **Student Life Seismic
Corrections Phase 2A - Cardiff House**
UNIVERSITY OF CALIFORNIA, Santa Cruz

**PREQUALIFICATION OF PROSPECTIVE
BIDDERS**

The University has determined that bidders who submit bids on this project must be prequalified. Prequalified bidders will be required to have the following California contractor's license(s):

General Building Contractor, B

GENERAL DESCRIPTION OF WORK

The Student Life Seismic Corrections Phase 2A – Cardiff House project to address and correct seismic, life, and safety deficiencies. In addition, the project will bring the building into access compliance with the State of California Building Code and Title 24 Accessibility Standards. The Cardiff House is a contributing element to the Cowell Lime Works Historic District and listed on the National Register of Historic Places. The building's date of construction is c. 1850's. As such all work done on the Cardiff House must be consistent with the Secretary of the Interior's Standards of Rehabilitation. The Historic Cardiff House (home to the Women's Center program) is a farmhouse near the campus main entrance. It is a one-story wood framed building with a small cellar and roughly 2,000 square feet in area.

PREQUALIFICATION SCHEDULE

On Thursday, October 2, 2014, a set of prequalification documents will be issued at: ucseplanroom.com

On Tuesday, October 28, 2014, the completed Prequalification Questionnaire and associated documents will be received at:

CONTRACTS OFFICE
UNIVERSITY OF CALIFORNIA, SANTA CRUZ
PHYSICAL PLANNING AND CONSTRUCTION,
BARN G
1156 HIGH STREET
SANTA CRUZ, CA 95064
831-459-2366

The Prequalification Questionnaire and associated documents are due on Tuesday, October 28, 2014 3:00 PM. Any person or entity not satisfied with the outcome of the prequalification must file a writ challenging the outcome within 10 calendar days from the date of the University's written notice regarding prequalification determination. Any assertion that the outcome of the prequalification process was improper will not be a ground for a bid protest. However, the University reserves the right to accept late submissions and to request, receive, and evaluate supplemental information after the above time and date at its sole determination.

The dates, times, and location set for receiving and opening of bids will be set forth in an Advertisement for Bids.

The University reserves the right to reject any or all responses to Prequalification Questionnaires and to waive non-material irregularities in any response received.

All information submitted for prequalification evaluation will be considered official information acquired in confidence, and the University will maintain its confidentiality to the extent permitted by law.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
University of California, Santa Cruz
October 2014

**UNIVERSITY OF CALIFORNIA
SANTA CRUZ**

**ADVERTISEMENT FOR CONTRACTOR
PREQUALIFICATION**

Subject to conditions prescribed by the University of California, Santa Cruz, responses to the University's prequalification documents for a Lump Sum contract are sought from prospective bidders for the following project:

Project Name: **3619**
Project Number: **Student Life Seismic
Corrections Phase 2A - Redwood Building
and Student Union**
UNIVERSITY OF CALIFORNIA, Santa Cruz

**PREQUALIFICATION OF PROSPECTIVE
BIDDERS**

The University has determined that bidders who submit bids on this project must be prequalified.

Prequalified bidders will be required to have the following California contractor's license(s):

General Building Contractor, B

GENERAL DESCRIPTION OF WORK

The Student Life Seismic Corrections Phase 2A – Student Union and Redwood Building projects to address and correct seismic, life, and safety deficiencies. In addition, the project will bring the building into access compliance with the State of California Building Code and Title 24 Accessibility Standards. The Redwood and Student Union buildings are situated adjacent to each other and located across the quad from the Baytree Bookstore on Quarry Plaza off Steinhart Way. The Redwood Building is roughly 2,500 square feet and is a two-story wood frame building situated atop a timber pole foundation. The Student Union Building is a two-story timber pole structure situated on a steep east-west sloping grade with roughly 7,000 square feet in area.

PREQUALIFICATION SCHEDULE

On Thursday, October 2, 2014, a set of prequalification documents will be issued at: ucseplanroom.com

On Tuesday, October 28, 2014, the completed Prequalification Questionnaire and associated documents will be received at:

CONTRACTS OFFICE
UNIVERSITY OF CALIFORNIA, SANTA CRUZ
PHYSICAL PLANNING AND CONSTRUCTION,
BARN G
1156 HIGH STREET
SANTA CRUZ, CA 95064
831-459-2366

The Prequalification Questionnaire and associated documents are due on Tuesday, October 28, 2014 3:00 PM. Any person or entity not satisfied with the outcome of the prequalification must file a writ challenging the outcome within 10 calendar days from the date of the University's written notice regarding prequalification determination. Any assertion that the outcome of the prequalification process was improper will not be a ground for a bid protest. However, the University reserves the right to accept late submissions and to request, receive, and evaluate supplemental information after the above time and date at its sole determination.

The dates, times, and location set for receiving and opening of bids will be set forth in an Advertisement for Bids.

The University reserves the right to reject any or all responses to Prequalification Questionnaires and to waive non-material irregularities in any response received.

All information submitted for prequalification evaluation will be considered official information acquired in confidence, and the University will maintain its confidentiality to the extent permitted by law.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
University of California, Santa Cruz
October 2014

UC IRVINE

**ANNOUNCEMENT TO PREQUALIFIED
PROPOSERS**

UC Irvine (UCI) invites the following prequalified Proposers to submit proposals for the **MED ED 4TH FLOOR – ULTRASOUND INSTITUTE, PROJECT NO. 994640**:

DE LA SECURA, INC. DBA DLS BUILDERS, Orange, CA 92865, (714) 998-3790; and **BN BUILDERS, INC.**, San Diego, CA 92121, (858) 550-9433

MAXIMUM ACCEPTANCE COST: \$732,000

DESCRIPTION: The proposed Med Ed 4th Floor – Ultrasound Institute project will consist of an approximately new 3540 gsf Med Ed 4th Floor Ultrasound Training Facility located in the Medical Education Building 4th Floor south wing which is currently shell space.

Project completion time: 6 Months

PROJECT DELIVERY: Design Build

PROCEDURES: RFP avail **10/10/14, 4 PM**. Prequalified Proposers receive 2 sets at UCI Design & Construction Services, 101 Academy, Suite 200, Irvine, CA 92697. Purchase at C2 Reprographics, Costa Mesa, CA (949) 545-0112. Planrooms: F.W. Dodge (626) 930-8991 and Reed (800) 424-3996.

MANDATORY PRE-PROPOSAL CONFERENCE

Public Legal Notices

UCLA

UCLA

ADVERTISEMENT FOR BIDS

The following is a summary of a full Advertisement for Bids posted on the UCLA Online Planroom website (<https://www.uclaplanroom.com>). **All interested parties must go to the Website for complete information.**

Subject to conditions prescribed by the University of California, Los Angeles, sealed bids for a lump-sum contract are invited from prequalified general contractors for the following work:

Project Name: JULES STEIN SEISMIC CORRECTION AND PROGRAM IMPROVEMENTS

Project Number: 945905.01

Description of Work: Seismic corrections and program improvements to the 93,000 GSF Jules Stein Building on the UCLA Campus. Refer to website for complete description.

Estimated Construction Cost: \$40,769,000.00

Bidding Documents Available at:

UCLA Online Planroom Website
(<https://www.uclaplanroom.ucla.edu>)

Bid Submittal Location:

Contracts Administration
University of California, Los Angeles
1060 Veteran Avenue, Suite 125
Box 951365
Los Angeles, California 90095-1365
310-825-7015

Dates:

Bidding Document Availability: October 8, 2014

Mandatory Pre-Bid Conference/Job Walk:
October 10, 2014

Beginning promptly at 10:00 a.m.

Pre-Bid Product Substitution Deadline:
3:00 p.m., October 22, 2014

Bid Submittal Deadline: 2:00 p.m., November 19, 2014

License Requirement: B License (General Building)

Prequalification: University has prequalified general contractor bidders as well as subcontractors for mechanical, electrical, plumbing, fire protection, and stone trades for this project and posted a list of said firms on the UCLA Online Planroom website.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

(Visit our website at:

<https://www.uclaplanroom.ucla.edu>)

UCLA

UCLA

ADVERTISEMENT FOR BIDS

The following is a summary of a full Advertisement for Bids posted on the UCLA Online Planroom website (<https://www.uclaplanroom.com>). **All interested parties must go to the Website for complete information.**

Subject to conditions prescribed by the University of California, Los Angeles, sealed bids for a lump-sum contract are invited for the following work:

Project Name: RIEBER TERRACE DINING RENOVATION

Project Number: 948492.01

Description of Work: The Project renovates the back-of-the-house and support areas of the 150-seat undergraduate dining facility located at Rieber Terrace, known as Rendezvous. Refer to website for complete description.

Bidding Documents Available at:

UCLA Online Planroom Website
(<https://www.uclaplanroom.ucla.edu>)

Bid Submittal Location:

Contracts Administration
University of California, Los Angeles
1060 Veteran Avenue, Suite 125
Box 951365
Los Angeles, California 90095-1365
310-825-7015

Dates:

Bidding Document Availability: October 9, 2014

Mandatory Pre-Bid Conference/Job Walk:
October 16, 2014

Beginning promptly at 10:00 a.m.
(THERE IS NO GRACE PERIOD)

Product Substitution Submittal Deadline:
3:00 p.m., October 24, 2014

Bid Submittal Deadline:
2:00 p.m., October 31, 2014

License Requirement: B License (General Building)

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

(Visit our website at:

<https://www.uclaplanroom.ucla.edu>)

UCLA

UCLA

ADVERTISEMENT FOR BIDS

The following is a summary of a full Advertisement for Bids posted on the UCLA Online Planroom website (<https://www.uclaplanroom.com>). **All interested parties must go to the Website for complete information.**

Subject to conditions prescribed by the University of California, Los Angeles, sealed bids for a CM at Risk contract (utilizing Best Value Selection methodology) are invited for the following work:

Project Name: FOOTBALL PERFORMANCE CENTER

Project Number: 943971.01

Description of Work: Football Performance Center: Project constructs a 72,000 gsf building to accommodate the football program at UCLA. Site Precinct Scope: The site precinct scope shall upgrade existing infrastructure including sewer, storm drain, electrical and telecommunications to support the new building and future development within the adjacent area. Refer to website for complete description.

Anticipated Contract Value: \$44,000,000.00

Bidding Documents Available at:

UCLA Online Planroom
<https://www.uclaplanroom.com/>

Bid Submittal Location:

Contracts Administration
University of California, Los Angeles
1060 Veteran Avenue, Suite 125
Box 951365
Los Angeles, California 90095-1365
310-825-7015

Dates:

Bidding Document Availability: October 7, 2014

Mandatory Pre-Bid Conference:
October 9, 2014

Beginning promptly at 10:00 a.m.

Bid Submittal Deadline:
3:00 p.m., November 6, 2014

License Requirement: B License (General Building)

Prequalification: University has prequalified CM/Contractor bidders for this Project and posted a list of said firms on the ULCA Online Planroom website.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

(Visit our website at:

<https://www.uclaplanroom.ucla.edu>)

Port of San Francisco

REQUEST FOR PROPOSALS FOR

YOUTH EMPLOYMENT PROGRAM FOR ENVIRONMENTAL MAINTENANCE OF PORT FACILITIES

The Port of San Francisco seeks proposals for a Youth Employment Program ("Program") that will provide job readiness and on the job training for economically disadvantaged and/or at-risk San Francisco youth ages 16 to 24 through paid work experience to help maintain the Port's property. Proposers must have experience* organizing, implementing, and administering youth employment programs. Prime Proposers must subcontract with San Francisco-based non-profit community organizations with youth employment and environmental maintenance experience. The Port intends to select up to two (2) of the highest-scoring Proposers for contract award(s).

Proposers must meet the Minimum Qualifications described in RFP Attachment V to be considered for evaluation. Proposals are due October 24, 2014. Please check the website (<http://sfport.com/index.aspx?page=2513>) for latest and complete schedule.

CNS#2673714

Candlestick Point Hunters Point Shipyard Opportunity to design streetscape for Candlestick Point Sub Phases 02, 03 and 04, Gilman Avenue, and Wedge Plaza park

Lennar Urban is requesting qualified, interested landscape architecture firms to respond to a public request for proposals through the Successor to the Redevelopment Agency of the City and County of San Francisco.

For more information, visit:
<http://mission.sfgov.org/OCA/BidPublication/BidDetail.aspx?K=8635>

Respondents are encouraged to check this website regularly for updates.

Proposals must be submitted by:
October 22, 2014 at 4:00PM

Treasure Island / Yerba Buena Island - Request for Qualifications for Opportunity to Provide As-Needed Design, Engineering and Professional Consulting Services

Treasure Island Community Development, (TICD), master developer of the Treasure Island / Yerba Buena Island Redevelopment Project is requesting qualified, interested firms to respond to a request for qualifications for a variety of as-needed design, engineering and professional consulting services. Information is available through the City and County of San Francisco's Treasure Island Development Authority (TIDA) website: <http://sftreasureisland.org/contracting-opportunities>

Respondents are encouraged to check this website regularly for updates.

Proposals must be submitted by
October 30, 2014.

Best Projects Winners Revealed for Southern Calif.

Continued from page 8

Government/Public Building

Best Project: Gov. George Deukmejian Courthouse, located in Long Beach. Submitted by: Clark Construction Group

Award of Merit: San Bernardino Justice Center, located in San Bernardino. Submitted by: Rudolph and Sletten, Inc.

Green Project

Best Project: Orange County Great Park - South Lawn Project, located in Irvine. Submitted by: URS Corporation

Award of Merit: J. Craig Venter Institute Genome Lab Project, located in La Jolla. Submitted by: J.

Craig Venter Institute, University of California, San Diego, ZGF Architects, LLP, McCarthy Building Companies, Inc.

Health Care

Best Project: Naval Hospital at Camp Pendleton, located in Oceanside. Submitted by: Clark/McCarthy, A Joint Venture

Award of Merit: Cedars-Sinai Medical Center Advanced Health Sciences Pavilion, located in Los Angeles. Submitted by: HOK

Higher Education/Research

Best Project: Los Angeles Trade Technical College, Mariposa Hall, located in Los Angeles. Submitted by: Harley Ellis Devereaux

Interiors/Tenant Improvement

Award of Merit: The Westfield TBIT (Tom Bradley International Terminal) Concessions Modifications, located in Los Angeles. Submitted by: PCL Construction Services, Inc.

K-12 Education

Best Project: e3 Civic High, located in San Diego. Submitted by: LPA, Inc.

Award of Merit: Enrique S. Camarena Elementary School, located in Chula Vista. Submitted by: Balfour Beatty Construction

Landscape/Urban Development

Best Project: County of San Diego- Admin Center

Continued on page 16



HR Trends/Challenges

Continued from page 9

- Recommendation (not requirement) that employers subject to the FLSA provide employees and new hires with written notices about government-run health insurance exchanges (by 10-1-13)
 - Provide employees with an annual summary of benefits and coverage
 - W-2 forms include the cost of health insurance coverage for employees (for employers with 250 employers or more)
 - Ban on annual dollar limits for essential health benefits
 - 90-day limit on insurance coverage waiting period
 - Elimination of exclusions for pre-existing conditions for adults
 - Coverage of costs for clinical trial participants
 - Coverage for recommended preventative care with no cost sharing
 - “Grandfathered” health plan (If: no change in insurance carrier; no reduction in benefits; no increase in co-pay or deductibles)
 - Small employer deductible limitations (\$2,000/\$4,000)
9. Change Management = “Innovation Management”
10. Increased use of technology for recruiting, training, employee communications, performance management, and HRM/HRIS. The pace is becoming even faster (i.e., internet, intranet, the Cloud, email, voice mail, text messages, websites, Skype, YouTube, Facebook, Twitter, LinkedIn, Yammer, podcasts, virtual interviews, software-as-a-service, etc.). But, creating cyber-security, privacy, and employment discrimination concerns (e.g., age, religion).
11. As reported in HR Magazine (Aug. 2014), two demographic researchers have estimated that 47% of all American jobs will be replaced by machines within the next two decades. Another futurist predicts that 2B jobs worldwide will disappear by 2030.

12. What is Acceptable vs. Non-Acceptable social media at work. A policy decision.
13. Decline in labor union membership to 11.3% overall in 2013 (from 36% in 1953); 6.6% in private-sector; 35.9% in public-sector. But, note the rise in “worker centers”, as well as NLRA Section 7 “concerted activity” expansion.
14. FLSA (wage and hour) class action lawsuits and the proper classification of independent contractors.
15. The EEOC is focused on hiring, compensation, harassment, disability, retaliation, and systemic discrimination.
16. Growth in retaliation claims (since Burlington Northern and Thompson cases)
17. Growth in I-9 audits by ICE (Immigration and Customs Enforcement)
18. Increase in OFCCP scrutiny of compensation & recruiting, hiring, promotion and retention of protected veterans + people with disabilities: New 7% natl. goal for people with disabilities applies to each job group OR the entire workforce, when size is + or – 100. Also, a goal must be established for hiring protected veterans; either the natl. percentage of employed protected veterans (8%) or some other data. ... (DOL says, “A failure to meet the goal will not, in and of itself, result in a violation of Section 503 or a finding of discrimination. The goal is not a rigid and inflexible quota which must be met, nor is it to be considered either a ceiling or a floor for the employment of particular groups.”)
19. In July 2014, OFCCP issued a directive prohibiting discrimination on the basis of sexual orientation and gender identity, including transgender status, as part of E.O. 13672.
20. Women’s earnings as a percentage of men’s earnings = 82% since 2012 (for women 16 and older)
21. Diversity and Inclusion Initiatives are evolving to a focus on “Inclusion to Enhance Business Performance”, instead of “Compliance” (1970s); or “Assimilation” (1980s); or “Culture-Blindness” (1990s).

22. Avg. U.S. base salary increases: 2012 = 2.8%; in 2013 = 3.0%; in 2014 = 3.0%. Federal sector minimum increased to \$10.10. Some states have increased.
23. “Say-on-pay” rules (i.e., shareholder votes for executive pay) under the Dodd-Frank Wall Street Reform and Consumer Protection Act. Forcing executive compensation design based more upon internal company compensation philosophy (and company performance), instead of external peer comparisons.
24. Legalization of marijuana in Washington and Colorado for recreational use. 20 states and D.C. have legalized for medical use. But, federal law still classifies marijuana as a Schedule I illegal drug. What policy implications for workplace possession, use, and under-the-influence, as well as away from work use? Maintain policies and testing (pre-employment and cause, not random) since federal law has not changed, and it makes good business sense. But be careful with policing off-duty use of marijuana in the applicable states.
25. Should e-cigarettes be banned at work? Yes. (We do not fully know the health ramifications of e-cigarettes.)
26. 13 states and 66 cities and counties have banned the “criminal history question” on employment applications (ban-the-box movement). Issue: disparate impact against minorities. Ensure job-relatedness. Multi-state employers beware.
27. Organization Size Ranges: Small = fewer than 500 ees; Mid-Size = 500 to 10,000 ees; Large = 10,000+ ees
28. Attributes of the “future employee” (“The Future of Work,” by Jacob Morgan, John Wiley & Sons, Inc. 2014):
- New styles of working
 - Technology-adept
 - Different expectations
 - Collaborative; share information

- Multi-generational
 - Desire a “flexible work environment” (i.e., shaped by technology to allow work anytime, anywhere, and emphasis on outputs instead of inputs)
 - Can engage in customized work (e.g., Valve organization; freelancers)
 - Can become a leader either officially or unofficially (i.e., have followers)
 - Evolving from “knowledge-workers” to “learning-workers” (i.e., not so much what you have done, but to have the ability to learn and apply learnings to new and unique situations)
 - Able to learn and teach at will (e.g., YouTube)
 - Driven by the principles of employee engagement
29. The U.S. Supreme Court eliminated the “presumption of prudence” for ESOP fiduciaries (Dudenhofer case, June 2014). Now, ESOP fiduciaries must be evaluated as other plan fiduciaries under ERISA (e.g., 401(k)). Will this lead to an increase in ESOP-related “stock-drop lawsuits” when company stock prices plummet because of circumstances adversely affecting the company? TBD
30. “Nothing surprises me. I work in HR.”

Darryl is president of the Keith Consulting Group (“KCG”). In his role, he serves as the chief executive of the firm, and he is an executive consultant to clients. He brings expertise in the areas of human resources management (especially workforce planning, competency design, recruiting, employee engagement, training, performance management, 360-degree feedback, employee relations, union avoidance, employment law compliance, mentoring, HR metrics, RIFs, and M&As), along with leadership coaching, change management, customer service, risk management, organization assessment, strategic planning, DBE/MBE/WBE/ DVE programs, entrepreneurship, community relations, regulatory compliance, and commercial law.

Fictitious Business Name

FICTITIOUS BUSINESS NAME STATEMENT
File No. A-0360623-00

Fictitious Business Name(s):
Cesco Pizza
Address
135 Fourth Street space FC6, San Francisco, CA 94103
Full Name of Registrant #1
Verrotta LLC, (CA)
Address of Registrant #1
4072 18th Street, San Francisco, CA 94114

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 **Not Applicable**

Signed: **Francesco d’Ippolito**

This statement was filed with the County Clerk of San Francisco County on **9/26/2014**.

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: **Morgan Jaldon**
Deputy County Clerk
9/26/2014

10/02/14 + 10/09/14 + 10/16/14 + 10/23/14

FICTITIOUS BUSINESS NAME STATEMENT
File No. A-0360627-00

Fictitious Business Name(s):
Damao Services
Address
2330 17th Ave., San Francisco, CA 94116
Full Name of Registrant #1
Chen Gong
Address of Registrant #1
2330 17th Ave., 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 **9/26/2014**

Signed: **Chen Gong**

This statement was filed with the County Clerk of San Francisco County on **9/26/2014**.

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: **Brian Heffern**
Deputy County Clerk
9/26/2014

10/2/14 + 10/9/14 + 10/16/14 + 10/26/14

FICTITIOUS BUSINESS NAME STATEMENT
File No. A-0360164-00

Fictitious Business Name(s):
Electric City Tours
Address
782 Columbus Avenue, San Francisco, CA 94133
Full Name of Registrant #1
Brendan David
Address of Registrant #1
1285 Oak Street Apt #5, 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 **8/26/2014**

Signed: **Brendan David**

This statement was filed with the County Clerk of San Francisco County on **8/26/2014**.

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: **Jennifer Wong**
Deputy County Clerk
8/26/2014

9/18/14 + 9/25/14 + 10/2/14 + 10/9/14

FICTITIOUS BUSINESS NAME STATEMENT
File No. A-0357619-00

Fictitious Business Name(s):
Stirred, Not Shaken
Address
1350 Turk Street #520 San Francisco, CA 94115
Full Name of Registrant #1
Daniel Ponticello
Address of Registrant #1
1350 Turk Street #520 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 **Not Applicable**

Signed: **Daniel Ponticello**

This statement was filed with the County Clerk of San Francisco County on **4/3/2014**.

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: **Jeanette Yu**
Deputy County Clerk
4/3/2014

CHANGE OF NAME

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR CHANGE OF NAME
CASE NO. CNC 14-550597

PETITIONER OR ATTORNEY
Yian-meng Lee
430 15th Ave. Apt. 5, San Francisco, CA 94118

TO ALL INTERESTED PERSONS:
1. Petitioner **Yian-meng Lee** for a decree changing names as follows:
Yian-meng Lee changed to **Emma Lee Ledinh**

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: **Nov. 25, 2014** 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

ELIAS BUTT, Clerk
DATED - September 18, 2014

10/9/2014 + 10/16/2014 + 10/23/2014 + 10/30/2014

SBE Services

SBE RESOURCES



ACCESS TO PROSPECTING SYSTEM

SBE Nationwide Certified Businesses

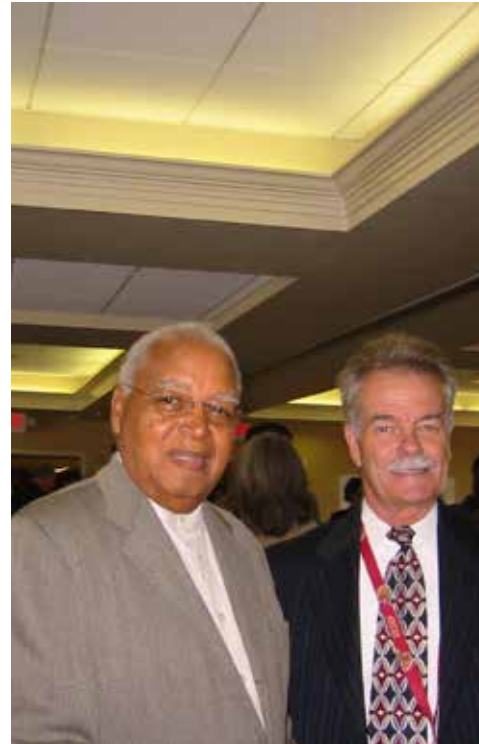
ADVERTORIAL (Advertisement and "Access to Capital" Continuing Column)

- Small Business Exchange weekly adjudicated (by Superior Court of San Francisco City/County) and trade/focus newspaper (determination by State of California DGS)
- Sbeinc.com
- Native Advertising

COMPREHENSIVE OUTREACH PROCESS

Introducing BOW to the LIA business communities

MEET & GREET & FINANCIAL LITERACY SUPPORT



MEET & GREET COORDINATION

- You provides criteria; SBE identifies potential attendees
- SBE develops HTML invitation, provides online registration link
- SBE identifies potential attendees
- SBE alerts by email, fax and telephone as requested
- Online Registration process, daily updates reported to you
- SBE sends confirming emails to each registrant



ADVERTORIAL

- Weekly Ad and monthly "Access to Capital" column in Small Business Exchange newspaper and website
- Banner Ad on sbeinc.com
- Native Ad on SBE-Hearst Media Network

SUMMARY

- **SBE knows that effective implementation** involves both 'high tech' and 'high touch' – our service oriented approach helps achieve larger objectives, no matter what the objective.
- **Effective use of Technology tools**, combined with **human oversight and in-depth knowledge of Regulations** creates consistent, targeted, appropriate outreach to potential client/customers.
- **Proactive documentation** provides comprehensive evidence of activities, spending, multi-tier subcontractor participation, and **adherence to Code and Regulation specifics**, if ever needed.
- **Personal contact** through **email invitations and phone calls increases response**, builds trust, and expands awareness of You efforts.
- **Publication lends credibility**, and provides valuable project and community information, leading to **greater visibility and positive good will for You**.

What Clients Say About SBE Services

"Small Business Exchange is one of the partners we use for outreach. We solicit their help to meet our goals. SBE's expertise and thorough documentation was especially helpful during the challenge process with the Disadvantaged Business Enterprise Reconsideration Panel upholding our awarded contract."

- Skanska USA Civil West
California District Inc

"We have never been rejected for being out of compliance due to activity deliverables from SBE. That makes business for both entities much more profitable."

- Xerox Corporation

The Small Business Exchange has been providing advertising services for the San Francisco Department of Public Works for ten years . . . and has met our specific requirements ... The Department has been more than satisfied.

- San Francisco DPW

"I know that when a representative of SBE indirectly represents McCarthy in contacting subcontractors—it is always with professionalism."

- McCarthy Building Companies Inc

"You're at the top of my list. Whenever I have an outreach requirement, I just grab the phone and call SBE."

- Expedient Energy

"Doing business with SBE has been a pleasure. SBE provides a thorough and effective outreach service. SBE is a great asset to our outreach program."

- Atkinson Construction

"Thank you for a great job, very much appreciated by the team"

- Schiavone Construction

"Thanks for your quick turn around times, your familiarity with the agency, your open communication and your availability to our questions

- Brown and Caldwell

"They are very Committed to helping us meet the necessary requirements of the many different public agencies we deal with, and deliver competent, qualified bidders at the same time. SBE has some very good resources and continues to keep there databases up to date with certified DVBE, DBE, SBE, WBE etc..."

- Robert A Bothman, Inc.

For more info please call Valerie Voorhies at 415-778-6250 or email vvv@sbeinc.com

Access to Capital

SMALL & MINORITY BUSINESS

Small business, huge opportunity

New lenders, fresh ideas — and a whole lot of money — are flooding into the market for small-business financing



Image: Spencer A. Brown - mail@spencerabrownphoto.com

Photo credit: Spencer A Brown

Alex Tonelli and Sam Hodges' Funding Circle is among a host of startups plunging into small-business finance, hoping to give banks a run for their money.

By Mark Calvey

Alex Tonelli learned firsthand that when it comes to getting funded, small businesses have to be ready to help themselves — and each other.

The Bay Area may be awash in venture capital aiming to finance the next big thing in technology. But that's little help for the owners of even profitable small businesses seeking capital to grow. They often get the cold shoulder rather than cold cash when seeking a bank loan — as Tonelli and his business partner Sam Hodges found when they sought financing between 2009 and 2011 to expand their small fitness chain, called Endurance Fitness.

"It would have been easier to raise \$100 million than to raise \$100,000," Tonelli said.

Tonelli and Hodges saw an opportunity and started Endurance Lending Network, which began crowdfunding money and lending it to small businesses in February 2013. It has quickly eclipsed the fitness chain, which they still own, as their main business interest. Their company was renamed after last October's acquisition by the United Kingdom's Funding Circle. Tonelli and Hodge now run Funding Circle's U.S. operations, based in San Francisco. The startup expects to make \$100 million in small-business loans in the United States this year. Globally, the firm just crossed the \$500 million mark.

Even as Bank of America, Wells Fargo and other banking rivals ramp up small business lending — Wells Fargo this month announced a goal of lending \$100 billion to small businesses nationwide over the next five years — they face fresh competition from a range of newcomers. Funding Circle is just one of the growing number of startups piling into small-business financing, taking advantage of crowdfunding initiatives. Most raise debt and equity capital from wealthy individuals (many of them small business owners themselves) and, increasingly, institutional investors.

Breakaway Funding in Sausalito recently debuted its lending platform to provide financing for small businesses that don't qualify for a traditional bank loan, at least not yet. Founder and CEO Kimberly Kaselionis, former CEO of Novato-based Circle Bank, expects that Breakaway's borrowers will eventually qualify for bank loans as their businesses grow and build a track record.

Others raising money for small business financing across the country include San Francisco-based CircleUp, Atlanta-based Kabbage, New York-based Raiseworks, San Diego-based Dealstruck and New York-based OnDeck. The torrent of capital that is financing the loans made through these services comes largely from institutions investing in the loans directly, or in some cases, buying securities backed by the loans. In total, billions of dollars are seeking to finance successful businesses up and down Main Street U.S.A.

Meanwhile, San Francisco-based Kiva has started making microloans to Bay Area small businesses. San Francisco-based Better Finance, formerly known as Billfloat, is working with lenders designated by the SBA as "preferred lenders" to make loans more quickly.

Better Finance is using its SmartBiz technology to allow borrowers to apply for SBA loans of \$5,000 to \$150,000 in minutes and get their money in as few as five business days. SmartBiz, which debuted late last year, has already generated more than \$25 million in loan applications. Last month the Small Business Administration eased some rules for its popular 504 and 7(a) loan programs to make it easier for small-business owners to get financing.

"Fast access to inexpensive capital is one of the biggest challenges facing small business owners," said Evan Singer, general manager at SmartBiz. "Small business owners shy away from SBA loans because the conventional bank loan process can take weeks or months to close."

Early borrowers using SmartBiz include San Mateo-based Carol Flynn Heating & Cooling, Seattle-based Security Tax Services and franchisees of Wild Birds Unlimited.

"SmartBiz helped my business obtain a loan for capital improvements in my store and for cash-flow assistance. The process was fast and easy to understand," said Lauren DeRosa, who borrowed \$20,000 as owner of the Wild Birds shop in Fort Collins, Colo.

Others seeing growth opportunities in small business lending are online lenders such as San Francisco's Lending Club and Prosper Marketplace as well as Redwood City-based Daric.

Lending Club debuted small-business lending last month. The company is offering small businesses one- to five-year loans from \$15,000 to \$100,000, which will eventually increase to \$300,000. The loans carry interest rates from 5.9 percent to 29.9 percent.

Rather than competing with banks, Lending Club CEO Renaud Laplanche envisions teaming up with them. Traditional bankers could use the Lending Club platform to put their low-cost deposits to work without incurring the costs of underwriting and servicing loans, he said. Lending Club landed a big fish this week when San Francisco-based Union Bank agreed to buy loans made through Lending Club's platform.

"Everyone recognizes that small businesses are an engine of job creation and economic growth, yet their access to capital has been constrained," Laplanche said.

Prosper says more individuals are borrowing over its platform to finance small businesses.

Daric, offering business loans of up to \$50,000, is backed by some of the Bay Area's most prominent names in finance, including former Wells

Fargo CEO Dick Kovacevich and Jennifer Johnson, chief operating officer at San Mateo-based Franklin Resources.

Banks say they remain committed to the small business lending market.

"Working with small business owners is one of the most important things we do at Wells Fargo," said Lisa Stevens, the bank's head of small business. "We know America needs small businesses to grow, add jobs and prosper for our economy to thrive."

Bank of America has hired more than 1,000 small-business bankers since 2010 to meet with small-business owners across the country. The bank is hiring more than 200 small-business bankers this year, many of them in California. BofA lent \$10.7 billion in new loans to small businesses nationally in 2013, up 24 percent over 2012 and the third consecutive year in which that growth exceeded 20 percent.

But lending criteria are tighter now than they were a few years ago, and some small businesses that would have qualified for a loan on good terms in the days of easier credit no longer do. Others are simply too small, too risky or lack the assets and track record to secure bank financing. Those factors create openings for newcomers.

Charlie Brown, a co-founder of Astis Mittens in San Francisco, didn't get far in seeking a \$35,000 bank loan to fill \$70,000 in retail orders. Last year, Brown turned to Funding Circle to raise \$100,000 at 10.99 percent.

"If you don't check all the boxes, it's hard to get a bank loan," Brown lamented.

Source: <http://www.bizjournals.com>

Salesforce, Wells Fargo big winners at S.F. Chamber's 2014 Ebbies Awards

Salesforce was the big winner in this week's San Francisco Chamber of Commerce Excellence in Business Awards program, walking away with not one, but two honors.

An awards dinner on Oct. 1 kicked off with Salesforce (NYSE: CRM) winning the Building San Francisco Award. In bestowing the award, a representative from Hathaway Dinwiddie Construction Co. noted that the award typically recognizes a specific building project. But this year the chamber decided to recognize Salesforce's efforts to build its urban campus that's reshaping downtown San Francisco.

The awards dinner wrapped up with the San Francisco-based software company, led by CEO Marc Benioff, also receiving the top excellence in business award. Finalists for the top honor were Eventbrite and tax-and-consulting firm BDO USA.

Wells Fargo was also recognized for its support of small business owners, with its small-business lending totaling \$19 billion last year. The bank

received the chamber's small business advisory council community champion award.

As part of its support of small business, the San Francisco bank (NYSE: WFC) has set a goal of lending \$100 billion to small businesses through 2018.

Other winners in this year's chamber awards program were Bluxome Street Winery, getting the Small Business Award; NerdWallet, receiving the innovation through technology award; and Pacific Community Ventures, getting the economic development award.

SquareTrade, which provides protection plans for mobile devices and other consumer electronics, received the emerging growth award, beating out finalists NerdWallet and the increasingly popular wash-and-fold and dry-cleaning service Laundry Locker.

Source: <http://www.bizjournals.com>

California Sub-Bid Request Ads

RGW Construction Inc. is seeking all qualified DBE (Disadvantaged Business Enterprises) for the following project:

**State Highway in Alameda County in Oakland Near Moraga Ave
NB On-Ramp**

Contract No. 04-1SS024

Federal Aid Project No. ACSTP-P013(033)E

Engineer Estimate: \$3,740,000 - 180 Working Days

Goal: DBE 4%

Bids: October 21st, 2014 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to): Fabric and Oils, Construction Area Signs, Traffic Control, Cold Plane, Clear and Grub, Roadway Excavation, Structure Excavation/backfill, Landscaping, Hydroseeding, Erosion Control, Irrigation, Aggregate Base, Asphalt Paving, CIDH Piles, Structural Concrete, Reinforcing Steel, Clean and Paint Steel, Fencing, MBGR, Concrete Barrier, Thermoplastic Traffic Stripe & Marking, Signal and Lighting, Message Signs, Lighting & Sign Illumination, SWPPP Planning, Water Truck, Sweeper, Hazardous Substance Removal, Storm Drain (Underground), and Trucker.

Scope of Work: Repair landslide on SR-13 at the Moraga Avenue, northbound on-ramp.

RGW is willing to breakout any portion of work to encourage DBE participation. Contact us for a specific item list.

Plans and Specs are available to view and copy at our office or the Caltrans website www.dot.ca.gov/hq/esc/oe/. Tim Ross 925-606-2400 tim.ross@rgwconstruction.com for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

RGW Construction, Inc.

Contractors License A/B 591940

550 Greenville Road • Livermore, CA 94550 • Phone: 925-606-2400 • Fax: 925-961-1925

An Equal Opportunity Employer

RGW Construction Inc. is seeking all qualified DBE (Disadvantaged Business Enterprises) for the following project:

**State Highway in Madera County near Chowchilla from the Merced County Line
to 0.1 Mile West of Road 4**

Contract No. 06-0P9704

Federal Aid Project No. ACHSNHPG-P152(084)E

Engineer Estimate: \$1,990,000 - 75 Working Days

Goal: DBE 13%

Bids: October 22nd, 2014 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to): Construction Area Signs, Traffic Control, Clear and Grub, Hydroseeding, Erosion Control, Signs Structure, MBGR, High Tension Cable Barrier, Concrete Barrier, Thermoplastic Traffic Stripe & Marking, Signal and Lighting, Detector, SWPPP Planning, Water Truck, Sweeper, and Trucker.

Scope of Work: Construct high tension cable barrier and rumble strip.

RGW is willing to breakout any portion of work to encourage DBE participation. Contact us for a specific item list.

Plans and Specs are available to view and copy at our office or the Caltrans website www.dot.ca.gov/hq/esc/oe/. Contact Dave Czech 925-606-2400 david.czech@rgwconstruction.com for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

RGW Construction, Inc.

Contractors License A/B 591940

550 Greenville Road • Livermore, CA 94550 • Phone: 925-606-2400 • Fax: 925-961-1925

An Equal Opportunity Employer

Advertisewith the Small Business Exchange

Utilize SBE's TARGET DISTRIBUTION to reach the DBEs, SBEs, DVBEs, MBEs, and OBEs that match the trades and goods you need. www.sbeinc.com

Are Governments Neglecting Planes and Trains?

■ Continued from page 5

of them, almost all of whom knew one another. Unlike most of these expeditions, this one was all amateur, meaning there were no professional guides from some outfitter, just rented rafts, huge coolers, a camp stove and, yes, a port-a-potty. You brought your own tent and sleeping bag.

I was especially impressed by three fellows -- a lawyer, an astrophysicist (or "chaos scientist," as he called himself) and a senior pilot with United Airlines. The three were very capable river guides who could maneuver the 16-foot rafts down roaring rapids with great skill; all three were also associated with a consulting firm that contracts with NASA to help develop something I only vaguely knew of called NextGen, a joint multiagency and industry initiative to overhaul the nation's air traffic control system.

Launched more than a decade ago, the initiative is ambitious, complicated and clearly not progressing as planned, in part because of underfunding and some foot-dragging within the bureaucracy of the Federal Aviation Administration. But when it is finally implemented, we'll be able to fly more aircraft in congested areas without endless holding patterns. These "smart" aircraft will know where they are in relation to every other plane nearby, relying on sophisticated satellite technology rather than ground-based radar. The new system should also yield significant fuel savings and emissions reductions.

All of this is to say that America's transportation infrastructure is about a lot more than just roads and bridges, though you would hardly know it from our autocratic political dialogue. About 85 percent of all transportation costs in the U.S. are related to private automobiles, even at a time when the number of miles being driven has begun to decline. So while we harp on tar,

much of our rail system is badly in need of an overhaul; many of our ports and harbors, as well as airports, desperately require an upgrade; and public transit maintenance and replacement needs stand at \$86 billion and growing (at a rate of \$2.5 billion each year, absent a significant infusion of funds). This, while public transit usage is booming with almost 11 billion trips taken last year, the highest since 1956.

Overall, federal investment in infrastructure as a percentage of gross domestic product is now less than 2 percent, the lowest level in almost 75 years and far below that of most other countries.

That's the backdrop to the typical nuttiness we witnessed in July as Congress took forever to pass yet another -- the 27th -- patch to keep the Highway Trust Fund solvent, postponing any real solution until May of next year when it's a good bet they will do the same thing again.

This has been tough on states and localities and their "Big 7" lobbies in Washington, which have pulled out all the stops to try to get Congress to do what it was elected to do. State and local officials are finding it hard to plan complicated public works projects when they can't depend on a large part of the funding. In a speech to the National Press Club in late July, Transportation Secretary Anthony Foxx, former mayor of Charlotte, N.C., commiserated, "As a mayor I know how hard it is to get projects going. You can't plan or organize. So these short-term patches are killing efforts at the state and local level."

Visit this link to read the full article:

www.sbeinc.com/resources/cms.cfm?fuseaction=news.detail&articleID=899&pageID=25

Source: GOVERNING

Best Projects Winners Revealed for Southern California

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Waterfront Park and Parking Structure, located in San Diego. Submitted by: County of San Diego, McCarthy Building Companies, Inc., International Parking Design, Inc, SGPA Architects, Schmidt Design Group, Inc.

Award of Merit: LA Waterfront Downtown Harbor Landside and Rail Improvements, located in San Pedro. Submitted by: Port of Los Angeles

Manufacturing

Best Project: Yakult USA Manufacturing Plant, located in Fountain Valley. Submitted by: Kajima Building & Design Group, Inc.

Office/Retail/Mixed-Use

Best Project: East Valley Water District (EVWD) Headquarters Facility, located in Highland. Submitted by: Balfour Beatty Construction

Award of Merit: La Jolla Commons Tower II, located in La Jolla. Submitted by: The Whiting-Turner Contracting Company

Renovation/Restoration

Best Project (tie): Atascadero City Hall, located in Atascadero. Submitted by: Bernards

Best Project (tie): Wilshire Boulevard Temple, located in Los Angeles. Submitted by: MATT Construction Corp.

Award of Merit: Hollyhock House Barnsdall Park Phase III, located in Los Angeles. Submitted by: City of Los Angeles - Department of Public Works - Bureau of Engineering

Residential/Hospitality

Best Project: Wilshire La Brea, located in Los Angeles. Submitted by: Bernards

Award of Merit: Koloa Landing at Poipu Beach, Bldg. 1E Phase II, located in Koloa, Kauai. Submitted by: Layton Construction Co., Inc.

Small Project (under \$10 million)

Best Project: Caltech KISS Tolman-Bacher Compound, located in Pasadena. Submitted by: Driver SPG

Award of Merit: Kanan Road T2 and T3 Tunnel Lining, located in Malibu. Submitted by: Shimmick Construction Co., Inc.

Specialty Contracting

Award of Merit: Westfield Century City Design-Build Parking Structure, located in Century City. Submitted by: Largo Concrete, Inc.

Sports/Entertainment

Award of Merit: Rose Bowl Stadium Improvements & Renovations, located in Pasadena. Submitted by: Bernards Barton Malow

Water/Environment

Best Project: Robert B. Diemer Oxidation Retrofit Project, located in Yorba Linda. Submitted by: Shimmick Construction Co., Inc.

Source: <http://california.construction.com>

