

SMALL BUSINESS EXCHANGE

Voice of Small, Emerging Diversity Owned Businesses Since 1984

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November 27, 2013



Celebrating National Entrepreneurship Month

by Javier Saade

The U.S. Small Business Administration is excited to work with the White House Office of Science and Technology Policy (OSTP) to support and celebrate National Entrepreneurship Month.

Entrepreneurs and small business owners are the backbone of our economy and the foundation of our middle class. They are what make our country great and what drive economic growth. Look at the numbers: small businesses create two out of three net new private sector jobs, and small businesses employ 96% of all Americans. And some of the most innovative businesses started as small businesses.

At SBA and OSTP, we're focused on the intersection of private enterprise finance, capital investment, technology-driven innovation, and high-growth small businesses. Day in and day out, we support entrepreneurs and work to foster an environment of innovation.

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SBA Encourages Americans to Support their Local Communities by Shopping Small on Small Business Saturday November 30

The U.S. Small Business Administration (SBA) is encouraging Americans across the country to shop small this November 30 as part of Small Business Saturday, a day that is dedicated to supporting the small businesses that anchor our local communities and strengthen our economy.

"From the Main Street shops to the high-tech startups, small businesses are the backbone of our economy and the cornerstones of a diverse and thriving marketplace," said Acting SBA Administrator Jeanne A. Hulit. "By shopping small and supporting local business, we all have a role to play in giving millions of families the opportunity to achieve the American dream."

America's 28 million small businesses create two out of every three net new private sector jobs and are the backbone of our economy, with half of working Americans either owning or working for a small business. Small Business Saturday is a nation-wide initiative that brings Americans together to support small businesses, with the money you spend going right back into your local economy.

Started in 2010, Small Business Saturday has boosted holiday sales for Main Street businesses around the country. Last year, nearly 70 million people shopped small in their communities for an estimated \$5.5 billion in sales to independently-owned small businesses. This year, we can do even more.

Small Business Saturday falls on November 30 and there are a number of ways people can get involved. For more information on how to support Small Business Saturday in your area, or to get great Small Business Saturday marketing tips and resources, check out www.sba.gov/saturday or visit www.smallbusinesssaturday.com.

5 Ways to Market Your Business for the Holiday Season

The holiday season is quickly approaching, and the time is now to make sure you get the most of your marketing efforts to help secure sales success in the coming months. Here are a few budget-friendly ideas to help get you started.

Social Media Contests

If your small business has a social media presence, contests on Facebook and Twitter are often a popular way highlight your brand and engage with customers, reminding them that your product or service is available – and a potentially great gift idea. With a few rules, a clever hashtag and incentive such as a prize or discount on your offerings, you can drum up excitement about – and draw people in to – your business.

Extra Appeal for Your Loyal Customers

Take this time to make your loyal customers feel extra special – it may come back to you by way of additional business and referrals. Without breaking the bank, you can provide special offers, sneak previews, free shipping or secret sales.

Special Events or Open Houses

Make your small business stand out by hosting an open house or special event at your store or restaurant. Use it to showcase holiday season gifts, menus and merchandise so customers can get a glimpse of your seasonal goods in advance. Pair the browsing with light refreshments – a mug of hot cocoa or a glass of cider – to get people in the holiday spirit. On their way out, give a special offer or coupon that invites customers back to make their purchases at a discount.

Holiday Help

This is a great idea from Illana Bercovitz at Small Business Trends: use social media to offer helpful tips during a stressful holiday season. Consider your industry, product or service and related advice you could offer to make customers' lives easier. "Everyone appreciates useful advice and your customers will thank you for pushing content that makes their holidays slightly less stressful," Bercovitz says. Use an original hashtag to maintain brand awareness across platforms such as Twitter and Facebook.

Email

Although it's often considered overused, email remains inexpensive and easy to implement when it comes to maintaining contact with existing customers. That's a key to remember – to be effective, email marketing

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Community Outreach

Greening the Hood: Is Clean Energy Reaching Poor Communities?

By **Eric K. Arnold,**
Oakland Local/New America

Ed's note: Consistently ranked among the "Greenest Cities in America," Oakland is known for its commitment to sustainability, its green businesses, and numerous environmental and community organizations. But how far has the green revolution extended to low-income residents, who live in the city's pollution hotspots? In part one of this two-part series, Oakland Local reporter Eric K. Arnold examines the benefits of energy efficiency and renewable energy for low-income residents, as well as the challenges to more widespread adoption.

For Adama Mosley, a resident of the West Oakland neighborhood known as "Ghosttown," having solar panels installed on her home was "a dream come true." Mosley had long been concerned about pollution from freeways and nearby brown-fields (contaminated former industrial sites), contributing to the area's high levels of asthma.

"I wanted to ... do something to help clean up the neighborhood," she said.

She also wanted to save money. A grandmother who is raising three adolescent grandchildren, Mosley's electric bill consumed a disproportionate amount of her monthly income—as much as a quarter, she says. Paying the bill each month took a sizeable bite out of her fixed income. Mosley says she had a solar installer look at her property a while back, but was put off by the high costs.

For a typical household, a complete solar system runs between \$15,000—\$20,000, not including roof repairs, which can add another \$10,000 to the cost. In Mosley's neighborhood, the annual household median income is under \$26,000, making solar all but impossible for most residents.

Solar seemed out of reach for Mosley until one day four years ago, when she was contacted by Jahahara Alkebulan-Ma'at, the Bay Area outreach coordinator for Grid Alternatives, a national nonprofit that does solar installations for low-income households.

Alkebulan-Ma'at says he often goes door-to-door in neighborhoods like Oakland's Ghosttown, visiting residents to see if they qualify for Grid's services. When he told Mosley she might be eligible for no-cost solar installation, she said she felt elated.

"I couldn't believe that someone was actually doing something," she recalled.

Unlike some of her neighbors, Mosley owned her own home, wasn't facing foreclosure, and had a roof in good condition.

"Solar by itself won't do it all," Alkebulan-Ma'at explained. "We're not gonna put solar on a bad roof," he said, noting that roof repairs are often needed in low-income communities.

Mosley diligently filled out the extensive paperwork required to become a Grid client, and qualified for 100% financing, which the nonprofit cobbled together through a state rebate and a grant from a neighborhood group, the West Oakland Project Area Committee (WOPAC).

The power generated from her solar panels practically wiped out her monthly electricity bill — which dropped from about \$350/month to \$5/month. The cost savings help, but she adds, the big payoff for her was being able to reduce her carbon footprint and break "a circle of pollution."

Mosley's investment in solar panels reduces her electricity costs and comes from a source that doesn't make the air in her neighborhood — which already has pollution problems — worse.

Clean energy can reduce pollution

In nearby East Oakland, the Hegenberger Corridor is a major transportation route -- including diesel trucks -- with over 218,000 vehicle trips a day. Combined with the area's many industrial sites, residents here are burdened with high levels of pollution, contributing to soaring asthma rates that are as much as 200 percent higher than that for Alameda County.

The state EPA has placed East and West Oakland in the top 10 percent of the most polluted neighborhoods in the state, according to its Enviro-Screen tool. Residents in these communities, who are mostly black, Latino, and low-income, have fewer resources to deal with the pollution and, studies show, poor people pay a disproportionate amount of their income for utilities.

Reducing energy use through increased efficiency and getting more energy from cleaner, renewable sources does much to reduce pollution; it also can bring potential energy savings. Despite the benefits, minority and low-income residents face barriers in pursuing green energy options.



Above photo: Grid Alternatives installed solar panels on Oakland resident Adama Mosley's house after she qualified for 100% financing.

"Solar is not really affordable for folks that live in low-income communities," explained Nehanda Imara, the East Oakland coordinator for Communities For a Better Environment www.cbcal.org/, a non-profit environmental organization. "In deep East Oakland, I've seen one, maybe two houses with solar in the flatlands," Imara said. In contrast to more affluent areas of Oakland or nearby Berkeley, rooftop solar installations are uncommon among East and West Oakland flatland residents. This isn't surprising, considering that the median income in one heavily polluted corridor in the Hegenberger area is under \$33,000 annually.

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• **COUNTY OF LOS ANGELES**
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• **BAY AREA CONTRACT COMPLIANCE**
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MEMBERSHIPS



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SBE is a certified DBE - CA UCP Firm #5988



SUB-BID REQUEST ADS

We are requesting bid quotations from all DVBE, SBE, CBE, WBE, & MBE Subcontractors and Suppliers for the following:

**Project: Monroe Community Wellness Center
9119 Haskell Avenue, North Hills, CA 91343**

Design-Build, New 1-Story building. Wood frame structure. Approximately 13,600 SF.

- CCIP Insurance for General Liability
- Prevailing Wage

This Invitation To Bid is for the following scopes of work:

- FIRE SPRINKLERS
- BUILDING SIGNAGE

Bid Due Date: Monday 12/16/2013 at 2:00pm

Pankow

Contact: **Jim Brain** (626) 304-1190

jbrain@pankow.com

199 S. Los Robles, Suite 300 • Pasadena, CA. 91101

Shimmick Construction Company, Inc.
DBE Subcontractor/Supplier Bids Requested For:

**San Francisco Bay Area Rapid Transit District
Power Transformer Replacement and Installation for SBS & SPS Auxiliary Substations
Contract No. 15E1-170**

Bid Date: January 7, 2014 until 2:00PM

Fax all quotes to 510-777-5099

Requesting certified DBE Subcontractor and Supplier Quotes on Electrical.

Contract Documents may be purchased from the District Secretary's Office, San Francisco Bay Area Rapid Transit District, in person on the 23rd Floor at 300 Lakeside Drive, Oakland, CA 94612 or by mail at P.O. Box 12688, Oakland, CA 94604-2688 or are available for viewing by appointment only at Shimmick Construction's Office: 8201 Edgewater Drive, Suite 202, Oakland, CA 94621.

Subcontractors and Suppliers interested in this project may contact Clay Cochran by phone at (510) 777-5078.

100% Performance and Payment bonds with a surety company subject to approval of Shimmick Construction Company, Inc. are required of subcontractors for this project. Shimmick Construction will pay bond premium up to 1.5%. Subcontractors will be required to abide by terms and conditions of the AGC Master Labor Agreements and to execute an agreement utilizing the latest SCCI Long Form Standard Subcontract incorporating prime contract terms and conditions, including payment provisions. Shimmick Construction's listing of a Subcontractor is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with the Subcontractor's price quote. Shimmick Construction requires that Subcontractors and Suppliers price quotes be provided at a reasonable time prior to the bid deadline to enable a complete evaluation. For assistance with **bonding, insurance or lines of credit contact Scott Fairgrieve at (510) 777-5000.**

Shimmick Construction Company Inc.

8201 Edgewater Drive, Suite 202 • Oakland, CA 94621 • Phone (510) 777-5000 • Fax (510) 777-5099

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REQUESTING SUB-BIDS

From All Qualified Small and Very Small Business (SEB/VSB/E) Subcontractors/Sub-consultants/Suppliers/Vendors registered with the Port's online vendor database at www.polb.com/sbe and/or the State of California Department of General Services (DGS) for:

**Demolition of NRG Intake Forebay Structure in Back Channel
Specification No. HD-S2426A
Owner: City of Long Beach
Port of Long Beach**

Reyes Construction is requesting bids for: (Subcontractors) Demolition (removal disposal), concrete structure demolition, fencing demolition, disposal, Dredging, Geotechnical monitoring, fencing, waste management, surveying, and temporary facilities.

BID DATE: December 17, 2013 @ 10AM

Reyes Construction, Inc.

State License Number 507561

1383 South Signal Drive, Pomona, CA 91766

Phone: 909-622-2259 • Fax: 909-622-3053

Contact: Estimating Mon-Fri 8am-5pm

Assistance will be available for obtaining Bonds, Lines of Credit, and/or Insurance, necessary equipment, supplies, materials or related assistance services.

Plans and Specifications can be viewed online at no additional cost at

1.) <http://www.bidmail.com/Sublogin.aspx> (To request an invite please email estimating@reyesconstruction.com)

2.) Contract Documents available at 4th floor, Harbor Department Administration Building,
925 Harbor Plaza, Long Beach, CA 90802

3.) Via email, please send email request for invitation to bid to estimating@reyesconstruction.com

Please fax quotes to: 909.622.3053

CALTRANS #04-3A8704

**Retrofit Bridge, Replace Bridge,
And Construct Emergency Access Lane. In Contra Costa County and Near Martinez From
Arthur Road Undercrossing To 0.5 Mile North Of Mococo Overhead**

Brosamer & Wall, Inc. is requesting quotes from all qualified Subcontractors and Suppliers including certified DBE firms for the following items of work, including but not limited to:

Asphalt AC Dike, Bridge Removal, Cellular Concrete, CIDH Concrete Piling, Clearing/Grubbing, Concrete Supplies, Construction Area Signs, Corrugated Steel Panel, Dewatering, Drill and Bond Dowels, Earthwork Grading and Paving, Earthwork, Electrical Signal and Lighting, Geo-synthetic Materials Supply, Health and Safety Plan, Hot Mix Asphalt, Lead Compliance Plan, Lumber Structures, Metal Fabrication, Misc. Metal, Non-Storm Water Discharge Control, Painting (Steel), Permanent Concrete Barrier, Piling, Portable Concrete Barrier (K-Rail), Railings & Barriers, Reinforcing Steel (Rebar), Roadway Signs, Sawcutting, Street Sweeping, SWPPP, Temp and Permanent Erosion Control, Temp Chain Link Fence, Temporary Timber Matting, Temporary Traffic Control, Temp Crash Cushion Module, Traffic Stripe & Pavement Markings, Trucking, Vegetation Control, Water Pollution Control, Water Pump Bypass Systems.

Brosamer & Wall, Inc. will work with interested subcontractors to identify opportunities to break down items into economically feasible packages.

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 insurance, bonding, equipment, materials and/or supplies please call Robert Rosas at 925-932-7900. Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 110, Walnut Creek, Ca. 94596. Brosamer & Wall, intends to work cooperatively with all qualified firms seeking work on this project. We are an equal opportunity employer and will work with any interested subcontractor to identify opportunities to break items into economically feasible packages

Brosamer & Wall, Inc.

1777 Oakland Blvd Suite 110 • Walnut Creek, CA 94596

Phone: 925-932-7900 • Fax: 925-932-0500

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Arntz Builders, Inc.

19 Pamaron Way • Novato, CA 94949 • 415-382-1188 • Fax: 415-883-7529

Contact: Kathy Rowen or Adrienne Lewis • bid@arntzbuilders.com

**REQUESTS QUOTATIONS FROM CERTIFIED* LBE/SLBE/MBE/WBE
SUBCONTRACTORS & SUPPLIERS FOR THE FOLLOWING PROJECT:**

**SAN LOREZNO LIBRARY EXPANSION
ALAMEDA COUNTY GENERAL SERVICES AGENCY
SAN LORENZO, CA**

BID DATE: DECEMBER 9, 2013 2:00 PM

ESTIMATE: \$6,000,000

Trade items include but not limited to: Selective structure demolition, site demolition, grading and paving, underground, concrete, rebar, shotcrete, landscaping, chain link fencing, electrical, structural steel, metal deck, rough and finish carpentry, architectural woodwork, aluminum storefront, curtain walls, sliding entrance doors, aluminum windows and glazing, plastic glazing, metal framed skylights, doors, frames, hardware, painting, metal framing and drywall, building insulation, exterior insulation and finish system, plaster, acoustical ceilings and wall panels, wood grille ceilings, roof deck ceiling system, resilient flooring and carpet, ceramic tile, fire sprinklers, plumbing, HVAC, flashing and sheet metal, TPO roofing, composite wall panels, metal rainscreen panels, plastic sheet air barrier, access flooring.

Bonding, Insurance, Technical Assistance available. Plans available in GC's Plan room. Successful subcontractors will be required to sign Arntz Builders inc standard subcontract agreement which includes the right for Arntz Builders inc to require subcontractors to provide a 100% faithful performance and payment bonds of the subcontract price from a treasury listed surety company acceptable to Arntz Builders. Bond premium to be included in bid as a separate item. Subcontractors will be required to provide a waiver of subrogation endorsement to their workers compensation insurance.

* S/LBE Acceptable certifying agencies: Alameda County Transportation Improvement Authority (ACTIA), California Department of General Services (DGS), Port of Oakland, San Francisco Redevelopment Agency, and when the State SBE definition is met, Alameda County (SLEB certification)

MBE/WBE Acceptable certifying agencies: Bay Area Rapid Transit District (BART), Northern California Minority Supplier Development Council (NCMSDC), San Francisco Redevelopment Agency, Womens' Business Enterprise National Council (WBENC)

This project has a Project Stabilization Agreement (PSA), all contractors and suppliers will need to be union signatory or agree to sign a one project agreement

WE ARE SIGNATORY TO THE CARPENTER'S AND LABORER'S COLLECTIVE BARGAINING AGREEMENTS

AN EQUAL OPPORTUNITY EMPLOYER

Advertise with the Small Business Exchange

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

www.sbeinc.com

SUB-BID REQUEST ADS



**Santa Clara Valley
Transportation Authority
Design-Build Contract DB1102F
Silicon Valley Berryessa Extension Project C700**

Procurement opportunities through Skanska-Shimmick-Herzog will be diverse and ongoing.

Please visit: www.sshjv-c700.com

frequently to see procurement opportunities and project contacts in the Bid Packages folder. Plans, specs, drawings, etc. can be found on the procurement web site.

EEO



**I-805 North Improvement
Design Build Project
Caltrans Contract No: 11-2T2004**

Current and ongoing procurement opportunities for the I-805 North project are available through the project procurement website: www.usa.skanska.com/I805North

Bid Packages available are: CIDH, Electrical, Soil Nail and Driven Pile.

Bid packages will be posted to the site on a continual basis. Plans, Specs and additional information are also available on the site. If you need assistance, please contact Dave Sharpnack at 951-295-3140. UDBE and Non-UDBE subs are encourage to participate.

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Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers
**For Construction of Monterey Avenue at I-10 Ramp Modifications Project
City of Palm Desert - Project No. 669-02
Federal Aid Project No.: SLCM21LN-5414(013)
DBE Goal: 1.24%
Bid Date: December 10, 2013 – 2:00 PM**

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project.

Plans and Specifications are available for view at our main office in Riverside or may be ordered from the Public Works Department, 75-510 Fred Waring Drive, Palm Desert, CA 92260 at a cost of \$220.

Quotes requested from Contractors, Suppliers and Service Providers include, but are not limited to: Traffic control, dust control, resident engineers office, water pollution control maintenance, storm water sampling, lead compliance plan, construction area signs, traffic control system, flashing arrow signs, striping, landscaping, barricades type 11 & III, channelizer(surface mounted), portable changeable message signs, temporary railing Type K, temporary crash cushion module, temporary traffic screen, storm water pollution prevention plan, storm water annual report, temporary hydraulic mulch (bonded fiber matrix), temporary cover, temporary drainage inlet protection, temporary fiber roll, temporary gravel bag berm temporary, construction entrance, street sweeping, temporary concrete washout, treated wood waste, biologist, abandon culvert, abandon inlet, removal of fence, remove metal beam, guard rail remove flared end, remove roadside sign, remove sign structure, remove asphalt concrete dike, remove over side drain, pipe removal, inlet removal, RSP and slope paving removal, remove concrete paving, relocate roadside sign, remove concrete sidewalk, remove concrete curb and gutter, remove sound wall, sand backfill, removal of bridge portion, clearing and grubbing, roadway excavation, structure excavation, structure backfill, roadside clearing, rock blanket, irrigation, class 2 aggregate base, lean concrete base, hot mix asphalt (Type C and A), rubberized hot mix asphalt (gap graded), hot mix asphalt dike, liquid asphalt (prime coat), tack coat, jointed plain concrete pavement, shoulder rumble strip (concrete ground-in), seal pavement joint, seal isolation joint, ground anchor (sub-horizontal), cast-in-drilled-hole concrete piling, furnish piling, drive pile (class 90), cast in drilled hole concrete pile (sign foundation), structural concrete sound wall, minor concrete (minor structure) anchor block, architectural treatment, fractured rib texture, sound wall (masonry block) bar reinforcing steel (retaining wall), structural shotcrete, furnish sign structure (truss), laminated panel sign, single sheet aluminum sign, road sign one post, culvert pipe, pipe down drain, drainage inlet marker, alternate flared end section, rock slope protection, slope paving, driveway, miscellaneous iron and steel, chain link fence, delineator, metal beam guard railing, cable railing, concrete barrier, pavement marker, signal and lighting, ramp metering system.

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

Subcontracting Requirements: Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. and general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., and a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract by an admitted surety and subject to approval by Skanska. Skanska will pay bond premium up to 1%. Quotations must be valid for the same duration as specified by the Owner for contract award. Conditions or exceptions in Subcontractor's quote are expressly rejected unless accepted in writing. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, Carpenters Unions and Teamsters. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contract. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

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Skanska Estimating Dept:

1995 Agua Mansa Rd, Riverside, CA 92509 – Ph: (951) 684-5360 • Fax: (951) 788-2449

Email: tom.mehas@skanska.com

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CM/GC 1 Project Subcontracting Opportunities



Mid-Coast Transit Constructors
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BUSINESS INFORMATION FORUM

Monday, December 9, 2013 12 - 1:30 PM

Town And Country

500 Hotel Circle North, San Diego, California 92108

Register at: <http://midcoastoutreach.eventbrite.com>



ABOUT THE PROJECT:

The scope of work consists of providing CM/GC services for three projects (Mid-Coast Corridor Light Rail Transit, San Diego River Double Track, and the Elvira to Morena Double Track) projects. The first phase of the projects is called "Preconstruction Services" which is anticipated to begin Spring 2014 and run through Summer 2015.

FOR MORE INFORMATION:

EMAIL:
Info.midcoast@stacywitbeck.com

POTENTIAL PRECONSTRUCTION SUBCONTRACTING OPPORTUNITIES:

We are looking for qualified DBE and UDBE firms to support the preconstruction tasks as noted in RFP Attachment 1, Section 1.0 Scope of Preconstruction Services.

Opportunities exist for both pre-construction and construction. Upon award of the contract, MCTC will develop work packages and conduct outreach events for subcontracting opportunities during construction.

SUB-BID REQUEST ADS

We are looking for licensed subcontractors, registered & certified DVBs interested in submitting qualifications and proposals for trades listed below.

Classroom Building

Final Cleaning; Reinforcing Steel; Structural Steel Erection (F.O.B. steel by others); Misc Metals and Stairs (furnish & install); Metal Decking; Cabinetry; Sheet Metal; Deck Coatings and Joint Sealants; Roofing; Door Assemblies; Glass & Glazing; Metal Framing & Drywall, Lath & Plaster, Insulation; Ceramic Tile; Acoustical Ceilings; VCT Flooring; Walk-Off Mats; Painting; Toilet Partitions & Accessories; Fire Extinguishers; Signage; Marker Boards; Tackable Wall Panels; Projection Screens; Window Coverings; Elevators; Fire Sprinklers (per design drawings); HVAC; Plumbing; Electrical.

Sitework

Temporary Facilities; Site clearing and demolition; Site surveying and staking; Soil stabilization (Ground Densification Columns); Excavation & grading; Wet utilities (including storm drainage, sewer, domestic water, fire service water); Landscaping & irrigation; Steel reinforcement; Site Concrete; Asphalt paving, Signage and Striping; Playground surfacing; Playground equipment; Chain link Gates & fencing; Misc Metals (Metal Panel Fence and Handrail); Site Plumbing, Site Natural Gas Piping and Systems, Site Electrical, Low voltage Systems; Fire Alarm.

Alternative School at 980 Myrtle Street

New two story 12 classroom building and associated sitework

Approximate Construction Budget: \$9 Million

Location: 980 Myrtle Street, East Palo Alto, CA 94303

Respond with letter of interest via email by: December 13, 2013

Charles Pankow Builders, Ltd.

License 688972

Contact person: Ben Norwood • Phone: 510-379-1682 • Email: Bnorwood@pankow.com

11/27/13

CNS-2562382#

SMALL BUSINESS EXCHANGE

Sub Bids Requested From Qualified MBE, WBE, DBE, UDBE Subcontractors & Suppliers for

Rio Linda/Elverta Community Water District - L Street Reservoir & Pump Station

Location: Rio Linda, CA

Bid Date: December 9, 2013 @ 11:00 AM

McGuire and Hester is seeking qualified subcontractors in the following trades: surveying; clearing/grubbing; demolition; tree removal; minor concrete; pre-stressed concrete tank with cast-in-place reinforced concrete floor; acrylic water repellants; CMU wall bldg.; rebar; bldg. insulation; roof trusses; concrete tile roof; flashing & sheet metal; pre-formed joint filters; sealants; steel door & frames; FRP doors & frames; finished hardware; tubular skylights; architectural painting; protective coatings; fire extinguishers; vertical hollow shaft electric motors; HVAC; electrical; PLC & SCADA systems; natural gas generators; security iron fence & gates; irrigation & landscape; storm drain pipe & drain inlet suppliers; water pipe, fittings, valves & meter suppliers; vertical turbine pumps; and chemical feed equipment.

We will pay up to and including one and one-half percent (1-1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans & specs.

McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603 • Phone: (510) 632-7676 • Fax: (510) 562-5209

Contact: Robert Herrera

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Celebrating National Entrepreneurship Month

■ Continued from page 1

Leveraging the talent of our nation's entrepreneurs, combining that with the right conditions for innovation—what you get is thriving businesses and a growing economy.

At SBA's Office of Investment and Innovation, we are focused on programs that provide the small business, high-growth community access to financial capital and intellectual property. We deliver financial capital access via our Small Business Investment Company (SBIC) program, a \$3 billion a year growth capital program which operates at a zero subsidy cost to the American taxpayer. For small business access to intellectual property and federal research dollars, our Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) programs set-aside about \$2.5 billion yearly for small businesses. These three programs, coupled with our Impact Investment and Early Stage Innovation initiatives, are underpinned by public-private partnerships that have worked and delivered on their mission over decades.

The core of these programs encourages small businesses to engage in research—which can often be a challenge as they are time-intensive and often

costly. But the potential payoff for the business and our country is significant. Commercialization of these technologies can result in everything from the development of advanced materials to genetic-based therapies to new forms of energy.

Our office's Innovation Initiatives, in line with the White House Startup America initiative, reflect our mission to partner with small businesses and entrepreneurs. Our Accelerator Program focuses on fostering ecosystems where high-potential entrepreneurs and fast-growing start-ups can thrive. We provide mentoring, access to capital, and a working-environment where our next generation of business leaders can collaborate and exchange ideas. This is the kind of magnification we are looking for.

At the SBA's Office of Investment and Innovation, in conjunction with the White House Office of Science and Technology Policy, we take this mission seriously, and work every day on behalf of small businesses as they grow and thrive.

Source: U.S Small Business Administration

SMALL BUSINESS EXCHANGE

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The Role of Social Enterprise in Job Creation

By Carla I. Javits,
President of REDF

Just before the economic melt-down of 2007, I was hard-pressed to find news, websites or blogs like this one focused on jobs. I was acutely aware of how little attention the topic received because REDF's work has for years been all about jobs and job creation as a way out of unemployment and poverty.

Fast forward to 2013—jobs are on everyone's mind and in the news now that 12 million people are unemployed.

This "Big Jobs" website, a center of innovative thinking and sparkling ideas, is especially unique because it focuses on jobs for low-income people—how to close the 'skills gap', create new jobs that improve the environment and develop infrastructure, and balance the roles of government and the private sector as job-creating engines.

Unfortunately, a significant group of Americans are virtually untouched by many of these important efforts; people who have been disconnected from the work force long-term because of discrimination or inadequate preparation for employment and other structural barriers due to histories of incarceration, homelessness, mental health, drug or alcohol problems and other challenges. They want to get the new jobs in the green economy and develop new skills, but are often unable to get onto the first rung of these efforts. This is in part because government and foundations believe it costs too much to help these individuals go to work as compared to the more recently unemployed or those with fewer challenges; even though in the long run society saves and benefits through reduced incarceration and homelessness, increased workforce participation and tax payments, improved health and other less tangible improvements to peoples' lives.

This is where social enterprises play a powerful role through a business model that reduces the costs of job preparation and training for these individuals, while creating jobs that are suitable for those who have had a hard time getting or keeping a job. These jobs serve as a springboard to mainstream employment for many. The enterprises sell goods or services (recycling, food production, etc.) to generate income that covers most business costs such as wages and benefits, while subsidies complement on-the-job training with supports that assist employees to retain jobs and advance.

As Harry Holzer notes in his blog, while education and targeted training is critical for millions of unemployed people to become better able to meet employer needs, there is also a significant need for "apprenticeships and other forms of "earning while learning" to strengthen their skills and their connections to employers." That's the gap social enterprise fills.

While social enterprises now employ perhaps as many as 150,000 people, we can and will triple that number and tighten the connections between these jobs, education and employers in order to open the floodgates of opportunity to people who want to, and are capable of working, but now face an inhospitable job market and a workforce development system preoccupied with people who have more recently been employed. These enterprises can be part of, and perhaps even a leading force in rejuvenating and sustaining our nation's focus on jobs and job creation as a central objective at the nexus of our economy and our social objectives.

Author of "A Market Solution to Job Creation and Opportunity: Social Enterprise," a report of the Big Ideas for Jobs Project

Website: <http://www.bigideasforjobs.org>

Source: Big Ideas for Jobs

How Entrepreneurship Education Can Reverse Youth Unemployment Crisis

By Amy Rosen, president & CEO of the Network for Teaching Entrepreneurship

Youth joblessness spiked when the financial crisis hit and has remained dramatically high in its aftermath. Today, global youth unemployment is a staggering 75 million, according to the International Labor Organization Youth, with no signs of a quick fix.

With long-term unemployment looming, our youth are facing long-term consequences.



Young people are more likely to be unemployed or to have lower incomes even decades into the future. So it's vital that governments, educational institutions, corporations and the nonprofit sector work closely together to reduce this epidemic and to help young people create meaningful or realistic alternatives – such as entrepreneurial endeavors that shift job seekers into job creators.

A recent Gallup Student Poll surveyed 500,000 middle and high school students and found that the longer students stay in school, the less engaged they become. This finding indicates that there is an epic national failure within our educational system and shows that a lack of experiential and project-based curriculum factors into this national breakdown.

Furthermore, the study found that many of the students whose engagement decreases during middle and high school years are the same students that possess a high entrepreneurial talent and could ultimately be future job creators. Forty-three percent of the students polled in grades five through 12 say they plan to start their own business someday.

General public, experts and statistics all indicate that entrepreneurship education is needed now more than ever and should be implemented across grade levels. If youth cannot find jobs, it is imperative to teach them how to employ themselves. With the disparity between the skills being taught and those needed to thrive in today's economy, young people must be prepared with relevant tools.

All this evidence begs us to ask the question: how can big business, government and educators – and every entrepreneur – support the proliferation of youth entrepreneurship as a means to tackle youth unemployment? My organization, Network for Teaching Entrepreneurship, recently released a white paper *Grow The Global Economy*. The piece identifies the following call to action, which has the capability to reverse this crisis:

- **Build sustainable capacity.** Train a minimum of 50,000 leaders in the schools by 2015. Educators should both teach entrepreneurship and be an army of leaders helping their colleagues and administration teams understand the significant collateral value of developing the entrepreneurial mindset in students.
- **Mobilize a corps of volunteers.** The visibility of business professionals is critical to the success of entrepreneurship education, especially for students who historically have had

less access to role models. Volunteers should also remember that stories of their real-world failures can be as powerful as describing models of success—sometimes more powerful.

- **Increase adoption and integration of entrepreneurship education into schools' core curriculum.** The voices of many stakeholders in educational systems will need to drive this: governments, NGOs, school boards, families and voters. However, businesses and entrepreneurs themselves should play a leading role because they are in the best position to illustrate the direct and tangible benefits of such realignment.

The call to reverse youth unemployment is a massive undertaking that will require collaboration across public and private sectors with educational and commercial enterprises working together to bring entrepreneurship to the forefront of the educational system. The development of the entrepreneurial mindset in our youth is key in preparing the next generation for successful futures, which not only pays dividends in their own lives but also creates an undeniable ripple effect in local communities and ultimately in our global economy.

Website: <http://www.bigideasforjobs.org>

Source: Big Ideas for Jobs

SBA Encourages Americans to Support their Local Communities

■ Continued from page 1

should be used with folks you have already done business with or who have expressed an interest in your business and have requested email from you (otherwise known as permission marketing).

Keep these tips in mind if you plan to use email to support your holiday marketing efforts:

- Keep the e-mail short and sweet. Link directly to the content of interest so you make the process as easy as possible for your customers.
- Clearly state the email's intent in the subject line. For example, "A Special Offer Just for You. Thanks for Your Business in 2013."
- Be festive in your design. Appeal to the sights of the season with a special design for the holidays.
- Follow online marketing rules. Don't forget that online marketing is regulated, so whatever tactics you employ be sure to follow government guidelines that apply to list management, SPAM and other guidelines.

For more great holiday marketing insight, check out this recent post from guest blogger Rieva Lesonsky, "Start Now to Plan Your Holiday Retail Marketing Campaign," and our 2012 web chat with Caron Beesley.

Source: U.S Small Business Administration



Is Clean Energy Reaching Poor Communities?

■ Continued from page 2

Vien Truong, environmental equity director for the Berkeley-based Greenlining Institute, which advocates for communities of color, says that "solar financing is out of reach" for low-income households, who often don't qualify for home improvement loans. "Even if you own your own home, you can't put that much investment" into solar energy, Truong says, an expense which, she notes, "takes years to recoup."

Little help from the private sector

As rooftop solar has become more popular among homes and businesses, installation costs have fallen, decreasing by almost 30 percent since 2007. Yet even with the lower cost, solar is still too costly for many homeowners and business owners. And, while there has been a boom in solar installation companies in California in recent years, most do not target low-income households.

At a street fair this past July in North Oakland, A1 Sun, a Berkeley-based solar installation company whose motto is "power for the people," greeted passers-by, extolling the benefits of solar power for homeowners. Yet when asked if A1 Sun's services were available for low-income customers, CEO Larry Guistino bluntly stated that his company is too small to offer discounts, referring this reporter to larger companies like Sungevity and Solar City.

Will Craven, PR manager for Solar City's Redwood City office, says that his company's "entire mission is geared around making solar electricity as affordable as possible." However, he conceded that the company does "not have a specific program for lower-income customers."

'Community-building' through renewable energy

Grid Alternatives is one of the few community organizations bringing solar to impoverished neighborhoods in Oakland. The nonprofit, which serves as program manager for the California Public Utilities Commission's (CPUC) Single-family Affordable Solar (SASH) program, partners with municipalities, state agencies, and affordable-housing developers such as Rebuild Together and Habitat for Humanity to offer solar installation for zero or little cost to qualified applicants. Homeowners like Mosley, whose income is less than 50 percent of the area household median, can qualify for no-cost installation, while those whose income is less than 80 percent of the area household median can qualify for substantially-reduced-cost installation.

According to Mary Biasotti, Grid's Bay Area regional director, to date the organization has performed 171 installations in Oakland, mostly in West and East Oakland. That represents 376,000 kilowatts of solar, which she says is equivalent to the air quality benefits of planting 260,000 trees.

One of the challenges impacting wider adoption of solar power in low-income neighborhoods, Biasotti says, is convincing residents "they can be part of the green movement" — a privilege often perceived as reserved for affluent homeowners.

Sometimes, trying to sell low-income residents on solar means appealing to their pocketbooks.

Jahahara Alkebulan-Ma'at has been working with Grid since 2008, doing outreach in communities like West Oakland's Ghosttown, Richmond's Iron Triangle, and San Francisco's Bayview Hunters Point — neighborhoods collectively referred to as the "Toxic Triangle" by environmental justice advocates. His pitch to residents of these communities usually involves projecting the savings in utility bills from solar installation ("mo' money, mo' money, mo' money," he says); he's been known to reference Teddy Pendergrass' 1979 hit "Turn Off the Lights" to drive home the message of energy efficiency.

More than just offering energy savings and utility relief, Alkebulan-Ma'at says, "the result of our work has been community-building." Last year, he notes, Grid hosted a "solar-thon," where over 300 volunteers participated and 10 installations were completed in one day. Besides helping to educate people about the benefits of renewable energy, he says, collective installations bring "positive energy to the community."

Bayporte Village is one such community. Formerly known as Acorn Village, the West Oakland residential area was rife with open-air drug sales and other rampant criminal activity, before being redeveloped by the East Bay Asian Local Development Corporation in 2000. Today, Bayporte Village is a quiet residential area with much lower crime.

Numerous studies have examined the impact of blight reduction on crime in neighborhoods. A 2011 study from the University of Michigan noted "Beautifying and maintaining" vacant or blighted property "can be an effective crime prevention strategy."

Bayporte's 71 units were styled with a quaint, suburban look; solar panels installed by Grid Alternatives are visible from numerous rooftops throughout the development, serving as a symbol of the transformation of the neighborhood from a blighted area to a revitalized community.

Residential solar funding programs at capacity

Residential solar projects represent a win-win scenario for low-income residents: they save on energy costs, clean up the environment, add to property values, and can help communities shed the stigma of crime and blight.

In 2004, then-Governor Schwarzenegger called for the construction of a million solar homes by 2017. In recent years, there has been a statewide push to bring affordable solar to low-income communities. In 2007, the CPUC launched the California Solar Initiative (CSI), which put \$2.3 billion toward incentive programs and subsidies for solar installation for both single-family and multi-family homes, as well as businesses.

Yet while the CPUC touts CSI as a success—more than 135,000 solar installations have been completed since it launched—low-income communities of color continue to be underserved. Just 10 percent of the CSI budget went to low-income residential households and multi-family dwellings.

As of June 2013, CSI's Multi-Family Affordable Solar Housing (MASH) program has completed less than 300 projects statewide — a drop in the bucket, compared to the millions of residents in multi-family housing; Almost 100 MASH projects are pending, and there is currently a waitlist for new applicants.

The SASH program's residential solar component is also at capacity, and while it's done 3,200 rooftop solar installations statewide in low-income households — about 500 applications have been wait-listed, Biasotti says.

Solving the energy equation

Energy advocates say significant challenges lie ahead if affordable renewable energy and widespread adoption of energy efficiency are to become a reality in low-income communities of color. By far the biggest hurdle to solar in these communities is the lack of home ownership; in multi-family residences, landlords typically don't pay utility bills.

Programs like MASH and SASH were developed with good intentions, but without "adequate resources to impact what's needed," said Al Weinrub of the Local Clean Energy Alliance, an Oakland-based grassroots advocacy organization.

In Vien Truong's view, solving the energy equation for low-income communities is a complex problem that needs to be addressed with economic as well as environmental factors.

"How do we solve property and pollution at the same time?" she said. "How do we improve air quality in West Oakland?... How do we get [residents of these communities] into a career-track job?"

While there are no quick and easy answers to those questions, there are some encouraging signs. The SASH and MASH programs were recently extended for another five years, ensuring continued access to affordable solar for low-income communities, at half the cost of the previous initiative.

And the CPUC is addressing the multi-family residence issue by rolling out a pilot program in 2014 which provides incentives to landlords for energy efficiency measures -- including rooftop solar, reducing asbestos and lead-based materials, and more efficient windows -- as well as roof repairs for low-income families.

Even so, some advocates say, those programs won't meet the needs of all the low-income residents who could benefit from them.

"If you're going to have programs and policies that are gonna work, they've gotta work for that segment of the population," Weinrub said. "None of this stuff works unless the community is engaged."

This work was supported by a 2013 New America Media Energy Reporting Fellowship in collaboration with SoundVision Productions' Burn: An Energy Journal.

Source: New America Media

PUBLIC LEGAL NOTICES



CITY & COUNTY OF SAN FRANCISCO DEPARTMENT OF PUBLIC WORKS

**Contract No. 2246J
(ID No. FCE14045)**

CONTRACT 61 - NEW TRAFFIC SIGNALS

Sealed bids will be received at 1155 Market St, 4th Flr, San Francisco, CA 94103 until **2:30 p.m. on January 8, 2014**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Department of Public Works (DPW) Electronic Bid Documents Download site at www.sfdpw.org/biddocs, or purchased on a CD format from 1155 Market St., 4th Flr, San Francisco, CA 94103, telephone 415-554-6229, for a non-refundable \$15.00 fee paid by cash or check to "Department of Public Works". Please visit the DPW's Contracts, Bid Opportunities and Payments webpage at www.sfdpw.org for more information. Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is installing new traffic signals at the intersections of 6th/Minna Sts, 16th/Capp Sts, 47th Ave/Sloat Blvd, Geary Blvd/Palm Ave, and John Muir Dr/Lake Merced Blvd, and installing new flashing beacons at the intersections of 24th/Fair Oaks Sts, Beachmont Dr/Sloat Blvd, Page Street mid-block between Ashbury St and Masonic Ave, and Post St mid-block at Octavia St, and all related and incidental work. The time allowed for completion is 240 consecutive calendar days. The Engineer's estimate is in excess of \$1,100,000. For more information, contact the Project Manager, Steven Lee at 415-558-5226.

This Project shall incorporate the required partnering elements for **Partnering Level 1**. Refer to Section 01 31 33 for more details.

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

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

Bid discounts may be applied as per SFAC Chapter 14B. Subcontracting goal is **25% LBE**. Call Selormey Dzikunu at 415-558-4059 for details. In accordance with SFAC Chapter 14B requirements, all bidders, except those who meet the exception noted below, shall submit documented good faith efforts with their bids and must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference. Refer to CMD Form 2B for more details. Exception: Bidders who demonstrate that their total LBE participation exceeds the above subcontracting goal by 35% will not be required to meet the good faith efforts requirements.

A pre-bid conference will be held on **December 12, 2013, at 1:30 pm**, at 30 Van Ness Ave, 5th Flr.

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

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

Class "A or C-10" license required to bid.

In accordance with San Francisco Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$400,000 is awarded by the City and County of San Francisco until such time as the Executive Director of Municipal Transportation Agency recommends the contract for award. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

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

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

11/27/13
CNS-2560850#
SMALL BUSINESS EXCHANGE

The Bid Documents are available for download on the District's web site. To download the Bid Documents, go to the District's web site home page at <http://www.goldengate.org>, click on Contract Opportunities, scroll down to Ferry Division and look for Contract No. 2014-FT-5.

To inspect and obtain the Bid Documents, please contact the Office of the Secretary of the District, Administration Building, Golden Gate Bridge Toll Plaza, San Francisco, CA, by telephone at (415) 923-2223, by email at districtsecretary@goldengate.org, or by facsimile at (415) 923-2013.

/s/ Janet S. Tarantino,
District Secretary
Dated: November 27, 2013

11/27/13
CNS-2561429#
SMALL BUSINESS EXCHANGE



UCLA

ADVERTISEMENT FOR BIDS (RE-BID)

Subject to conditions prescribed by the University of California, Los Angeles, sealed bids for a Unit Price Job Order ("UPJO") contract are invited for the following work:

SUSPENDED ACOUSTICAL CEILING UNIT PRICE JOB ORDER - FACILITIES MANAGEMENT 2013 Project Number 3744149

DESCRIPTION OF WORK: The University is seeking to hire a contractor to perform suspended acoustical ceiling construction work on an "as needed" basis that will be delivered by Unit Price Job Order (UPJO), and occurring on the UCLA Westwood campus. As described in more detail in the Bidding Documents, work under the UPJO will be limited to the following:

Suspended acoustical ceiling work related to Minor Capital Improvement Projects as well as work which includes repairs of, or alterations to, campus buildings, structures, or facilities to continue their usability at the designed level of service. Each Job Order shall have at least 51% of the work within the advertised license classification specified herein. Work outside said license classification may be self-performed by Contractor when said work is considered incidental and supplemental. In such cases, the value of said incidental and supplemental work shall not exceed 5% of the Job Order Sum. If the work outside the Contractor's license classification exceeds 5% of the Job Order Sum, then Contractor must either hold the appropriate additional specialty license classification or subcontract the work to an appropriately licensed subcontractor.

Refer to Exhibit 20 of the bidding documents for suspended acoustical ceiling construction work excluded from this UPJO.

The total combined cost for all Job Orders issued will not exceed the Maximum Contract Value of \$1,000,000.00 during the 1-year Base Term and \$1,000,000.00 during each 1-year Option Term, if exercised by University. When the work of a job consists only of the trade of this UPJO, the cost of any individual Job Order Authorization will be from \$50,000.00 to \$500,000.00. When the work of a job consists of multiple trades, the cost of any individual Job Order Authorization for this UPJO will be from \$1,000.00 to \$200,000.00.

BIDDING DOCUMENTS:

1. Bidding Documents will be available beginning on November 26, 2013, and will be issued at:

ARC
2435 Military Ave.
Los Angeles, CA 90064
Telephone (310) 477-6501
Website: <http://socal.fordgraphics.com/>

2. Bidders may view the Bidding Documents online at the ARC PlanWell Public Plan Room, and purchase digital and/or hard copies of the Bidding Documents by contacting ARC as indicated above. All parties will make arrangements with and payment to ARC directly. (NOTE: Bidding Documents will not be issued at the University's office.)

BID DEADLINE: Bids will be received only at the following location:

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

and must be received at or before:

2:00 p.m., January 7, 2014

MANDATORY PRE-BID CONFERENCE: A mandatory Pre-Bid Conference will be conducted on December 3, 2013 beginning promptly at 10:00 a.m. Only bidders who participate in the Conference in its entirety, will be allowed to bid on the Project as prime contractors. Participants must arrive at or before 10:00 a.m. Persons arriving later than said time will not be allowed to bid on the Project as prime contractors. Participants shall meet at Capital Programs Building, 1060 Veteran Avenue (follow signs to the meeting room), UCLA campus (refer to the online UCLA Campus Map at www.ucla.edu/map). For further information, contact Steven Chang at 310-983-3151.

(NOTE: Bidders are advised that parking may be difficult. Bidders should allow ample time to drive to the above location in heavy traffic, find a parking space, walk to the building, and arrive in the designated Meeting Room prior to the required time. It is currently anticipated that the Conference will last at least 2 hours.)

LICENSE REQUIREMENTS: The successful Bidder will be required to have one of the following California current and active contractor's licenses at the time of submission of the Bid:

**C-02 License (Insulation & Acoustical)
OR
D-50 License (Suspended Ceilings)**

PREQUALIFICATION: To be allowed to submit a bid, Bidders must have the minimum experience set forth in the Prequalification Questionnaire contained in the Bidding Documents and posted on the website listed below. Bidder's completed Prequalification Questionnaire must be received at the above-listed University Contracts Administration office in a sealed envelope no later than:

3:00 p.m., December 10, 2013

Bid Security in the amount of \$25,000 shall accompany each Bid. The surety issuing the Bid Bond shall be, on the Bid Deadline, an admitted surety insurer (as defined in California Code of Civil Procedure Section 995.120).

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

The work described in the contract is a public work subject to section 1771 of the California Labor Code.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
(Visit our website at:
<http://www.capitalprograms.ucla.edu>)



GOLDEN GATE BRIDGE HIGHWAY & TRANSPORTATION DISTRICT

NOTICE INVITING SEALED BIDS

The Golden Gate Bridge, Highway and Transportation District (District) seeks bids for **Contract No. 2014-FT-5, Routine Dry-Docking of the M.V. Sonoma Ferry**. Interested Bidders must submit sealed bids to the Office of the Secretary of the District on **Tuesday, December 17, 2013, by 2:00 p.m., PT**, at which time bids will be publicly opened and read.

Requests for approved equals, modifications or clarifications of any requirement must be submitted in writing on **Friday, December 6, 2013, by 4:30 p.m., PT**.

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SBE Newspaper and
SBE Newsletter



PUBLIC LEGAL NOTICES

UNIVERSITY OF CALIFORNIA
SAN FRANCISCO

ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, San Francisco, sealed bids for a lump sum contract are invited for the following Work:

ELECTRICAL DISTRIBUTION SYSTEM
IMPROVEMENTS PH 2A
Project No.: M2657 / Contract No.: L00437

DESCRIPTION OF WORK:

The project consists of the following:

- Add Automatic Transfer Switch (ATS) and distribution panel for HSE supply fan (first floor). Provide new feeders and modifications to existing feeders.
- Add ATS and distribution panel for HSE exhaust fans and fume hoods (roof). Provide new feeders and modifications to existing feeders.
- Add ATS for elevators. Provide new feeders and modifications to existing feeders.
- Add ATS and transformer for each of four existing power risers for automatic connection as Optional Standby system. Provide new feeders and modifications to existing feeders.
- Provide new emergency power and panelboards and related feeders in HSE and HSW.
- All related and necessary construction work needed to complete the improvements as described and listed above.

BIDDER QUALIFICATIONS: To be eligible for consideration of award, bidders must have the minimum experience set forth in the Supplementary Instructions To Bidders. Bidders must submit qualification documents as an attachment to the Bid Form.

PROCEDURES: Bidding Documents will be available beginning **December 5, 2013 at 10AM** by requesting via e-mail to RFx@ucsf.edu with the following information: Company name, address, phone and fax nos. Please reference Project No. M2657 in the subject line. You will be sent an email with a link to register with the UC Supplier Registration and Sourcing (SRS) system in order to obtain the bidding document.

Bidders must attend a **mandatory** pre-bid conference at **10AM, December 12, 2013**. For details, see <http://www.cpfm.ucsf.edu/contracts/index.htm>

(Use the same website above to view complete Advertisement for Bids - Project Bidding Information).

Sealed bids must be received on or before **3:00 PM, January 14, 2014** using the UC SRS system accessible through <https://suppliers.scquest.com/UCOP/>. Bids will be opened at **3:05 PM** at Minnesota St. Finance Service Center, University of California, Can Francisco, 654 Minnesota Street, 2nd Floor, San Francisco, CA 94107. Phone: (415) 476-5343.

Prior to the Bid Deadline and after bid opening, the University may establish a new Bid Deadline no earlier than 24 hours from the prior Bid Deadline, if no material changes are made to the bidding documents, and no earlier than 72 hours if material changes are made. In such event the University will, at a minimum, notify all persons or entities known by the University to have received a complete set of Bidding Documents and who has provided a street address and/or facsimile number for receipt of any written pre-bid communications.

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the non-discrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

The work described in the contract is a public work subject to section 1771 of the California Labor Code.

The successful Bidder will be required to have the following California current and active contractor's license at the time of submission of the Bid:

LICENSE CLASSIFICATION:
Electrical Contractor AND
General Building Contractor

LICENSE CODE: C10 AND B

ESTIMATED CONSTRUCTION COST:
\$5,500,000 to \$6,500,000.

THE REGENTS OF THE UNIVERSITY
OF CALIFORNIA
University of California, San Francisco
November, 2013

UC SAN FRANCISCO MEDICAL CENTER

ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, San Francisco Medical Center, sealed bids for a lump-sum contract from General Building Contractors are invited for the following work:

Moffitt Long (M/L) Ground Floor Distribution Panel A Replacement
Project Number: 11-635,
Contract Number: L00158

Description of Work: Replace 1950's era electrical panel "A" in the basement of UCSF Medical Center Moffitt Hospital; build new electrical closet for new panel. Project area is adjacent or near to the Hospital Pharmacy, Material Services and Sterile Processing Department. The project also includes replacement of various other sub-panels and motor control centers on various floors in Moffitt Hospital.

Estimated construction cost range: \$ \$950,000 - \$1,100,000.

Bidder (General Building and 1st tier Electrical Subcontractor) Qualifications: To be allowed to submit a bid, Bidders must have the minimum experience and certify their firm has not been cited by the Medical Center for health, safety, infection control or interim life safety violations, set forth in the Supplementary Instructions To Bidders of the Bidding Documents.

Bidders must submit qualification documents in a sealed envelope on **Friday December 13, 2013 at 2 PM**, at: Office of Design and Construction, University of California, San Francisco, Medical Center, 3333 California Street, Suite 115, San Francisco, CA 94118. Phone: (415) 885-7257. Bidders will be notified whether or not they are allowed to submit a bid for this project **within five (5) business days** of the due date of the Contractor's Statement of Experience (Exhibit 13A or 13B).

Procedures: Bidding documents will be available on **Tuesday, December 3, 2013 at 10 AM**, and will be issued only at:

UCSF Documents, Media & Mail (UCSF-DMM)
1855 Folsom Street, Room 135
San Francisco, CA 94103
Contact Persons:
Ben La (415) 476-5030 (9AM – 5PM)
Customer Service Line (415) 514-2054
(before & after working hours)
Fax No. (415) 476-8278

Bidding Documents and complete advertisement can be viewed and may be ordered on line at the following website address: <http://www.ucsfplans.com/>

Bidders and 1st tier Electrical subcontractors must attend a **mandatory** pre-bid conference at **11 AM on Tuesday, December 10, 2013**. For details, see above website address.

Bids will be received only at Office of Design and Construction, University of California, San Francisco, Medical Center, 3333 California Street, Suite 115, San Francisco, CA 94118. Phone: (415) 885-7257.

Bid Deadline: Sealed bids must be received on or before **2:00 PM, Thursday, January 16, 2014**. And Bids will be opened after **2:05 P.M.**

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

The work described in the contract is a public work subject to section 1771 of the California Labor Code.

The successful Bidder will be required to have the following California current and active contractor's license at the time of submission of the Bid: GENERAL BUILDING CONTRACTOR, B

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
University of California, San Francisco Medical Center
December, 2013

UC SAN FRANCISCO MEDICAL CENTER

ADVERTISEMENT FOR GENERAL BUILDING
CONTRACTOR
AND ELECTRICAL SUBCONTRACTOR
PREQUALIFICATION

Subject to conditions prescribed by the University of California, San Francisco Medical Center, responses to the University's prequalification documents for a Lump Sum contract (utilizing Best Value Selection methodology) are sought from prospective General Building Contractor bidders for the following project:

**Ambulatory Care Center (ACC) P8
Level Emergency Generator System Upgrade
Project Number: 07-376**
**UNIVERSITY OF CALIFORNIA,
SAN FRANCISCO MEDICAL CENTER**

**PREQUALIFICATION OF PROSPECTIVE
BIDDERS**

The University has determined that bidders, General Building Contractors and Electrical Subcontractors, who submit bids on this project must be prequalified. The Designated Subcontractor listed below will submit bids to prequalified General Building Contractors, who will in turn submit bids to the University. Prequalified General Building Contractors and Designated Subcontractor will be required to have the following applicable Califor-

nia contractor's license(s):

General Building Contractor: B
Designated Subcontractor: C10 Electrical
GENERAL DESCRIPTION OF WORK

Install Two (2) 600 kva emergency electrical generators on the P8 level of the Ambulatory Care Center Building. The estimated construction cost for the project is \$6 million.

PREQUALIFICATION SCHEDULE

Prequalification documents will be available beginning **Tuesday, November 19, 2013 at 10 AM** by request via email containing the company name, contact person, address, phone and fax number to the following; contractservices@ucsf-medctr.org

Please reference Project No.: 07-376 and the license classification package requested (B or C10) in the subject line. Potential bidders desiring to be prequalified under more than one "pool" must submit separate prequalification documents for EACH license classification.

The completed Prequalification questionnaire and associated documents will be received at the office of UCSF Medical Center, Office of Design and Construction, Contracts Unit, 3333 California Street, Suite 115, San Francisco, CA 94118, (415) 885-7257 and are due by **2:00 PM, Friday**

December 13, 2013. The University will not accept completed prequalification questionnaires via FAX, and all prequalification questionnaires submitted must be sent so that they are received by the University on or before, **2:00 PM, Friday December 13, 2013**.

Any person or entity not satisfied with the outcome of the prequalification must file a writ challenging the outcome within 10 calendar days from the date of the University's written notice regarding prequalification determination. Any assertion that the outcome of the prequalification process was improper will not be a ground for a bid protest. However, the University reserves the right to accept late submissions and to request, receive, and evaluate supplemental information after the above time and date at its sole determination.

The dates, times, and location set for receiving and opening of bids will be set forth in the "Announcement Prequalified Bidders and Advertisement for Bids."

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

Every effort will be made to ensure that all persons have equal access to contracts and other

business opportunities with the University within the limits imposed by law or University policy. Each Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

The work described in the contract is a public work subject to section 1771 of the California Labor Code.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
University of California,
San Francisco Medical Center
November, 2013.



FICTITIOUS BUSINESS NAME • ABANDONMENT

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0354852-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0354687-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0354820-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0355065-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0354912-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0353996-00
Fictitious Business Name(s): Bay Area Medical Transport Service Address 110 Vernon Street, San Francisco, CA 94132 Full Name of Registrant #1 Bobbi Charles Atkins Address of Registrant #1 248 San Fernando Way, Daly City, CA 94015	Fictitious Business Name(s): Urban Chica Address 2228 Union Street, Penthouse Office, San Francisco, CA 94123 Full Name of Registrant #1 ATLAS INSTITUTIONAL RE GRP INC. Address of Registrant #1 2228 Union Street, Penthouse Office, San Francisco, CA 94123	Fictitious Business Name(s): Your Green Source Address 440 9th Street, 2nd Floor, San Francisco, CA 94103 Full Name of Registrant #1 Your Green Source LLC (CA) Address of Registrant #1 440 9th Street, 2nd Floor, San Francisco, CA 94103	Fictitious Business Name(s): Journey For The Moment Address 3150 18th Street, San Francisco, CA 94110 Full Name of Registrant #1 Charleen Casey Lerma Address of Registrant #1 10 Gardenside Dr. Apt #4, San Francisco, CA 94131	Fictitious Business Name(s): Holy Kitchen Address 4166 24th Street, San Francisco, CA 94114 Full Name of Registrant #1 G&K Creations, Inc. (CA) Address of Registrant #1 3015 Acton Street, Berkeley, CA 94702	Fictitious Business Name(s): iSunLive International Address 243 Jules Avenue, San Francisco, CA 94112 Full Name of Registrant #1 Shun Sun Address of Registrant #1 243 Jules Avenue, San Francisco, CA 94112
This business is conducted by An Individual . The registrant(s) commenced to transact business under the fictitious business name(s) listed above on 11/12/13	This business is conducted by A Corporation . The registrant(s) commenced to transact business under the fictitious business name(s) listed above on 11/1/2013	This business is conducted by Limited Liability Company . The registrant(s) commenced to transact business under the fictitious business name(s) listed above on 11/8/2013	This business is conducted by An Individual . The registrant(s) commenced to transact business under the fictitious business name(s) listed above on N/A	This business is conducted by A Corporation . The registrant(s) commenced to transact business under the fictitious business name(s) listed above on Not Applicable	This business is conducted by An Individual . The registrant(s) commenced to transact business under the fictitious business name(s) listed above on 9/27/13 Signed: Shun Sun
Signed: Bobbi Atkins	Signed: Herve Vatinel, CFO	Signed: Dominique Carrigan, Owner	Signed: Charleen Casey Lerma	Signed: Indrajit Ghosh, President	
This statement was filed with the County Clerk of San Francisco County on 11/12/2013	This statement was filed with the County Clerk of San Francisco County on 11/1/2013	This statement was filed with the County Clerk of San Francisco County on 11/8/2013	This statement was filed with the County Clerk of San Francisco County on 11/22/2013	This statement was filed with the County Clerk of San Francisco County on 11/14/2013	This statement was filed with the County Clerk of San Francisco County on 9/27/2013
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	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	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	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	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	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 11/12/2013	Filed: Jacob Gosline Deputy County Clerk 11/1/2013	Filed: Morgan Jaldon Deputy County Clerk 11/8/2013	Filed: Melissa Ortiz Deputy County Clerk 11/22/2013	Filed: Maribel Jaldon Deputy County Clerk 11/14/2013	Filed: Maribel Jaldon, Deputy County Clerk 9/27/2013
<u>11/14/13 + 11/21/13 + 11/28/13 + 12/05/13</u>	<u>11/14/13 + 11/21/13 + 11/28/13 + 12/05/13</u>	<u>11/14/13 + 11/21/13 + 11/28/13 + 12/05/13</u>	<u>11/27/13 + 12/05/13 + 12/12/13 + 12/19/13</u>	<u>11/27/13 + 12/05/13 + 12/12/13 + 12/19/13</u>	<u>10/24/13 + 10/31/13 + 11/7/13 + 11/14/13</u>

Let’s Celebrate Global Entrepreneurship Week – Inspiring the Next Generation of Entrepreneurs Bonuses

by Tameka Montgomery, SBA Official

The U.S. Small Business Administration today introduced a video in recognition of Global Entrepreneurship Week (GEW), to encourage and inspire entrepreneurs to collaborate, innovate, and explore international business opportunities. GEW brings together innovators and job creators who launch startups that bring ideas to life, drive economic growth and expand human welfare.

Each November, GEW inspires people to explore their potential as self-starters and innovators through local, national and worldwide activities. These events, from large-scale competitions to intimate networking gatherings, connect participants to potential collaborators, mentors and even investors—introducing them to new possibilities and exciting opportunities.

SBA and our resource partners are proud to participate in this global celebration of entrepreneurship. Whether it’s learning the “Simple Steps to Starting your Business” with SCORE in Baton Rouge , participating in one of the many events held by Small Business Development Centers throughout the country or connecting with our Women’s Business Center in Lenexa, Kansas, I believe that entrepreneurs will gain the knowledge, skills, and network necessary to start and grow a successful business.

GEW places a special emphasis on youth entrepreneurs, engaging the next generation of small business owners in skills building and financial empowerment. SBA has the resources to teach the principles of entrepreneurship and the strategies for today’s business world, using familiar social networks and collaborative tools.

As we celebrate National Entrepreneurship Month and Small Business Saturday, I am inspired by the movement to celebrate entrepreneurship as a driving force to create jobs and foster small business development through economic empowerment. SBA continues to lead the way in helping small businesses start and grow.

As SBA’s associate administrator for the Office of Entrepreneurial Development, I am focused on helping young people succeed by providing them with the tools they need to start their own small businesses. SBA has various online training resources in our Small Business Learning Center, like our latest course, the Young Entrepreneurs Essential Guide to Starting Your Own Business.

About the Author

In her role as the Agency’s Associate Administrator for the Office of Entrepreneurial Development, Tameka Montgomery is responsible for overseeing the agency’s counseling and training resources and programs for America’s entrepreneurs.

About SBA

Mission

The U.S. Small Business Administration (SBA) was created in 1953 as an independent agency of the federal government to aid, counsel, assist and protect the interests of small business concerns, to preserve free competitive enterprise and to maintain and strengthen the overall economy of our nation. We recognize that small business is critical to our economic recovery and strength, to building America’s future, and to helping the United States compete in today’s global marketplace. Although SBA has grown and evolved in the years since it was established in 1953, the bottom line mission remains the same. The SBA helps Americans start, build and grow businesses. Through an extensive network of field offices and partnerships with public and private organizations, SBA delivers its services to people throughout the United States, Puerto Rico, the U. S. Virgin Islands and Guam.

Source: U.S. Small Business Administration

CHANGE OF NAME

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR
CHANGE OF NAME
CASE NO. CNC 13-549908

PETITIONER OR ATTORNEY
Ermilo Dindo Trocino Mistades
18 10th Street Unit 1025
San Francisco, CA 94103

TO ALL INTERESTED PERSONS:
1. Petitioner **Ermilo Dindo Trocino Mistades**
for a decree changing names as follows:

Ermilo Dindo Trocino Mistades changed to
Jed Mistades

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

NOTICE OF HEARING
Date: **January 16, 2014** Time: **9:00 AM**
Room: **514**

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

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

DEBORAH STEPPE, Clerk
DATED - NOVEMBER 4, 2013

11/07/13 + 11/14/13 + 11/21/13 + 11/27/13

BANKING \$ FINANCE

Wells Fargo Invests \$1 million in Grameen America to Fund Microloans to Low-Income Women Entrepreneurs in California and Texas

Wells Fargo & Company (NYSE: WFC) today announced a \$1 million equity equivalent investment (EQ2) in Grameen America, a 501(c)3 microfinance organization dedicated to helping women who live in poverty build small businesses to create better lives for them and their families. Wells Fargo's investment will help Grameen America expand operations in California and Texas, and marks the company's second EQ2 investment in Grameen America. Since 1998, Wells Fargo has provided more than \$181 million in EQ2 financing to communities across the nation.

"At Wells Fargo, we are only as strong as the communities we serve," said Sarah Bennett, senior vice president and investment manager at Wells Fargo. "Working together with Grameen America means more capital to more entrepreneurs across the country. We are excited to see them expand their reach and honored to be part of so many success stories."

Wells Fargo's previous EQ2 investment helped Grameen America expand operations in Charlotte, NC and the San Francisco Bay Area, providing capital to support more than 700 microloans ranging from \$500-\$2,500 to low-income women to build their businesses. Wells Fargo also offers retail saving accounts in select locations to Grameen America's members who are encouraged to make weekly savings deposits as part of the Grameen America program. Grameen America works with women living below the poverty line in underserved communi-

ties who want to start or expand their small businesses. The average size of a Grameen America microloan is \$2,200.

"Wells Fargo is a national leader and partner in supporting our mission to alleviate poverty through entrepreneurship in the United States," commented Grameen America CEO Stephen A. Vogel. "Their significant long-term commitment ensures our ability to create opportunity for thousands of low-income women."

To date, Grameen America has disbursed over \$109 million in microloans to more than 19,000 women in New York, Omaha, Indianapolis, the Bay Area, Charlotte and Los Angeles. In addition to microloans, Grameen America offers members financial training, savings and credit-building programs to build small businesses.

EQ2s are patient capital in a form that resembles a below-market-rate loan. This limited resource is reserved for Wells Fargo non-profit community development partners that are working to expand affordable housing, job creation, and economic development in the communities where Wells Fargo does business.

About Wells Fargo

Wells Fargo & Company (NYSE: WFC) is a nationwide, diversified, community-based financial services company with \$1.5 trillion in assets. Founded in 1852 and headquartered

in San Francisco, Wells Fargo provides banking, insurance, investments, mortgage, and consumer and commercial finance through more than 9,000 stores, 12,000 ATMs, and the Internet (wellsfargo.com), and has offices in more than 35 countries to support the bank's customers who conduct business in the global economy. With more than 270,000 team members, Wells Fargo serves one in three households in the United States. Wells Fargo & Company was ranked No. 25 on Fortune's 2013 rankings of America's largest corporations. Wells Fargo's vision is to satisfy all our customers' financial needs and help them succeed financially. Wells Fargo perspectives are also available at blogs.wellsfargo.com.

About Grameen America

Founded by Nobel Peace Prize recipient Muhammad Yunus, Grameen America is dedicated to helping women who live in poverty build small businesses to create better lives for their families. The organization offers microloans, training and support to transform communities and fight poverty in the United States. Since opening in January 2008, Grameen America has disbursed over \$109 million in microloans to over 19,000 women. Started in Jackson Heights, Queens, Grameen America has expanded within New York City and to Indianapolis, IN, Omaha, NE, San Francisco Bay Area, CA, Charlotte, NC and Los Angeles, CA.

Source: Wells Fargo

5 Tax Rules for Year-End Bonuses

By Barbara Weltman

If 2013 has been a profitable year for your business, you may want to share your good fortune with your staff. Typically this is done by giving year-end bonuses. Before you cut a check, understand what these bonuses mean to your business and your employees as well as some alternatives to cash bonuses. The following points apply if December 31 is the end of your business year.

Timing of payments

Your company can pay bonuses before the end of the year and deduct them in 2013. If your business is on the accrual basis, you can declare the bonuses this year, pay them next year, but get a deduction this year as long as the payment is made to an unrelated person (not an owner or someone in the owner's immediate family). Make sure corporate minutes or other company records reflect the bonus declaration.

0.9% additional Medicare tax

Employees with substantial compensation should be apprised of the new 0.9% additional Medicare tax that applies to earned income (wages, commissions, tips, taxable fringe benefits, and other taxable compensation) over a threshold amount for their filing status (\$200,000 for singles; \$250,000 for joint filers). Thus, if a manager who is single has a salary of \$180,000 and you want to pay a \$50,000 year-end bonus, \$30,000 of his earnings for the year will be subject to the additional Medicare tax.

Note: As an employer, you must start to withhold this 0.9% tax once earnings exceed \$200,000, regardless of the employee's filing status. Employees can request additional income tax withholding to be applied for this Medicare tax when they file their personal income tax returns.

FICA on deferred compensation

You and other high-earning employees may want to defer compensation to the future, presumably to be received in retirement when tax rates will be lower because income will be less. Strict rules apply to deferred compensation to prevent the earner from tapping the money at will.

For FICA tax purposes, deferred compensation usually is taxable in the year in which it is earned, not the year in which it is received. For example, deferring a 2013 year-end bonus means that bonus is subject to FICA tax this year and not in 2017 when the employee retires and receives the funds. This is advantageous because many high earners have already maxed out on the Social Security portion of FICA; the wage base limit for 2013 is \$113,700, so earnings above this threshold are not subject to any additional Social Security tax. Of course, there is no cap on the Medicare portion of FICA.

Using qualified retirement plans

Instead of giving cash, you can use profits to fund a qualified retirement plan, such as a profit-sharing plan. The law restricts how much you can add each year and requires contributions to be nondiscriminatory (they can't favor owners and managers).

- The good news: You have until the extended due date of the return to fund the plan, so if you obtain a filing extension, you have until October 15, 2014, to make 2013 contributions.
- The bad news: You must sign the paperwork to set up the plan by December 31, 2013, if you want a profit-sharing plan or certain other plans. If you miss this deadline, however, you can still use a SEP plan because this can be set up and funded by the extended due date of the return for the year.

Find details about qualified retirement plans in IRS Publication 560 Download Adobe Reader to read this link content (watch for an update to this publication for 2013).

Giving stock instead of cash

If you are willing to share a bit of ownership with your staff, you can give stock in your corporation. Without your giving them tax advice, you may want to tell them about a Sec. 83(b) election to report the stock as compensation now so that any future appreciation will be taxed to them at capital gains rates.

If your company is a C corporation that meets the definition of a qualified small business, you can issue the stock to employees as compensation. If they hold shares for more than five years, all of their gain will be tax free. Note that stock issued after 2013 will give owners only a 50% exclusion unless Congress extends the current 100% exclusion.

Conclusion

Make sure your year-end bonus plans factor in cash flow considerations. Discuss your options with your tax advisor now so you can take action before the end of the year. And tell employees to talk with their tax advisors as well.

About the Author

Barbara Weltman is an attorney, prolific author with such titles as J.K. Lasser's Small Business Taxes and The Complete Idiot's Guide to Starting a Home-Based Business, and trusted professional advocate for small businesses and entrepreneurs. She is also the publisher of Idea of the Day® and monthly e-newsletter Big Ideas for Small Business® and host of Build Your Business Radio. She has been included in the List of 100 Small Business Influencers for 2011, 2012, and 2013. Follow her on Twitter: @BarbaraWeltman.

Source: U.S Small Business Administration

A CUSTOMIZED MARKETING PUSH

Benefits “Marketing on a Shoestring Budget” include...

- Reduction of cold calls, saving time and money
- Assistance in prioritizing sales calls and introductions to specific markets based upon whom you want to reach.
- A well-trained and experienced telemarketing staff dedicated to clearly communicating your message.
- Computer generated reports identifying interested prospects
- Targeted, prescreened leads
- Print and electronic advertising.

- Press Releases
- Site Linking
- Customized Reports
- Message Design/Layout
- Ad Placement in Alternate Publications

EBLASTS or Fax Broadcasts to targeted market	➔ Advertising in SBE print and electronic publications	➔ Telephone Follow-up Calls	➔ Computer Generated Reports
1.	2.	3.	

703 Market Street, Suite 1000
San Francisco, CA 94103
(800) 800-8534
sbe@sbeinc.com
www.sbeinc.com

1. **Bid Category:** Procurements in construction, products, services and professional services categories.
2. **Bid Date:** Bids are sorted by parish.
3. **Title:** Name of the bid or proposal.
4. **Location:** Town or city in which the project is located OR the product is to be delivered.
5. **Bid Date and Time:** Date and time bid is opened.
6. **Prebid Conference:** Date and time; it will be indicated if conference is mandatory.
7. **Reference #:** Number of the bid or proposal. If given, this number should be referenced when inquiring about the bid.
8. **Description:** LBJ maintains but does not publish bid descriptions. When available they are provided through daily email, daily fax, and on our website-
www.louisianabusinessjournal.com
9. **Duration:** The time allotted to complete a delivery or project
10. **Estimate:** The owner's estimate of the dollar value of the bid or proposal.
11. **Last Addendum Received:** The number of the last addendum received by the LBJ.
12. **Owner:** The agency by whom the contract is being released. When available, the name, address, telephone, fax number, contact name is included.

- 1** —
- 2** — January 25, 2014
- 3** — **ENGINEERING SERVICES**
- 4** — Location: **Hayward, CA**
- 5** — Date: **5/15/12 6:00PM**
- 6** — Prebid Conf: 5/10/12
9:00 AM MANDATORY
- 7** — Ref#: 2660-415
- 8** — Description available through electronic service
- 9** — Duration: 260 working days
- 10** — Estimate: \$75,000
- 11** — Last Addn Rcvd: 1
- 12** — Owner: CA Transportation Department
- 13** — Goal: 5% SBE
- 14** — Notes: 1.
- 15** — SBSA: reqs in writing or fax, 10% bid bond
- 16 17** — SIC: 1542 ###
- 18** — Docs Avail: CA Transportation Department

HUBZone-(Historically Underutilized Business Zone).

- 14. Notes:** Reference to notes for federal procurement opportunities.
- 15. Comments:** Additional information particular to this solicitation.
- 16. SIC:** Standard Industry Classification Code.
- 17. ### (Symbols):** Indicates a change since first reported.
- 18.** Location of bid documents.

# 1	\$250
Includes 1 year subscription to SBE newspaper with bid notices	
# 2	\$220
Includes 1 year subscription to bid notice service by fax	
# 3	\$200
Includes 1 year subscription to bid notice service by email OR by online access	
* Options include no more than 3 sub-categories persubscription	

- I would like to receive bid updates by
 - ☐ Internet (login information will be emailed)
 - ☐ Fax ☐ Email

- Please choose the general category:
 - ☐ Construction ☐ Business Services
 - ☐ Professional Services ☐ Commodities
 (You will be sent a list of sub-categories from which to chose.)

- If choosing fax or email services, list keywords for bid selection:

- List location(s) of where your company will work:

Company Name _____

Contact _____

Address _____

City/State/Zip _____

Phone _____ Fax _____

Email _____

- Subscriptions are non-refundable. Subscriptions begin upon receipt of payment.
 - Make check payable to: Small Business Exchange, Inc.
 - Mail payment & form to:

703 Market Street Suite 1000, San Francisco, CA 94103

Fax your subscription form to (415) 778-6255

☐ Check Enclosed ☐ Charge (circle one) **VISA/MC/AMEX**

Account # _____ Exp. Date _____

[illegible]

BUSINESS