

SMALL BUSINESS EXCHANGE

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November 8, 2018

4 Ways Digital Tools Are Revolutionizing Construction



By Rawpixel.com / Freepik

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

By Dave Nevogt,

According to a recent post, the construction industry as a whole has seen little to no improvement in productivity over the past eight decades. While productivity plateaus and construction projects become more complex and time-intensive, construction companies also face tedious day-to-day management and inaccuracies that can tank a project's profitability.

Some business owners are finding that tasks are either consuming more effort to accomplish than needed or require more time than the schedule allows in order to complete properly. As Fortune explains it, "The global engineering and construction sector holds the dual distinctions of being one of the world's largest industries—yet one of its least efficient."

However, it's not all bad news. A tech revolution is on the horizon for the construction sector.

McKinsey & Co reports, "Since 2013, construction technology received more than \$18 billion in cumulative investment." A sure sign that tech is worth a second look.

Many construction teams have acknowledged the benefits that new tools and software bring to

the table, and have revamped their systems to be more accommodating.

The wide range of features these tools have can greatly influence the operations and management challenges that construction business owners face. Let's have a look at how modern digital tools are redefining the way construction teams operate.

More intensive training and easier client communication with virtual reality

Virtual reality: it's not just for entertainment anymore. When used in construction projects, VR allows the proposed building to be viewed in 3D as if the people were actually inside it. But what benefits does this bring to a construction team?

Quality training for crewmembers

The skill level of your team members is one of the crucial factors that affect how well the project goes. That's why training your crew to ensure safety and optimal outcomes is an important part of running a construction business.

Virtual reality takes training programs one step further. Of all the benefits of using virtual reality, one of the biggest is training operators for situ-

■ Continued on page 9

Supporting Women's Entrepreneurship is now more important than ever

By Kathleen McShane,

Now more than ever, women entrepreneurs are making their mark. The growing prevalence of women entrepreneurs hasn't happened by accident. A big part of the growth of women-owned small businesses is legislation that targeted the creation of resources and networks for women. This year, we celebrate one milestone in particular - 30 years since the passage of the Women's Business Ownership Act (H.R. 5050).

The Women's Business Ownership Act was created to address the needs of women entrepreneurs by recognizing the significant role they play in our nation's economy and provide them with additional resources to become stronger business owners. The Act was one of the first things that empowered women to be entrepreneurs on their own terms. It also established the SBA's Women's Business Center (WBC) program.

The WBC program was the first SBA initiative to focus solely on women, and our centers continue to be an important resource partner. The mission of the WBC program is to act as the catalyst for providing in-depth, substantive, outcome-oriented business services to women entrepreneurs. These include both budding and established businesses, many of which are socially and economically disadvantaged.

Today, there are more than 100 WBCs all over the country - including nine new centers that opened this year. These centers provide an incredible service for women entrepreneurs that helps them to launch and grow businesses and create jobs. In 2017, the WBCs supported more than 150,000 women, resulting in tremendous revenue and job growth for the businesses they served -- \$1.7 billion in revenue and 17,000 new job creations. Research shows that women who receive counseling and mentoring early in the development of their businesses are more successful than those who don't.

In addition, we recognize the millions of women entrepreneurs who day after day pursue their passion of entrepreneurship and financial independence. We want women entrepreneurs to feel confident taking a risk on starting or expanding their small businesses. Whether they are writing a business plan, connecting with a business mentor, or receiving a loan to start or grow their businesses, each woman can access SBA resources.

As a former business owner, I know first-hand the resources, support, and access to networks and financing that women need. I applaud those who have worked hard to overcome the barriers to business ownership and I encourage those who have yet to fulfill their dreams of entrepreneurship.

For the next generation of women entrepreneurs, it will be equally critical for them to have the needed resources to start and grow their businesses, just as women did 30 years ago. As the nation's go-to resource for women entrepreneurs,

■ Continued on page 9

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Community Outreach

Los Angeles wins \$1 million in Bloomberg Philanthropies U.S. Mayors Challenge

Mayor Eric Garcetti announced that Los Angeles was selected as a winner of Bloomberg Philanthropies U.S. Mayors Challenge, a yearlong competition that challenged city leaders to uncover and test bold, inventive ideas to confront the toughest problems faced by cities today.

L.A. was selected as a winner for its innovative approach to combating the City's homelessness crisis: offering incentives to make it easier and cheaper for single-family homeowners to build accessory dwelling units — in exchange for allowing a homeless resident to rent the unit for three years.

“This program is good business for a good cause,” said Mayor Garcetti. “The ADU pilot is specifically designed to pair homeowners with homeless Angelenos who are stable, prepared to move into housing, and ready to rebuild their lives. For a homeowner, it's a win-win: the City lowers your construction costs, matches you with a tenant who is determined to make their housing work, and connects you with a case manager to ensure a seamless transition.”

With the \$1 million grant, the City could help residents build enough ADUs to house hundreds

of Angelenos in the program's first three years. The new program will include:

- A one-stop shop portal where property owners could access pre-approved unit designs and assess feasibility of the designs for their particular property;
- Financial incentives for property owners, valued between \$10,000 and \$30,000, which may include: waived or reduced permit processing fees, a grant, a tax credit, access to innovative financing options developed for ADUs, and advisory support through the permitting process;
- Neighbor-to-neighbor online matching tool to ensure a good fit between the homeless resident and the property owners;
- A path to self-sufficiency for the homeless resident by supporting them through case management and reduced rent, with the expectation that by the third year, the tenant would be able to pay the full rent amount.

The new program will launch in Spring 2019. Homeowners interested in participating are encouraged to contact the City at mayors.challenge@lacity.org

“Mayors across the country are tackling the big issues that Washington is ignoring. This competition is designed to help them do even more, by incentivizing and supporting big — and achievable — new ideas,” said Michael R. Bloomberg, founder of Bloomberg Philanthropies and three-term mayor of New York City. “Congratulations to all of the winning mayors, who represent cities large and small, in regions across the country. We look forward to seeing the results of their work -- and to helping the ideas that prove most effective spread far and wide.”

Nine cities will receive \$1 million to begin implementation on potentially breakthrough solutions to homelessness, the opioid crisis, mobility, climate change, and economic opportunity.

Los Angeles was joined by Denver, CO; Durham, NC; Fort Collins, CO; Georgetown, TX; Huntington, WV; New Rochelle, NY; Philadelphia, PA; and South Bend, IN as winners of the **U.S. Mayors Challenge**.

New to the Mayors Challenge this year was a 6-month “test and learn” phase where 35 Champion Cities were selected through an application process. Those cities received up to \$100,000

and technical assistance to test, develop, and build support for their ideas. Cities tested core components of their ideas with residents, improved and refined their proposals, and developed a plan for implementation and impact measurement.

About Bloomberg Philanthropies

Bloomberg Philanthropies works in 480 cities in more than 120 countries around the world to ensure better, longer lives for the greatest number of people. The organization focuses on five key areas for creating lasting change: Arts, Education, Environment, Government Innovation, and Public Health. Bloomberg Philanthropies encompasses all of Michael R. Bloomberg's charitable activities, including his foundation and his personal giving. In 2017, Bloomberg Philanthropies distributed \$702 million.

SOURCE:

<https://www.lamayor.org/los-angeles-wins-1-million-bloomberg-philanthropies-us-mayors-challenge>



Smart Ways TO WORK

by Odette Pollar

Seven Habits That Destroy Daily Productivity

Does this sound familiar? When you started your job, oh those many years ago, the desk was clear. As the work volume increased and you found yourself with unfinished tasks at the end of the day, what happened? Initially, you probably gave up breaks; then you gave up a lunch hour (or ate at the desk and continued to work). If that didn't do the trick, you stayed later an ex-

tra half-hour or so. Still behind? You started taking work home, and finally you began coming in on weekends. If, after doing all this, you are not even staying current, let alone getting caught up on those back-burner projects, then clearly this strategy called, “throwing time at the problem” is not working.

We know that the key to getting a lot done each day is to set priorities. But it is often hard to stick to your priorities when people continue to dump work on you. How do you prevent their priorities from constantly and continually over-running yours? Here are some bad habits and downright mistakes that if eliminated would improve your work performance and help you become more productive.

1. Greasing squeaky wheels. If you reward naggers, those who are chronic abusers particularly, by routinely doing their work first, you actually reinforce that bad behavior. Make sure that you put their work where it belongs on your priority list no matter how much they whine about need-

ing it “right now.” You probably have no problem accommodating the one or two people who on rare occasion need something in a rush. These exceptions aren't the problem. It is the minority who habitually waits until the last minute and routinely require things instantly who destroy your schedule.

2. Automatically putting your boss's work first. Ask rather than assume. Just because it's from your boss doesn't mean it has a higher priority than the other projects on your plate—also from your boss. When you have to negotiate due dates or times let your boss know that in order to accommodate this new project other priorities must wait. Let him or her decide if it is important enough to bump other tasks.

3. Letting distracters eat up your day. Be aware of people who turn their colleagues into audiences. Particularly if you work in an office with cubicles, stories, personal anecdotes, and professional experiences can draw you into im-

promptu fireside chats. When you are crunched for time, even group discussions on tangential work related issues although interesting are keeping you from key tasks. When you have something that requires a great deal of concentration turn off anything that rings, beeps, or flashes. Pagers, cell phones and e-mail are the biggest distracters.

4. Being overwhelmed by papers. Hunting for important documents in piles of clutter takes up an inordinate amount of time. There is very little more frustrating than reaching for something that you believe is “right over there” and have it mysteriously vanish. Use files, your file drawer, and cabinets to store documents and papers. Only pull out those documents that you need at the time and on the day when you need them. Also, busy or not, put the files away that have accumulated throughout the day. This makes your disclaimer and tomorrow much brighter.

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Access to Capital

Small Business Funding: How to Get a Business Loan

The old adage that “it takes money to make money” often rings painfully true for small businesses struggling to grow and prosper. From overhead to inventory, the expenses required to run a business often seem staggering. Thankfully, plenty of funding is out there for small businesses in every sector.

Where can I find small business funding?

When it comes to loan offerings, small businesses have a number of possible entry points:

- **Banks:** Traditional banks are still an excellent place to start, with a large menu of loans backed by the Small Business Administration and other financing options available.
- **Small Business Administration:** This government agency can direct you to specific lenders interested in financing small businesses.
- **Online:** NerdWallet has more information here.
- **Credit unions:** Credit unions are often overlooked when it comes to funding. However, like banks, they offer SBA-backed loans and other financing options.

Am I eligible to take out a small business loan?

To qualify for a small business loan, you’ll need to prove you are a good risk. For non-SBA loans, eligibility may vary by individual lender, while SBA loans have specific requirements. Once you’ve met the criteria as a qualifying small business, the SBA wants to see enough cash flow to make your payments. In addition, the SBA also requires applicants to demonstrate good character by filling out a “statement of personal history.” This information shows whether you’ve paid previous debts and obeyed the laws of your community.

If your history has a few blemishes, don’t panic. While solid credit and a clean record are strongly preferred, the SBA personal history form clearly states that an arrest, conviction or record doesn’t necessarily disqualify you. Even a previous bankruptcy won’t automatically rule you out. Some lenders approve SBA-backed loans after bankruptcy if you’ve repaired your credit in recent years.

Be prepared to back up your commitment for most SBA loans. Generally, 7(a) loans are fully secured, although when all other factors are favorable you may still be approved with insufficient collateral. If you own 20% or greater eq-

uity in your business, you’ll also be expected to personally guarantee your loan.

How much can I borrow?

Small business loan amounts vary depending on the needs of a particular company, that company’s size, and its projected growth. The average SBA loan is about \$371,000, but they may range from microloans of \$5,000 to the maximum guaranteed amount of \$5 million. The median non-SBA loan offered through the banking industry is around \$130,000 to \$140,000.

If you apply for a business loan financed through a credit union, be aware that federal regulations only allow them to lend the lesser of 1.75 times their net worth or 12.25% of total assets. As such, the amount available to borrow through their individual offerings may be limited. You can still finance SBA loans of up to \$5 million through credit unions.

Types of business loans

Business loans may be secured, unsecured or even take the form of lines of credit. Some sort of collateral, such as real estate, investments or other valuable assets, is required to back a secured loan. If you default on this type of loan, the lender can seize that collateral. Unsecured loans

don’t require any sort of collateral backing. In this case, the lender can’t take your property if you’re unable to pay, but the tradeoff is generally higher interest rates. A line of credit is an agreement between a borrower and lender that allows the borrower to draw funds as needed, up to an agreed-upon limit.

The Small Business Administration offers four primary types of loans:

- **7(a) loans:** This is the SBA’s most common loan program. Funds may be used to start a new small business or to acquire, run or grow an existing one. Within this category are special-purpose loans, including export working capital, international trade, and pollution control. Veterans enjoy special incentives that make the Express loan program especially attractive.
- **Microloans:** These are short-term loans of up to \$50,000 for small businesses and non-profit child care centers.
- **Real estate and equipment loans (CDC/504):** These loans finance large fixed business assets.

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California Sub-Bid Request Ads

BGINibbi

Project Name: Sunnydale HOPE SF
Phase 1A-1 & 1A-2 – Abatement & Demolition
Location: San Francisco, California
Bid Date: November 30, 2018 @ 2:00pm
Pre-Bid Meeting: November 16, 2018 @ 10:00am
The corner of Hahn Street and Sunnydale Ave
Labor Requirements: Prevailing Wage
Project Schedule: December 2018 – February 2019

Baines Group, Inc. / Nibbi Brothers Joint Venture have been selected as the General Contractor for the Sunnydale HOPE SF Phase 1-A1 & 1-A2 Infrastructure in San Francisco, CA. We are in receipt of the bid documents and are currently requesting bid proposals from qualified subcontractors and suppliers including those certified with the San Francisco Contract Monitoring Department (CMD) as local business enterprises (LBE’s) for Hazardous Material Abatement & Demolition. **The Contract Monitoring Division (CMD) has set the SBE participation goal for this project at 20%.** For more information about the San Francisco SBE program as it relates to this solicitation, please see Exhibit A and/or contact Ian Fernando at (415) 581-2307 or ian.fernando@sfgov.org at the City and County of San Francisco Contract Monitoring Division. Subcontractors received an email notification via BuildingConnected to activate and/or access your account online in order to download associated files and confirm your bidding status. Sunnydale HOPE SF Phase 1-A1 & 1-A2 is a proposed remediation of 16 buildings and associated improvements to address the presence of asbestos containing material, lead paint and other hazardous substances. Following the remediation, the existing buildings and associated improvements will be demolished to make way for development of new residential housing and new street and utility infrastructure.

For any questions on accessing bid documents please contact Kristin Medwick, Senior Precon & Estimating Coordinator via email, kristinm@nibbi.com.

For specific questions regarding this project please contact Paris Paraskeva, Estimator or Michael Cafferkey, Precon PM via email, parisp@nibbi.com / michaelc@nibbi.com.



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

REQUEST FOR DVBE & SBE SUBCONTRACTORS AND SUPPLIERS FOR:

Polyurethane Foam Injection to Raise Settled Pavement

Hwy 37 Novato

Caltrans #04-2J5004

BID DATE: November 28, 2018 @ 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, Water Pollution Control Program, Sweeping, Treated Wood Waste, Temporary High-Visibility Fence, Clearing & Grubbing, Imported Borrow, Settlement Repair (Polyurethane Foam), Hydromulch, Hydroseed, Compost, Geosynthetic Pavement Interlayer (Paving Grid), AC Dike, Tack Coat, Cold Plane AC, Structural Concrete – Drainage Inlet, Bridge Removal, Underground, Misc. Iron & Steel, Pavement Marker, Object Marker, Midwest Guardrail System, Vegetation Control (Minor Concrete), Transition Railing, Concrete Barrier, Striping & Marking, and Construction Materials

An Equal Opportunity Employer

100% Performance & Payment Bonds may be required. Worker’s Compensation Waiver of Subrogation required. Please call OCJ for assistance with bonding, insurance, necessary equipment, material and/or supplies. OCJ is willing to breakout any portion of work to encourage DVBE & SBE 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.

California Sub-Bid Request Ads



SYBLON REID
General Engineering Contractors
Providing Solutions to Difficult Projects

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

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

Owner: Delta Diablo Sanitation District
Pump Station Facilities Repair
Project Nos 17128, 17129, 17130, 17131, 17132
Location: Antioch, Pittsburg and Bay Point, CA
BID DATE: November 13th, 2018 @ 2:00 PM

Trades Solicited:

Survey, Water Truck, Demolition, Metals Supply, Roofing, Flashing, Door Supply, Door Install, Painting & Coating, Plumbing, HVAC, Electrical, Earthwork, Fencing and Gates, Pipe and Valve Supply, Construction Materials Supply, SWPPP Materials Supply, Concrete Supply, Aggregates Supply, Paving.

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

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

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



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

CIDH Pile, Clear & Grub, Concrete Barrier, Electrical, Fence & MBGR, Minor Flat Concrete, Minor Concrete Structures, Joint Seals, Landscape, Erosion Control, AC & PCC Paving, Cold Planing, AC Dike, Rebar, Rock Slope Protection, Sign Structures, Striping, Traffic Control, Bore & Jack, SWPPP, CPM Schedule, Aggregate, Rip Rap, Misc. Iron & Steel, RCP, PVC, CSP, Ready Mix Concrete

RIVERSIDE COUNTY TRANSPORTATION COMMISSION

STATE ROUTE 60 TRUCK LANES

East of Moreno Valley from Gilman Springs Road to Jack Rabbit Trail (PM 22.1 to PM 26.6)

RCTC Agreement No. 18-31-146-00

FEDERAL AID PROJECT NO. CMLN-0654-090

BID DATE November 29, 2018 @ 2:00 p.m.

Sub & Vendor Bids Due Prior

Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Dave Grattan

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

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

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

Sukut Construction, LLC
An Equal Opportunity Employer

Project: State Route 60 East of Moreno Valley, Riverside County
Project # RCTC 18-31-146-00
OWNER: RCTC - DBE GOAL 14%
BID DATE: NOVEMBER 29th, 2018 • BID TIME: 2:00 P.M.
Please respond by 5:00 p.m., NOVEMBER 28TH, 2018

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

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

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

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

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

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



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



BROSAMER & WALL, INC.

An Equal Opportunity Employer is requesting quotations from all qualified DBE Professional Services, Sub-Contractors, Material Suppliers and Trucking for the following project:
BART Earthquake Safety Program Aerial Structures Fruitvale Station And Coliseum Station

Contract No. 15PJ-130B

THIS IS AN ACTIVE PROJECT

Please Send Information As Soon As Possible

DBE GOAL: 12%

CONTACT:

Brosamer & Wall, Inc.

1777 Oakland Blvd, Suite 300 • Walnut Creek, California 94596
PH: 925-932-7900 • FAX: 510-553-1130 • Contact: Alison Quincy

PROJECT SCOPE:

The work in this Contract includes but is not limited to providing structural retrofit of pier foundations, columns and pier caps; demolition of selected existing facilities; shoring for excavation support; excavation; steel and concrete structure retrofit at girders, and stairs; drilling and bonding dowels in concrete; electrical work at piers and the main concourse, defined as the covered area between station entrances; architectural work at stairs and curtain walls, retrofit of escalator trusses, restoration of paving, striping, sidewalks, signage, traffic control, utilities. Optional work; Breakrooms at Coliseum station and/or Fruitvale station may be included at the discretion of the District as described in the Contract Documents.

Duration of Project is 1200 Calendar Days.

Note: This project includes a Buy America Clause and Owner Controlled Insurance Program (OCIP)

Subcontractors and Suppliers being solicited include, but not limited to:

Bio-Hazard Cleanup, Waste Cleanup & Related

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

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

Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 300, Walnut Creek, Ca. 94596 or at the Districts Offices for plan room locations please call BART at 510-851-3174. B&W and BART have made plans available electronically please email quincy@brosamerwall.com for free online link. Brosamer & Wall INC., intends to work cooperatively with all qualified firms seeking work on this project. If you are interested in submitting a subcontractor bid for this project, you may contact Alison Quincy at 925-932-7900 or fax us your quote at 510-553-1130. PLEASE SUBMIT A COPY OF YOUR CURRENT CERTIFICATION WITH YOUR BID. Subcontractors, Dealers/Suppliers and Brokers please provide your designation code to us on or before the bid date.

B&W, INC., IS AN EQUAL OPPORTUNITY EMPLOYER.

With SBE you can:



FIND
Subcontractors,
Vendors,
and Suppliers



REACH
Diverse Audiences



ADVERTISE
Sub-Bid Request Ad
Public Legal Notices
Job Listings

Contact us at 800-800-8534 or sbe@sbeinc.com

Visit www.sbeinc.com to download a PDF version of the latest **SBE Newspaper** and **SBE Daily Newsletter**



California Sub-Bid Request Ads

SKANSKA

Construction on State Route 60 Truck Lanes
Subcontractor/Supplier Bids/Proposals Requested
Owner: Riverside County Transportation Commission
RCTC Agreement Number: 18-31-146-00

Subcontractor Proposal Due Date: November 29, 2018 – 1:00 PM
Prime Contractor Bid Proposal Due Date: November 29, 2018 – 2:00 PM

Skanska USA Civil West California District Inc. is interested in soliciting in Good Faith all subcontractors as well as certified DBE subcontractors related to the scopes of work below for the

CONSTRUCTION ON STATE ROUTE 60 TRUCK LANES LOCATED EAST OF MORENO VALLEY FROM GILMAN SPRINGS ROAD TO JACK RABBIT TRAIL, IN RIVERSIDE COUNTY, CALIFORNIA

Plans & Specs can be accessed and download online at the Commission's website (Planet Bids) located at <https://www.planetbids.com/hub/hub.cfm> or viewed at our main office in Riverside (call or email for appointment)

Requested scopes include, but are not limited to the following and should be based on Contract and its amendments:

Lead Compliance Plan; Traffic Control; Construction Area Signs, Flashing Beacon; Type III Barricades Channelizers; Temp. Terminal Section, PCMS; Temp. Railing; Temp. Crash Cushion Module; Temp & Permanent SWPPP; Temp. Construction Entrance; Street Sweeping; Temp. Concrete Washout; Treated Wood Waste; Contractor Supplied Biologist, Natural Resource Protection Plan, Clearing & Grub; Ditch Excavation; Geosynthetic Reinforcements, Roadside Clearing; Landscaping; Lean Concrete Base; Base Bond Breaker; Asphalt Paving; Hot Mix Asphalt Dike; Cold Plane Asphalt Concrete Pavement; Jointed Plain Concrete Pavement; PCC Dike; Joint Seal; Isolated Joint Seal, Grind Existing Concrete Pavement; Soil Nail; Mechanically Stabilized Embankment; 60" CIDHCP; Structural Concrete; Minor Concrete Bar Reinforcing Steel; Structural Shotcrete; Furnish and Install Sign Structure, Timber Retaining Wall; Alternative Pipe Culvert; Reinforced Concrete Pipe; Corrugated Steel Pipe; Grated Line Drain; Alternative Flared End Section; Precast Concrete Pipe Inlet; Concrete (Ditch Lining); Rock Slope Protection; Rock Slope Protection Fabric; Minor Concrete; Miscellaneous Iron and Steel; Survey Monument; Prepare and Stain Concrete; Reinforced Concrete Pipe; Fence; Remove Pavement Marker; Delineator; Pavement Marker; Milepost Marker; Marker (Culvert); Object Marker; Remove Roadside Sign; Relocate; Laminated Panel Sign; & Single Sheet Aluminum Sign; Roadside Sign; Install Sign; Retroreflective Sheeting; Midwest Guardrail System; Vegetation Control (Minor Concrete); Concrete Barrier Wildlife Passage; Cable Railing; End Anchor Assembly; Alternative In-Line & Terminal Systems; Portable Concrete Barrier; Concrete Barrier; Salvage Guardrail; Temporary Crash Cushion; Striping & Pavement Marking; Rumble Strip; Traffic Management System; Traffic Monitoring Station, Modify and Remove Existing Electrical System; Trucking

Assistance: Skanska will assist qualified subcontractors, vendors, & suppliers in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. If you are a DBE Company, please provide your certification letter with your proposal. If you are a non-DBE, please indicate all lower-tier participation on your quotation as it will be evaluated with your price. In order to assist DBE subcontractors and suppliers, we will divide total requirements into smaller packages, tasks or quantities & establish delivery & construction schedules which will permit maximum participation when feasible.

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 and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., & a Waiver of Subrogation (GL & WC). **Other insurance requirements may be necessary per scope or RFP requirement.** 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 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 and fringe benefit statements if required by law or by the Prime Contract.

Skanska USA Civil West California District is an Equal Opportunity/Affirmative Action Employer
EEO/AA/Vet/Disability Employer

Estimating Dept: 1995 Agua Mansa Rd, Riverside, CA 92509
Phone: (951) 684-5360, Fax: (951) 788-2449
Senior Estimator: Tom Mehas • Email: bids.socal@skanska.com



SKANSKA • TRAYLOR • SHEA

Skanska-Traylor-Shea JV of 5055 Wilshire Blvd, Suite 700, Los Angeles, CA requests sub-bid quotes from certified DBE's for Architecturally Exposed Structural Steel and Miscellaneous Metals on the **Westside Subway Extension Section 1 project**.
Owner: LACMTA (Metro). Contract No. C1045 RFP No. 074WS and 073WS • Bid Date: November 30, 2018 at 2:00pm.

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

074WS Structural Steel: <https://skanskausa.sharefile.com/i/id670e87c47249ae8>
073WS Miscellaneous Metals: <https://skanskausa.sharefile.com/i/i3dfb7de82364621a>

Should you have any questions or desire to quote on this project, please contact Teresa Maxwell, DBE Coordinator at 213.598.2237 or teresa.maxwell@skanska.com. Assistance in bonding, insurance, lines of credit or obtaining equipment, supplies and materials is available upon request. This advertisement is in response to Metro's DBE program. Skanska-Traylor-Shea JV intends to conduct itself in good faith with DBE firms regarding participation on this project.

More info about this project is available at www.skanska-traylor-shea.com.

Skanska-Traylor-Shea JV is an EEO/AA/Vet/Disability Employer.

Looking for Subcontractors, Vendors, and Suppliers?

Advertise your Sub-Bid Requests in the **Small Business Exchange**.

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

Call 1-800-800-8534

or visit us at www.sbeinc.com



SKANSKA

REDLANDS PASSENGER RAIL PROJECT MAINLINE CONSTRUCTION
IN SAN BERNARDINO AND REDLANDS
Invitation for Bids (IFB) 17-1001705
Bid Date: December 5, 2018 2:00 PM

Skanska USA Civil West California District Inc. is interested in soliciting in Good Faith all subcontractors, material suppliers, professional services, consultants and vendors; especially DBE subcontractors related to the scopes of work below for the Redlands Passenger Rail Project Mainline Construction in San Bernardino and Redlands.

All Quotes are due by Friday, November 30, 2018 by 5:00 pm so that all bids/proposals can be fairly evaluated.

Quotes requested include but are not limited to the following work categories:

Traffic Control Devices, Construction Area Signs, Signage, Striping, Equipment Rental or Lease, Safety Equipment, Surveillance Systems, Minor Concrete, Concrete Ditch, Electrical, Earthwork, Asphalt Paving, Asphalt Milling, Fence, Landscape, Handrail, Mechanical, Plumbing, Canopies, Site Furnishings, Masonry, Painting, Land Survey, Quality Control Testing, SWPPP, BMP Materials, Clear and Grub, Bridge Demolition, Aggregate Materials, Rip Rap, Reinforcing Steel, Ready-mix Concrete, Structural Steel, Precast Girders, Steel Piling, CIDH Piling, Waterproofing, Joint Seal Assembly, Bearing Pads, Cellular Concrete, Ground Improvement (Deep Soil Mix), Metal Decking, Miscellaneous Metals, MSE Wall Panels, Articulated Concrete Block, RCP, CMP, HDPE, Waterline Pipe and related.

Assistance: Skanska will assist qualified subcontractors, vendors, & suppliers in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. If you are a DBE Company, please provide your certification letter with your proposal. If you are a non-DBE, please indicate all lower-tier participation on your quotation as it will be evaluated with your price. In order to assist DBE subcontractors and suppliers, we will divide total requirements into smaller packages, tasks or quantities & establish delivery & construction schedules which will permit maximum participation when feasible. We will also review breaking out scope packages and adjusting schedules to assist permit maximum participation.

Plans and Specifications are available for view at our main office in Riverside (Please call or email for appointment). In order to view the documents for this project you must sign a **Sensitive Security Information (SSI) form must be signed and returned by Email: bids.socal@skanska.com prior to being granted access to the plans and specifications.**

Once your signed SSI form is returned, you will receive a bid invitation via Building Connected.

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 and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured Endorsement, Primary Wording Endorsement, & a Waiver of Subrogation (GL & WC). **Other insurance requirements may be necessary per scope or RFP requirement.** 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. 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 and fringe benefit statements if required by law or by the Prime Contract.

Skanska is an Equal Opportunity/Affirmative Action Employer
EEO/AA/Vet/Disability Employer
Estimating Department - 1995 Agua Mansa Rd, Riverside, CA 92509
Phone (951) 684-5360, Fax: (951) 788-2449
Email: bids.socal@skanska.com • Estimating Contact: Joe Sidor



Barnard Bessac Joint Venture DBE Opportunities

Barnard Bessac Joint Venture, an Equal Opportunity Employer, is seeking quotes from interested and qualified Disadvantaged Business Enterprises (DBE's) and other subcontractors and suppliers for the following:

PROJECT:

Gravity Pipeline Progressive Design Build Project

OWNER: Silicon Valley Clean Water

Initial Publish Date: August 30, 2018

Proposal Deadline: October 1, 2018

Firms that are certified by one of the following programs are qualified: Entities owned and/or controlled by socially and economically disadvantaged individuals, MBE, WBE, SBE, SBRA, LSAF and HUB.

OPPORTUNITIES INCLUDE (For October 1, 2018 Deadline):

Shaft - Slurry wall; Jet Grout; Earth Pressure Balance Tunnel Boring Machine fabrication & delivery; Concrete foundations (flat work); Concrete demolition & off-haul (shallow structures); Site clearing & grading; Site fencing; Trucking (spoils off-haul & disposal); Office Janitorial services; Office Supplies; Security; Quality control testing and other laboratory testing services; Trucking of materials & equipment; Equipment rental (Loaders, Skidsteers, Excavators, Manlifts, Forklifts); Raw material supply (iron/steel, consumables, fluids); Fabrication; Jobsite supplies (PPE, tools, etc. . .); Printing services (plotting / signs / banners); Traffic control supply and/or services; Utility relocation; Trench excavation and shoring; Potholing; Geotechnical investigation (Borings, CPT's); Instrumentation & Monitoring; Pre-condition surveys (buildings, roadways, utilities); Rebar supply and/or installation; Ready-Mix concrete supply; Street sweeping / cleaning; Utility inspections; Water treatment systems; Concrete pumping and placing; and Dimensional lumber supply.

Please contact either of the following names to get you name on the bidders list:

Shannon Cozino: shannon.cozino@barnard-inc.com (site office)

Brittany McNamee: brittany.mcnamee@barnard-inc.com (HQ office)

California Sub-Bid Request Ads

Turner

REQUEST FOR QUALIFICATION (RFQ) and RFQ's FROM LBABE/LIABE/SBE/VSBE
RFQ Period: November 6, 2018 – November 21, 2018 @ 2pm

Turner Construction Company (Turner) is seeking RFQs for the following Trade Packages for:

**Oakland International Airport
Moving Walkway Demolition**
Approximate Construction Value: \$3,000,000
Owner: Port of Oakland

This project includes removal of two each moving walkways in Building M-152 and two each moving walkways in Building M-367. Structural slab infill and flooring with provisions for future tenant work to be included. Both locations are located in Airfield Operations Area (AOA).

Only those Subcontractors who meet pre-qualification criteria and are deemed pre-qualified to perform work on their respective trades will be invited to submit a bid. Trade Subcontractors who do not submit the prequalification information and are not pre-qualified will not be allowed to bid the project.

PREQUALIFICATION OF PROSPECTIVE SUBCONTRACTORS:

Prequalifications are to be submitted online via www.turnerconstruction.com. Contact Marlene Guzman, mguzman@tcco.com for more information. Additional to the online Prequalification, the documents listed below will need to be provided by the subcontractor.

(Note: Turner has a 55% LBABE/LIABE goal which includes a 10% SBE/VSBE goal for this project.)

1. Oakland Port Certifications: (Local Business Area Business Enterprise (LBABE), Local Impact Area Business Enterprise (LIABE), Small Business Enterprise (SBE) & Very Small Business Enterprise (VSBE)).

2. Include your Department of Industrial Relations Certificate.

Turner is seeking RFQs for the following Bid Group # 1, trade packages:

BID PKG	TRADE PACKAGE DESCRIPTION	EST VALUE	BID PKG	TRADE PACKAGE DESCRIPTION	EST VALUE
2.0	INTERIOR DEMOLITION	370,000	9.5	ACOUSTICAL CEILING TILE	79,000
3.0	STRUCTURAL CONCRETE	201,000	9.6	FLOORING	166,000
5.1	STRUCTURAL STEEL / METAL DECKING / MISC METALS	355,000	9.9	PAINTING	141,000
8.10	DOORS, FRAMES & HARDWARE	38,000	15.3	FIRE PROTECTION	20,000
8.4	CURTAIN WALL/METAL PANELS/STOREFRONT/WINDOWS	17,000	16.0	ELECTRICAL	103,000
9.2	METAL STUD FRAMING / DRYWALL / PLASTER	505,000	16.4	LOW VOLTAGE / SECURITY / LIFE SAFETY	86,000

Turner has a 55% LBABE/LIABE goal which includes a 10% SBE/VSBE goal for this project. Persons claiming local business status shall apply to the Social Responsibility Division at least seven (7) business days before the bid or proposal due date for certification as a local business and return the application with documentation evidencing its business location, the length of time its business was located and operated in the LIA or LBA. Applications may be downloaded at <http://www.portofoakland.com/srd/>

*Payment and Performance Bonds are not required.

Please direct all questions to Marlene Guzman at 510-267-8105 or mguzman@tcco.com

CAHILL CONTRACTORS LLC

requests bids from Certified SBE Subcontractors and Suppliers for the following TRADES:

Structural Concrete / Miscellaneous Metal / Windows, Storefronts, Glazing / Exterior Plaster, Siding / Metal Stud Framing, Drywall / Kitchen Appliances / HVAC / Plumbing / Electrical / Site Utilities / Site Clearing, Demo, Earthwork / Scaffolding / Site Security / Final Cleaning

681 FLORIDA STREET - EARLY BID

(SELECT TRADES)

681 Florida Street, San Francisco, CA 94110

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

BID DATE: 11/13/18 @ 2 PM

BID DOCUMENTS:

Please contact Colby for access to documents on BuildingConnected.

CONTACT:

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

DESILVA GATES CONSTRUCTION

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

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

CALTRANS ROUTE 580 ON STATE HIGHWAY IN ALAMEDA COUNTY FROM ROUTE 580/ROUTE 238 SEPARATION TO BOSTON AVENUE UNDERCROSSING
CONTRACT NO. 04-270104

Federal Aid Project No. ACSB1IM-580-1(076)E
Disadvantaged Business Enterprise Goal Assigned is 18%

OWNER

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

BID DATE: NOVEMBER 15TH, 2018 @ 2:00 P.M.

DGC is soliciting quotations from certified Disadvantaged Business Enterprises, for the following types of work and supplies/materials including but not limited to: AC Dike, Clearing and Grubbing/Demolition, Cold Plane, Concrete Barrier, Construction Area Signs, Electrical, Erosion Control, Fencing, Hazardous Material, Landscaping / Irrigation, Lead Compliance Plan, Metal Beam Guardrail, Minor Concrete, Minor Concrete Structure, PCC Grinding, LCB, RSC Paving, Roadside Signs, Rumble Strip, Sign Structure, Striping, Survey/Staking, SWPPP Prep/Water Pollution Control Plan Prepare, Temporary Erosion Control, Traffic Control System, Underground, Vegetation Control, Trucking, Water Trucks, Street Sweeping, Class 2 Aggregate Base Material, Hot Mix Asphalt (Type A) Material, Rubberized HMA (Gap Grade) Material.

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

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

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

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an equal opportunity employer.

DESILVA GATES CONSTRUCTION

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

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

CALTRANS ROUTE 101 - CONSTRUCTION ON STATE HIGHWAY IN MONTEREY COUNTY IN SALINAS FROM EAST MARKET STREET UNDERCROSSING TO 0.3 MILE SOUTH OF ESPINOSA ROAD

Contract No. 05-1C8904,
Federal Aid Project No. ACSB1NH-Q101(342)E
Disadvantaged Business Enterprise Goal Assigned is 16%

OWNER STATE OF CALIFORNIA -

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

BID DATE: NOVEMBER 15, 2018 @ 2:00 P.M.

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

AC DIKE, CLEARING AND GRUBBING/DEMOLITION, COLD PLANE, CONCRETE BARRIER, CONSTRUCTION AREA SIGNS, CRASH CUSHION, ELECTRICAL, EROSION CONTROL, FABRIC/GEO-SYNTHETIC PAVEMENT INTERLAYER, FENCING, LANDSCAPING, LEAD COMPLIANCE PLAN, METAL BEAM GUARDRAIL, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, PAVING FABRIC, PCC PAVING, PIPE LINING, ROADSIDE SIGNS, RUMBLE STRIP, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, TRAFFIC CONTROL SYSTEMS, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.

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

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

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

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an equal opportunity employer.

Seven Habits That Destroy Daily Productivity

Continued from page 2

5. Bailing people out. Have you noticed that some people always have an emergency situation? If you bail them out by putting their work first, they'll never learn a lesson. It is not your fault that they allowed the crisis to happen. Stick to your priorities and let the other person deal with the consequences of their delay.

6. Agonizing over decisions. One way to be more decisive is to limit the time you will allot to research. Analysis and data gathering are seductive. Too much time can be lost once you start looking for all the possible facts to make a "perfect" decision.

7. First in, first out. Do not do work as it comes in. It is rare that first in, first out is the best policy. If co-workers turn work into you early, thank

them for being prompt, but don't immediately set aside everything else you're doing to work on it. Stick to your schedule and fit in the other work accordingly. There is enough time to do most of what is on your plate. There may not be enough time to do all of it, and that's why setting priorities is so critical. There is a big difference between working hard and working smart. One gets you fatigue, the other success.

Odette Pollar is a nationally known speaker, author, and consultant. President of the management consulting firm, Smart Ways to Work based in Oakland, CA, her most recent book is Surviving Information Overload. Email to share your comments, questions and suggestions: odette@SmartWaysToWork.com.

Visit us at:
www.smartwaystowork.com
call: 1-800-599-8463.



Business Toolkit

Tips For Growing Your Construction Business

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

By John Lack,

Whether you are new to the construction business or have been in it for a few years, growing and expanding can be a challenge. Sometimes growth can come naturally with opportunities presented before you. Other times it's not as straightforward.

I believe construction companies that grow successfully are often those that are business oriented first and builders second. This doesn't mean that building skills take second place. But it is my personal belief that 90% of all construction company problems, both in the office and the field, can be traced back to poor management.

There are many ways that you can grow your company. You can take on larger projects, increase your project workload, add a new scope of work, hire additional key employees, purchase more equipment, purchase real estate, and/or update technology.

Growth can trigger a chain of events that affects outer parts of the business, forcing those areas to grow as well. For example, taking on more work may force you to hire more employees and purchase additional equipment. It may also affect cash flow, areas of administration, safety, and insurance.

Here are some solid ideas to help you grow your business.

- 1. Hire someone with experience.** For many contractors, stepping into the next phase of growth can seem natural. For example, a landscaper may have many opportunities to build decks or construct concrete patios to go along with landscaping, which could be a great fit. Hiring someone who has strong experience and is seasoned in decks or concrete can make the transition easier and more profitable.
- 2. Protect your cash flow.** When expanding your business, make sure you don't interrupt the business that is bringing in the company's main revenue. If you don't have a line of credit to access capital when you need it, talk with your banker. Or you may need to increase your credit in some cases. I personally believe in not getting overextended at the bank and that you should try to position yourself to be able to finance your own projects. This will save you interest and strengthen the company.
- 3. Delegate. Developing your team and managing people is at the heart of delegating.** This can free you up from tasks that others can do and give you more time to focus on other things. Delegating can build self-esteem within individuals by showing
- 4. Use technology.** What is out there today, in the way of technology to help your business, is truly amazing—management and estimating software, GPS and security equipment, safety programs, tools and equipment, materials for the job site, and much more. Social media and the age of digital marketing can bring visibility to your company like never before. Photos of your projects from start to finish can be part of an impressive portfolio that can be used on your website to introduce your company and service. Attending larger trade shows can be time well spent. There is so much you can learn about your industry—and it is all in one place. Even many seasoned contractors attend to see the latest technology and make connections.
- 5. Evaluate risk.** As you expand your business, evaluate any risk exposure in the office and the field. Having an attorney who understands construction litigation review

you have trust and confidence in them. It can also benefit the entire team's efficiency, workload, communication, and flexibility, which can lead to improved teamwork. Don't be scared to trust others. Delegation can be viewed as a long-term investment that, when implemented successfully, can achieve positive results.

any changes in your business can protect you in ways you may not even be aware of. Do your contracts need to be updated? Do employees have critical company information that may require you to draft a company/employee agreement (non compete)? Will labor or union issues come up? Are there any regulatory or environmental issues?

- 6. Insurance.** When you make changes to your company, always check with your insurance agent to make sure you have the proper coverage in place. Working with an insurance carrier who fully understands your construction business can help ensure your risk is properly evaluated and protected.

Growing your company is linked and motivated by your vision for the company's future. I believe slow and steady growth is always better than fast and unstable growth. It takes time to present yourself professionally, to be competitive, and to improve your chances of winning bids and capitalizing on opportunities. It's experiencing those growing pains that sometimes drives the best results.

This article was written by Acuity Insurance's Construction Specialist, John Lack.

For more construction business tips visit: acuity.com/contractor-focus

How PR Drives SEO Results

Public Relations is the most powerful tool of all for increasing domain authority

It's no secret that when it comes to your website and Google, you'd like to be at the top of the page looking down at your competition. So, how do you get there? Increasingly, its public relations that's driving results.

I want to be number one!

By now, almost everyone has at least heard of Search Engine Optimization (SEO). This is the processes by which you increase your position within a search engine's unpaid results—often called natural, organic or earned results. There are two paths that can push you towards the top of the page: 'Onsite' and 'Offsite' SEO.

Onsite is pretty straight forward. It's what's on your site and hidden within the code. Offsite refers to how many other sites are linking back to you, also called backlinks.

While onsite is relatively easy to fix, offsite is a much more difficult, time consuming process and where public relations is critical for success.

Moving up in the results

When it comes to onsite SEO, an audit can show all the places where your website is com-

ing up short. In many cases, these are small mistakes that add up to large penalties from search engines, like Google, Bing, and Yahoo.

In addition, as part of this modification to increase your attractiveness to those google bots, you'll figure out what key phrases people are searching for and add those to your site. It used to be keywords, but now Google wants to see "key phrases." It is all about 'semantic connections' - don't get me started.

Once these issues are resolved, you will increase your domain authority—hence moving up the search results, but chances are this alone will not catapult to number one.

As far as google is concerned, you may be wearing all the trendy clothes, but you're still NOT the popular kid in school. There is still the offsite issue of no one linking to your website.

PR to the rescue

When it comes to search engine results, links to your website from other sites create authority and credibility. Public relations has the ability to get great content published in quantity, and if your PR firm is forward thinking enough (hopefully they read this article) they add a link within that content back to your website.

Then when it publishes online, Bam! You have your first backlink.

These backlinks add up over time and the more of them that are out there, the more credibility Google gives you – hence, moving higher up the page.

However, not all links are created equal. High-authority websites are exponentially better. A high-authority domain website is simply one that Google already knows and trusts. This would include all your established media websites – the same place your PR articles are appearing. One of these placements could be worth a hundred or even a thousand links from other lower authority sites.

Beware of the black hat

Most companies who specialize in optimizing your search engine results want nothing to do with generating links on high-authority sites. They love it when they get them, because it makes their job of moving you up the page that much easier. However, in almost every case these SEO firms do not have the established relationships with editors to get stories posted on high-authority websites.

So what some SEO firms will do is try to buy links from other sites, build fake webpages

designed only for your backlinks, and other tricks that are referred to as 'black hat' SEO.

If google finds out that you are trying to deceive its algorithm, you run the risk of getting blacklisted - where you won't appear at all within their search results. You may as well not even exist.

Furthermore, those phony PR sites that promise they can "send out your press release and you'll dominate search engines like Yahoo!, Google, and Bing" are not going to work either. Google knows about these sites and they generate no SEO value.

No substitute for PR

So, more and more companies are looking to drive organic SEO results with public relations campaigns designed to generate quality placements on high-authority sites. In doing so, companies get the value of great PR which generates credibility, brand awareness, and increased sales, but can now help you land that top spot on Google.

For more information on PR campaigns that drive SEO results contact Rankin PR: greg@rankinpr.com, www.rankinpr.com, or call 323-490-5791.

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- California UCP

- New Orleans RTA (Louisiana UCP)

- New York UCP

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Digital Tools

■ Continued from page 1

ations that are too dangerous or costly to do in a real environment.

An intensive training program using 3D models and accurate graphics, coupled with a clearer understanding of the site, ensures that your team's skill level is up to the mark and that your project is in good hands.

It's easier for client and contractor to meet eye-to-eye

Like many industries, communication is key in construction. Explaining project specifications to clients can be confusing or daunting if they can't get a grasp of what you're trying to describe.

Virtual reality lets them see the project as it is, which is easier and much better than countless clarifications and difficulty explaining construction jargon.

This decreases the possibility of misinterpreting what the client had in mind, preventing expensive reworks in the future.

Better built structures and streamlined collaboration

Delays in schedule and reworks are likely events if the team members don't have access to essential project data. It's important that they are provided with accurate and up-to-date information to ensure that the project goes along as planned. In other words, nothing beats a team armed with timely information and solid communication.

Minimize the chances of structural defects and reworks with BIM

Business information modeling, or BIM, is more than just 3D design. It also provides valuable information about the project such as spatial dimensions and material planning. This will allow designers or engineers to detect any structural collisions early and acquire the right amount of materials to ensure that the structure is well-built.

Project management apps for constant progress updates and smooth teamwork

Aside from client misunderstandings, lack of team collaboration is another major project killer. According to the Emerging Science Journal, poor communication or "ineffective, unsuccessful, and deficient communication" processes of project information should be avoided. The research goes on to say, "The key aspect to construction project success is effective communication."

Improving team collaboration is where project management apps shine. These software tools include features such as task scheduling, progress reporting via spreadsheet, and issue tracking. Quick exchange of precise and updated project information make for excellent teamwork.

Improved team management with time and location tracking

Keeping an eye out for team members in construction can be tricky. Watching them all the time would mean having to abandon possibly more important responsibilities. Making use of time tracking apps with GPS location capabilities automates the process and yields reliable results.

Keep track of crewmembers' daily work

When you're using manual or paper time cards, there's no way to determine exactly how much a crewmember has worked for the day. But accurate time and location tracking apps allow you to easily record work and progress.

With the information from these apps, you can determine where and when your team is during the workday. Some tools even allow you to pay team members and issue invoices directly within the software to save even more time.

Save time on trying to find lost hours

Discrepancies between the hours a crewmember worked and your company's schedule cause additional wasted time in reviewing where lost hours went. Think of time tracking apps as tech- and team-friendly time clocks for construction workers. With simple, accurate time tracking, you can allocate the time you used to spend on tracking down missing hours to more relevant tasks.

Decision support and higher safety standards with artificial intelligence

There's no limit to the potential for artificial intelligence when it comes to making better business decisions. Its most useful capabilities include proposing project plan suggestions and adding security measures. Artificial intelligence (AI) helps construction teams save time by knowing with certainty instead of guessing or estimating, which prevents additional costs or errors.

Increased support for planning and design

Surveying a proposed construction site can be grueling. Miscalculations made during this stage can delay the schedule and cause reworks. AI can gather information about the site in less time and understand it better. Project heads can make more informed decisions faster with the help of blueprints and 3D maps that AI can provide.

Boost safety for construction workers

According to the Liberty Mutual 2018 Safety Index, "Direct costs of all disabling work-related injuries equal \$58.50 billion, with the top 10 causes comprising 87.9 percent—or \$51.44 billion of the total cost burden." These injuries include falls and excessive physical exertion.

With AI, ensuring that crewmembers are following safety guidelines is easy and automated. AI can easily detect workers who aren't wearing safety equipment and are operating in dangerous areas. It can also spot any potential hazards, such as misplaced power tools and objects that may fall via photo and video analysis. These data are aggregated for project managers to review.

Many construction teams have taken the leap

While the construction industry as a whole hasn't integrated technology to its full potential, the teams that have are greatly benefiting from the unique features digital tools bring. These tools are the solution to the issues that have plagued construction businesses over the years.

By applying some of the tools mentioned here, business owners can look forward to a technology-driven and more efficient construction industry in the future.

SOURCE:

<https://www.constructconnect.com/blog/construction-technology/4-ways-digital-tools-revolutionizing-construction/>

Construction Employment Rises By 30,000 Jobs In October And 330,000 For The Year

Hourly Pay Jumps 3.9 Percent And Industry Unemployment Rate Falls To 3.6 Percent

Construction employment increased by 30,000 jobs in October and by 330,000 jobs over the past year, topping 7.3 million for the first time since April 2008, while the industry's average pay jumped and unemployment decreased to a historic low, according to an analysis of new government data by the Associated General Contractors of America. Despite the steep gains in employment and pay, a recent survey by the association finds contractors continue to struggle to find qualified workers.

"Job gains remain strong and well balanced between residential and nonresidential construction," said Ken Simonson, the association's chief economist. "Contractors are raising pay faster than at any time since the recession to attract workers from other industries as well as new entrants, yet many firms report they continue to have difficulty filling positions."

Construction employment totaled 7,318,000 in October, a gain of 4.7 percent over the past 12 months. Employment in residential construction—comprising residential building and specialty trade contractors—grew by 16,600 jobs for the month and 143,500 jobs over the past 12 months, a 5.3 percent increase. Employment in nonresidential construction—including building, specialty trades, and heavy and civil engineering construction—grew by 13,500 jobs in October and 187,200 jobs during the past year, a 4.4 percent increase, Simonson noted.

Hourly earnings in the industry averaged \$30.21 in October, an increase of 3.9 percent from a year earlier—the steepest one-year rise since June 2009. Average hourly earnings in construction are now 10.7 percent higher than the average for all nonfarm private-sector jobs, which rose 3.1 percent in the past year,

to \$27.30. Meanwhile, the unemployment rate for jobseekers with construction experience in October was 3.6 percent, down from 4.5 percent in October 2017. The number of such workers fell to 352,000 from 418,000 a year earlier. Both figures were the lowest for October since the series began in 2000, the economist pointed out.

In the recent AGC-Autodesk Workforce survey, 76 percent of respondents said their firms plan to increase their headcount of hourly craft workers in the next year. However, 80 percent of the firms said they are having trouble filling hourly positions. For all but one of 20 specific crafts included in the survey, a majority of respondents reported that they were having more trouble hiring craft personnel this year compared to last year. Furthermore, over three-quarters of respondents replied that the local programs for supplying well-trained, skilled craft personnel were poor or only fair.

Association officials urged government leaders to adopt recommendations from the association's Workforce Development Plan, including reforms to immigration policy and increased funding and flexibility for current federal career and technical education programs. They noted that more people would choose high-paying construction careers if they were exposed to them in school and elsewhere.

"Construction workers continue to benefit from positive economic conditions that are leading firms to boost pay and expand opportunities for their workforce," Stephen E. Sandherr, the association's chief executive officer, said. "We need more public officials to understand that the path to a good, middle-class life doesn't always include attending a four-year college and spending a lifetime behind a desk."

SOURCE: AGC of America

Supporting Women's Entrepreneurship is now more important than ever

■ Continued from page 1

neers, the SBA will be here to help them. Access to capital, mentors and networking are some of the things women entrepreneurs need the most, and these continue to be the main barriers.

Through our 68 district offices and network of resource partners, we have the proven tools needed to help bridge the gap for women entrepreneurs as they grow their businesses, reach new markets and realize their full potential. We strive to reach as many entrepreneurs as we can through the Women's Business Centers, the

Small Business Development Centers, SCORE and the Veterans Business Outreach Centers.

We're excited about the achievements made and don't plan to stop now. There is more to be done to build on the foundation that was laid 30 years ago. We will continue to serve women who are starting and growing their own businesses. And they won't have to do it alone – the WBCs and the SBA are on their side!

SOURCE: <https://www.sba.gov>

Fictitious Business Name Statements

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383623-00

Fictitious Business Name(s):
All Ears
 Address
219 Leavenworth Street, San Francisco, CA 94102
 Full Name of Registrant #1
Amelia Lindbergh
 Address of Registrant # 1
6743 Westover Drive, Oakland, CA 94611

This business is conducted by **An Individual**.
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **10/05/2018**

Signed: **Amelia Lindbergh**

This statement was filed with the County Clerk of San Francisco County on **10/17/2018**

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

Filed: **Mariedyne L. Argente**
Deputy County Clerk
10/17/2018

11/8/2018 + 11/15/2018 + 11/22/2018 + 11/29/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383641-00

Fictitious Business Name(s):
Cafe Banc
 Address
83 Duboce Avenue, Unit #B, San Francisco, CA 94103
 Full Name of Registrant #1
Microfin, Inc (CA)
 Address of Registrant # 1
900 E. Hamilton Avenue #100, Campbell, CA 95008

This business is conducted by **A Corporation**.
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **10/18/2018**.

Signed: **Pedro R. Garcia, CEO**

This statement was filed with the County Clerk of San Francisco County on **10/18/2018**

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

Filed: **Sonya Yi**
Deputy County Clerk
10/18/2018

10/25/2018 + 11/1/2018 + 11/8/2018 + 11/15/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383640-00

Fictitious Business Name(s):
Cafe Banc
 Address
5330 Mission Street, San Francisco, CA 94112
 Full Name of Registrant #1
Microfin, Inc (CA)
 Address of Registrant # 1
900 E. Hamilton Avenue #100, Campbell, CA 95008

This business is conducted by **A Corporation**.
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **10/18/2018**.

Signed: **Pedro R. Garcia, CEO**

This statement was filed with the County Clerk of San Francisco County on **10/18/2018**

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

Filed: **Sonya Yi**
Deputy County Clerk
10/18/2018

10/25/2018 + 11/1/2018 + 11/8/2018 + 11/15/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383854-00

Fictitious Business Name(s):
FONFRÈGE
 Address
100 Pine Street, Suite 1250, San Francisco, CA 94111
 Full Name of Registrant #1
Soleilleux Holding LLC (CA)
 Address of Registrant # 1
100 Pine Street, Suite 1250, San Francisco, CA 94111

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: **Brian Valmonte**

This statement was filed with the County Clerk of San Francisco County on **11/2/2018**.

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

Filed: **Giselle Romo**
Deputy County Clerk
11/02/2018

11/8/2018 + 11/15/2018 + 11/22/2018 + 11/29/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383737-00

Fictitious Business Name(s):
Happy Cow Creamery & Tea
 Address
2291 33rd Street, San Francisco, CA 94107
 Full Name of Registrant #1
Katz Foods, LLC (CA)
 Address of Registrant # 1
2291 33rd Street, San Francisco, CA 94107

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

Signed: **Alex Leung**

This statement was filed with the County Clerk of San Francisco County on **10/25/2018**.

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

Filed: **Maribel Jaldon**
Deputy County Clerk
10/25/2018

11/1/2018 + 11/8/2018 + 11/15/2018 + 11/22/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383875-00

Fictitious Business Name(s):
JD Durst Enterprises/Foremast Jack Creations
 Address
989 Chenery Street, San Francisco, CA 94131
 Full Name of Registrant #1
John Durst
 Address of Registrant # 1
989 Chenery Street, San Francisco, CA 94131

This business is conducted by **An Individual**.
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **11/03/2008**

Signed: **J.D. Durst**

This statement was filed with the County Clerk of San Francisco County on **11/06/2018**

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

Filed: **Fallon Lim**
Deputy County Clerk
11/06/2018

11/8/2018 + 11/15/2018 + 11/22/2018 + 11/29/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383579-00

Fictitious Business Name(s):
Multifold
 Address
15 Surrey Street, San Francisco, CA 94131
 Full Name of Registrant #1
Shoppar Inc. (DE)
 Address of Registrant # 1
15 Surrey Street, San Francisco, CA 94131

This business is conducted by **A Corporation**.
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1/1/2018**.

Signed: **Jennifer Chen-Manwell**

This statement was filed with the County Clerk of San Francisco County on **10/15/2018**.

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

Filed: **Fallon Lim**
Deputy County Clerk
10/15/2018

10/18/2018 + 10/25/2018 + 11/1/2018 + 11/8/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383625-00

Fictitious Business Name(s):
OBJ Organic
 Address
462 Chenery Street, San Francisco, CA 94131
 Full Name of Registrant #1
Anthony Juarez
 Address of Registrant # 1
462 Chenery Street, San Francisco, CA 94131
 Full Name of Registrant #2
Jose Barreto
 Address of Registrant # 2
1317 Hillside Blvd., South San Francisco, CA 94080
 Full Name of Registrant #3
Miguel Ochoa
 Address of Registrant # 3
137 Euclid Avenue, San Leandro, CA 94577

This business is conducted by **A General Partnership**.
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **10/17/2018**.

Signed: **Anthony Juarez**

This statement was filed with the County Clerk of San Francisco County on **10/18/2018**

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

Filed: **Maribel Jaldon**
Deputy County Clerk
10/17/2018

10/25/2018 + 11/1/2018 + 11/8/2018 + 11/15/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383612-00

Fictitious Business Name(s):
Paper Rooster
 Address
670 Larkin Street, San Francisco, CA 94109
 Full Name of Registrant #1
Pressed Foods, LLC (CA)
 Address of Registrant # 1
3739 Balboa Street #177, San Francisco, CA 94121

This business is conducted by **A Limited Liability Company**.
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **10/17/2018**.

Signed: **Stanley Yee, Owner**

This statement was filed with the County Clerk of San Francisco County on **10/17/2018**.

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

Filed: **Maribel Jaldon**
Deputy County Clerk
10/17/2018

10/18/2018 + 10/25/2018 + 11/1/2018 + 11/8/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383824-00

Fictitious Business Name(s):
1.) SFRE Solutions
2.) SF Real Estate Solutions
 Address
215 West Portal Avenue, San Francisco, CA 94127
 Full Name of Registrant #1
Intellimove Realty Group, Inc. (CA)
 Address of Registrant # 1
2282 Market Street, San Francisco, CA 94114

This business is conducted by **A Corporation**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **10/15/2011**

Signed: **Christopher Sprague, CEO/President**

This statement was filed with the County Clerk of San Francisco County on **11/1/2018**

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

Filed: **Mariedyne L. Argente**
Deputy County Clerk
11/1/2018

11/8/2018 + 11/15/2018 + 11/22/2018 + 11/29/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0383829-00

Fictitious Business Name(s):
The Love Tribe Company
 Address
230 Jones Street, San Francisco, CA 94102
 Full Name of Registrant #1
The Rich Are Sons, LLC (CA)
 Address of Registrant # 1
230 Jones Street, 3rd Floor, San Francisco, CA 94102

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 **10/31/2018**

Signed: **Wayne Richardson, Manager**

This statement was filed with the County Clerk of San Francisco County on **11/01/2018**

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

Filed: **Maribel Jaldon**
Deputy County Clerk
11/1/2018

11/8/2018 + 11/15/2018 + 11/22/2018 + 11/29/2018

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-08383181-00

Fictitious Business Name(s):
Two Cranes Tattoo
 Address
825 Sacramento Street, San Francisco, CA 94108
 Full Name of Registrant #1
Two Cranes Tattoo LLC (CA)
 Address of Registrant # 1
825 Sacramento Street, San Francisco, CA 94108

This business is conducted by **A Limited Liability Company**.
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **9/21/2018**.

Signed: **Michael Pham**

This statement was filed with the County Clerk of San Francisco County on **9/21/2018**.

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

Filed: **Giselle Romo**
Deputy County Clerk
9/21/2018

10/11/2018 + 10/18/2018 + 10/25/2018 + 11/1/2018

Public Legal Notices



COMMENCEMENT OF THE REQUEST FOR PROPOSALS PROCESS FOR THE TERMINAL 3 BOARDING AREA F CAFÉ LEASE, A SMALL BUSINESS ENTERPRISE SET-ASIDE AT SAN FRANCISCO INTERNATIONAL AIRPORT

The Airport Commission has commenced the Request for Proposals ("RFP") process for the Terminal 3 Boarding Area F Café Lease, a Small Business Enterprise Set-Aside. This Lease is for the operation of a Café style service at San Francisco International Airport. The Proposal Bond Amount for this lease is \$35,000.00.

The term is ten years commencing on the Rent Commencement Date. The Annual Rent shall be the higher of the Minimum Annual Guarantee ("MAG") \$310,000.00 or the sum of the percentage rent as follows: 8% of gross revenues up to \$500,000.00; plus 10% of gross revenues achieved between \$500,000.01 up to and including \$1,000,000.00; plus 12% of gross revenues achieved over \$1,000,000.00.

An Informational Conference will be held on Thursday, November 15, 2018 at 10:00 a.m. at the Aviation Museum at San Francisco International Airport. This is a time when Staff will discuss desired concept, minimum qualification requirements, address any questions relating to the Lease and receive comments from participants. Small, local and disadvantaged businesses are encouraged to participate.

Please see <https://www.flysfo.com/business-at-sfo/current-opportunities> for additional information or call Tomasi Toki, Principal Property Manager, Revenue Development and Management Department, (650) 821-4500 or via email at tomasi.toki@flysfo.com.

CNS-3191950#



COMMENCEMENT OF THE REQUEST FOR PROPOSALS PROCESS FOR THE TERMINAL 3 BOARDING AREA F RETAIL CONCESSION LEASES AT SAN FRANCISCO INTERNATIONAL AIRPORT

The Airport Commission has commenced the Request for Proposals ("RFP") process for the Terminal 3 Boarding Area F Retail Concession Leases ("Leases"). The RFP includes three retail Leases with the following proposed Lease specifications: Lease 1 – Three locations that include a Newsstand, Beauty Specialty Store, and a Gourmet Market; Lease 2 – Sunglasses Specialty Store; Lease 3 – Sports Apparel or Candy Specialty Store.

The Minimum Acceptable Financial offer for the Leases are: Lease 1 – \$1,100,000.00; Lease 2 – \$145,000.00; Lease 3 – \$150,000.00. which will be the successful Proposer's minimum rent for the first year of the Lease. Annual Rent shall be the higher of the Minimum Annual Guarantee or the following percentage rent: For Lease 1: 10% of Gross Revenues achieved up to and including \$500,000.00; plus 12% of Gross Revenues achieved from \$500,000.01 up to and including 1,000,000.00; plus 14% of Gross Revenues achieved over \$1,000,000.00. For Leases 2 and 3: 12% of Gross Revenues achieved up to and including \$500,000.00; plus 14% of Gross Revenues achieved from \$500,000.01 up to and including \$1,000,000.00; plus 16% of Gross Revenues achieved over \$1,000,000.00.

All Leases: Seven years with two (2) one-year options to extend at the Commission's discretion.

An Informational Conference will be held on Thursday, November 15, 2018 at 10:00 a.m. at the Aviation Museum at San Francisco International Airport. This is a time when Staff will discuss desired concepts, minimum qualification requirements, address any questions relating to the Leases and receive comments from participants. Small, local and disadvantaged businesses are encouraged to participate.

Please see <https://www.flysfo.com/business-at-sfo/current-opportunities> for additional information or call Tomasi Toki, Principal Property Manager, Revenue Development and Management Department, (650) 821-4500 or via e-mail at tomasi.toki@flysfo.com.

CNS-3191844#

New Congress Has Unique Opportunity To Work Together To Improve Infrastructure, Develop The Workforce And Reform Immigration

Noting Bipartisan Support for Infrastructure, Construction Official Urges Congress to Make the Issue a Top Priority in Early 2019; Promises Association Will Be Vigilant Against Anti-Growth Measures

The chief executive officer of the Associated General Contractors of America, Stephen E. Sandherr, released the following statement in reaction to the fact Democrats appear to have won control of the U.S. House of Representatives while Republicans will continue to control the U.S. Senate:

"We congratulate all the winners from tonight's election and look forward to having the opportunity to educate newly elected members about the construction industry's many contributions to our broader economic prosperity.

"We are eager to work with the new Congress to ensure its members focus on enacting measures that will further contribute to economic growth. Our top priority will be helping both parties come together to enact the kind of significant new infrastructure measures the President has long promised. This is an issue that leaders in both parties have expressed support for and we expect them to make infrastructure a top priority early in the new year.

"We will also work with the next Congress to double, over the next five years, federal investments in career and technical education. Our economy is producing too many underemployed college graduates and too few people with the skills needed to pursue high-paying construction careers. And we will continue to advocate for comprehensive immigration reform that secures

our nation's borders, addresses the undocumented workers already here and establishes a new guest worker visa program for construction.

"Even as we work to promote common-sense, pro-growth measures, we will also aggressively guard against any measures that threaten to undermine the nation's continued economic growth, including needless new regulatory burdens. Whatever the final lessons to be drawn from tonight's voting, no one should conclude that the American people thirst for more regulatory red tape that will stifle job creation or undermine economic growth."

SOURCE: AGC of America

Small Business Funding: How to Get a Business Loan

Continued from page 3

- **Disaster loans:** In the event of a declared disaster, these funds can be applied to repair or replace damaged machinery and equipment, inventory, real estate, business assets and personal property.

The SBA also offers lines of credit to help meet the short-term needs of businesses with a demonstrated positive cash flow. Some other general types of small business loans include:

- **Professional loans:** Available to lawyers, doctors, dentists and other professionals starting their own practices.
- **Franchise start-up loans:** These loans service those opening up a franchise of a recognized business.
- **Start-up loans:** Specifically designed to get new small businesses up and running.
- **Equipment loans:** These funds are used for the purchase or lease of machinery, computers, copiers, tools and other necessary equipment to run a business. This equipment can then be used as loan collateral.
- **Business diversity loans:** Provide funding to women, minorities, veterans or disabled individuals.
- **Merchant cash advance:** This loan structure allows for borrowing against regularly occurring monthly cash receipts.
- **Commercial real estate loans:** These funds are used to buy business property.

Navigating the loan application process

Planning will help you get through the loan application process with a minimum of stress. Before applying, you will make sure



your business qualifies as a small business under the SBA's criteria, and be prepared to demonstrate good character, decent credit and the ability to pay back your loan. Seek out institutions that are open to lending to small business owners. Often, if you approach banks or credit unions that already are familiar with you as a customer or community member, you'll have a better chance of approval.

If you submit an incomplete loan application, your small business loan may be delayed or denied. Before meeting with a lending officer, ask exactly what documentation is required so your application will be in perfect order. Although individual lenders have their own requirements, here's a general idea of what you'll be expected to provide at your loan interview:

- A detailed business plan explaining what type of business you are in, long- and short-term goals and how you plan to meet them

- Personal information such as bios, education, and licenses held for you and any business partners
- Personal and business financial statements
- Projected business financial statements and cash flow projections for a minimum of one year
- Personal and business credit history for you and any partners
- Guarantees from all business owners

Start-up considerations

Start-up loans are one of the hardest types of small business loans to acquire. If you're starting a new business, you'll improve your approval chances by showing excellent credit, a strong business plan, some personal resources of your own to invest and solid collateral. Smaller banks, credit unions, and community financial institutions may be more likely to take a chance on you than a large national or international bank.

Originally posted on NerdWallet.





DIVERSITY OUTREACH

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

LINK TO OUTREACH ORDER FORM:

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



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Subcontractors, Vendors,
and Suppliers



REACH
Diverse Audiences of Various
Ethnicity, Race, & Gender



ADVERTISE
Sub-Bid Request Ad
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SBE Newspaper boasts a weekly readership of **75,000**
SBE Delivers competent, competitive, and certified subcontractors,
vendors, and suppliers

Contact us at **800-800-8534** or **sbe@sbeinc.com**

California Sub-Bid Request Ads

TAFT ELECTRIC COMPANY
1694 EASTMAN AVENUE, VENTURA, CA 93003
Phone: (805) 642-0121 • Fax: (805) 644-1542
Contact: Arnold Tostado • Email: atostado@taftelectric.com

Invites sub-bids from qualified DVBE businesses for the following project:
Agency: STATE OF CALIFORNIA • DEPARTMENT OF TRANSPORTATION
Install Traffic Signal, Metal Guardrail System, Signs & Striping
Contract # 07-4T8604 / 07-Ven-118-12.6/13.7
Location: Ventura County Near Somis and Moorpark at Various Locations
BID DATE: November 28, 2018

Trades Seeking: Lead Compliance Plan, Construction Area Signs, Traffic Control, Guardrails, Portable Changeable Message Signs, Job Site Management, Water Pollution Control Program, Temporary Concrete Washout, Striping Markings & Signage, Roadway Excavation, Vegetation Control (Minor Concrete)

We are an Equal Opportunity Employer and intend to seriously negotiate with qualified Disabled Veteran Business Enterprise subcontractors and suppliers for project participation. Payment and performance bonds may be required. Please contact us at the above listed number for further information regarding bidding on this project. To the best of our abilities we will help with bonds/insurance/credit. Plans are available for viewing at our office.

We Are An Equal Opportunity Employer

REQUESTING DVBE COMPANIES
FOR THE FOLLOWING PROJECT:

PROJECT:
NEWCASTLE ELEMENTARY CHARTER SCHOOL
– PHASE 3 EXTERIOR IMPROVEMENTS
OWNER:
NEWCASTLE ELEMENTARY SCHOOL DISTRICT
LOCATION:
8951 VALLEY VIEW DR & 645 KENTUCKY
GREENS WAY, NEWCASTLE, CA 95658
BID DATE: NOVEMBER 20, 2018 @ 2:00 p.m.

Bids should be sent to:
estimating@carterkelly.com
and faxed to 530-621-2344

CARTER-KELLY, INC.
P.O. BOX 1477
PLACERVILLE, CA 95667
PHONE: 530-621-0950
FAX: 530-621-2344
CONTACT: JIM CARTER

Carter-Kelly, Inc. is proud to be an EEO and requests quotations from Disabled Veterans, Small Business, Minority and Woman Owned businesses.

Any questions please call
Robyn Kelly 530-621-0950 or
email: robynk@carterkelly.com

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PARSONS

Parsons, as a Prime Contractor, is seeking subcontractor and supplier quotes from qualified Disadvantaged Business Enterprise (DBE) firms, including certified SBE, MBE, WBE, SBE, SBRA, LSAF and HUB companies, for the following project:

Project Name:
**WT-11-01 North Pleasant Valley
Groundwater Desalter**

Project Owner:
City of Camarillo, Public Works Department
Bid Date: **November 28, 2018 @ 2:00 pm**

Project Location:
2700 N. Lewis Road, Camarillo, CA 93012
FOR ACCESS TO PROJECT BIDDING
INFORMATION, PLEASE SEND AN EMAIL TO
ESTIMATING@PARSONS.COM
WITH YOUR COMPANY CONTACT
INFORMATION

Scopes of work, services and equipment requested include, but are not limited to:

Aggregates, Asphalt Paving, CIP Concrete, Concrete Pumping, Clay Tile Roofing, Controls System Integration, Conveying Systems, Cranes, Dewatering, Doors & Windows, Earthwork, Electrical, Electronic Safety & Control, Erosion Control, Ext. Improvements, Fire Suppression, Fences & Gates, Finishes, FRP Tanks, Geotextiles, HVAC, Insulation, Joint Sealants, Landscaping Masonry, Mechanical, Membrane Roofing, Metals, Metal Decking Metal Bldg. Specialties, Painting & Coatings, Piping, Plumbing, Precast Concrete, Ready Mix Supply, Rebar, Roofing, Insulation, Sheet Metal, Thermal & Moisture Protection, Utilities, Valves, Water/ WW Equipment, Waterproofing, Woods, Plastics & Composites

For questions or assistance with project plans and specifications, bonding, insurance, and lines of credit, please contact Victoria Shirley at estimating@parsons.com

Please send quotes and required forms in advance of the bid or by
November 28, 2018 @ 2pm
to estimating@parsons.com or
fax to (626) 440-2110.

DBE Subs and Suppliers are strongly encouraged to participate and partner with other DBE firms.

Parsons
100 W. Walnut Street, Pasadena, CA 91124
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