

SMALL BUSINESS EXCHANGE

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Voice of Small, Emerging Diversity Owned Businesses Since 1984

NEWS • INFO • BIDS

SFMTA DBE Disparity Study

Executive Summary (ES)

A. Purpose of the DBE Availability, Utilization, and Disparity Study

San Francisco Municipal Transportation Agency (SFMTA) is a recipient of U.S. Department of Transportation (USDOT) funds for transportation projects, including Federal Transit Administration (FTA) funds. As a recipient of FTA funds, SFMTA must implement the Federal Disadvantaged Business Enterprise (DBE) Program in accordance with 49 Code of Federal Regulations Part 26 (49 CFR Part 26 or Part 26) and applicable statutory and constitutional law. The USDOT also provides guidance to recipients to assist them in implementing the Federal DBE Program.

SFMTA adopted its current race-neutral Small Business Enterprise (SBE) Program for FTA-funded contracts¹ on August 1, 2006 to comply with the requirements of 49 CFR Part 26 and in response to the Western States Paving Co. v. Washington State Dept. of Transportation, 407 F.3d 983 (9th Cir. 2005) (Western States) decision.² The SBE Program includes construction, professional services, and goods and other contracts.

The purpose of this Disadvantaged Business Enterprise Utilization, Availability, and Disparity Study (the Study) is to determine if substantial disparities exist in SFMTA's utilization of DBEs in federally assisted contracts funded by the FTA and, if so, what is the appropriate level of participation by DBEs. SFMTA must set an overall DBE goal every three years for DBE participation in its FTA-funded contracts³, and examine whether the overall DBE goal can be attained solely through neutral measures or whether race- or gender-based measures are needed. The results of this Study are intended to assist SFMTA in implementing its DBE Program in the future.

SFMTA retained Rosales Business Partners LLC and Exstare Federal Services Group, LLC, in association with BBC Research & Consulting; JLM Management Group; Merriwether & Williams Insurance Services; and Chinese for Affirmative Action (collectively the Study Team), to conduct the Study.

B. Study Scope

The Study Scope examined whether there are disparities between utilization of minority-owned business enterprises (MBEs) and woman-owned business enterprises (WBEs),⁴ and what contract participation might be expected based on their availability for FTA-funded transportation contracts. Utilization and availability results reported for MBEs and WBEs combine (a) firms certified as DBEs, (b) potential DBEs⁵; and (c) minority- and woman-owned firms that may have graduated from the Federal DBE Program or are otherwise too large to be certified as DBEs.

The Study Scope encompasses SFMTA FTA-funded construction and professional services contracts awarded during FFYs 2009 through the third quarter (Q3) of FFY 2015/6 (Study Period).

To perform the Study Scope, several analyses were conducted:

Market Area Analysis. The Study Team identified the relevant "geographic market area" in which SFMTA spent the substantial majority of its FTA-funded contracting dollars during the Study Period and where the substantial majority of interested contractors, subcontractors, and other goods and services suppliers that seek to do business with the SFMTA are located.⁷ The Study Team used SFMTA contracting data and its lists of interested firms to help determine the market areas. Different market areas were determined based on the transportation-related construction and professional services contract opportunities (including goods and supplies) awarded during the Study Period.

Continued on page 6

MBDA: Entrepreneur of the Month February 2016

In January 2016, MBDA kicked off a new campaign called Entrepreneur of the Month, which allows MBDA audiences to meet creative business owners and executives who have leveraged MBDA's programs and services in unique ways to foster growth. At MBDA, our core mission is infused with the energy and vision of minority business entrepreneurs, and in highlighting those who exemplify passion, innovation, and determination, we hope to inspire business owners of today and tomorrow.

MBDA is proud to announce Patricia Watts of FCI Management as the February Entrepreneur of the Month. Her company, FCI Management, is a full service energy services company offering strategic energy solutions for corporate, residential, commercial and industrial clients, public and private school, universities, and government and municipal agencies.

Based in greater Los Angeles, FCI Management supports major contracts in the Southern California region and nationally since its inception in 1998.

Patricia's journey of becoming her own boss was a natural one. She built a successful 22-year career advancing within a major utility company. Along the way, Patricia met entrepreneurs and became inspired by their success stories. When her company began offering volunteer retirement packages, she knew she had to seize the opportunity. With her experience, a passion to create jobs and good timing, the idea for FCI Management was born.

"I leveraged my institutional knowledge to start a company that would provide services to the industry," said Patricia. "The timing was



Patricia Watts of FCI Management

great as the world was being educated on climate change and greenhouse gas emissions, and becoming more energy efficient."

Over the past 17 years, FCI Management has received several awards including Small Business of the Year (2006), Supplier of the Year (2009), Entrepreneur of the Year (2013), and Minority Contractor of the Year (2014).

FCI Management is currently a client of the Los Angeles MBDA Business Center, which has proved instrumental in several key areas of growth, including financial advisory support, access to capital and federal contracting.

"I can't say enough about the support we have received from MBDA in helping us to expand and grow our business," said Patricia.

MBDA bestowed the prestigious award of "2015 Energy Firm of the Year" award to FCI Management at the 2015 Minority Enterprise Development Week Celebration held in conjunction with the National Minority Supplier Diversity Council Conference this past October.

Race/ethnicity and gender Black

Utilization benchmark (availability %)

Black American-owned	1.8%
Asian-Pacific American-owned	3.9
Subcontinent Asian American-owned	0.2
Hispanic American-owned	6.7
Native American-owned	0.0
Total MBE	12.6%
WBE (white woman-owned)	5.0
Total MBE/WBE	17.6%

Figure ES-1. Overall dollar-weighted availability estimates by MBE/WBE group
Note: Numbers rounded to nearest tenth of 1 percent. Numbers may not add to totals due to rounding. Source: Study Team availability analysis.

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Opportunity in the New Economy: MBDA Supporting Minority Businesses Now and in the Future

On January 12, 2016, President Barack Obama delivered his final State of the Union Address to members of Congress. During his highly-anticipated annual address, President Obama spoke optimistically of America's future and our progress in the areas of foreign policy, the economy, health care, social progress and his desire to transform America into the global leader in fighting climate change.

As we spotlight the Nation's successes over the

past seven plus years of the Obama Administration, we must also closely examine the state of minority businesses. According to data from the U.S. Census Bureau, by the year 2044, people of color will make up a majority of the U.S. population. The face of our nation is transforming and our diversity is one of our greatest strengths. It is what will keep us at the forefront of technology, innovation and the global marketplace. Minority businesses are essential to the economic success of

our nation.

During his address, the President also posed several key questions. One in particular, is of special importance to us here at the Department of Commerce, Minority Business Development Agency; "How do we give everyone a fair shot at opportunity and security in the new economy?"

One way is through our Agency. Since 1969, MBDA has been a faithful advocate for economic

and business development for minorities. We continue to lead efforts by providing minority business owners with greater access to capital, contracts and markets. We currently have 44 business centers across the nation to support our minority business entrepreneurs.

On Dec.15, 2015, the U.S. Census Bureau's released the final results of the 2012 Survey of

■ **Continued on page 6**

Community Outreach

Salesforce.org Awarded USF 2016 Prize for Service

The University of San Francisco (USF) announced that it will award the 2016 USF California Prize for Service and the Common Good to Salesforce.org. USF's prestigious prize recognizes individuals or organizations that have made significant advancements or innovations in serving the public and advocating on behalf of underserved populations. The university will celebrate Salesforce.org at a gala dinner on Thursday, May 12, on the USF campus, located in the heart of San Francisco.

Salesforce.org is being honored for its dedication to community engagement and raising the bar in corporate philanthropy. When Salesforce was founded in 1999, it transformed corporate philanthropy with the 1-1-1 model, an integrated philanthropy model whereby companies donate 1 percent equity, 1 percent product and 1 percent employee time to communities around the world. Today, Salesforce.org carries out Salesforce's philanthropic mission.

Since 1999, Salesforce's philanthropic entities have donated more than \$100 million in grants globally, including \$14 million in grants to the San Francisco Unified School District; and Salesforce employees have volunteered more than 1.1 million hours in their local communities. Salesforce.org also powers more than 27,000 nonprofits by offering technology to nonprofits and higher education institutions for free or at a discount.

Salesforce.org's efforts in San Francisco include \$14 million in grants to the San Francisco Unified School District—providing technology for students across the city, full-time coaches and teachers to support math and technology instruction, and thousands of hours of classroom volunteer time from Salesforce employees.

Extending the power of the 1-1-1 model, Salesforce.org has created a movement of corporate philanthropy with Pledge 1%, resulting in 600+ companies dedicating employee time, equity, product or profit back to the community.



"As an organization, Salesforce.org has reinvented corporate philanthropy for the 21st century with its 1-1-1 model," said USF President Paul J. Fitzgerald, S.J. "With more than 600 companies emulating this integrated approach, it is encouraging to see social benefit thinking in this novel form. We are also inspired by how Salesforce empowers its employees to develop a habit of altruistic concern and social responsibility, just as we strive to do with all of our students, faculty, staff, alumni and friends."

"Salesforce.org is honored to receive the 2016 USF California Prize for Service and Common Good," said Suzanne DiBianca, president of Salesforce.org. "We have seen a sea of change in the business world — people know that to create a great company, you need to put giving back at the core. We will continue to encourage companies to adopt philanthropy until it becomes a normal part of starting a business."

Salesforce.org is the eighth recipient of the USF California Prize, which comes with a \$10,000 purse and handcrafted medal. Previous honorees include:

- 2014 Chronicle Season of Sharing
- 2013 San Francisco Free Clinic
- 2012 San Francisco Giants
- 2011 Daniel Lurie, founder and CEO of Tipping Point Community
- 2010 One PacificCoast Bank and Foundation (formerly OneCalifornia)
- 2009 Alice Waters, chef and champion of locally grown food
- 2008 Lynn Fritz, social entrepreneur and founder of the Fritz Institute

For more information on the University of San Francisco California Prize for Service and the Common Good, or for details on the May 12

prize dinner benefiting university-wide programs that promote community engagement, please visit www.usfca.edu/california-prize.

About the University of San Francisco

The University of San Francisco is located in the heart of one of the world's most innovative and diverse cities and is home to a vibrant academic community of students and faculty who achieve excellence in their fields. Its diverse student body enjoys direct access to faculty, small classes, and outstanding opportunities in the city itself. USF is San Francisco's first university, and its Jesuit Catholic mission helps ignite a student's passion for social justice and a desire to "Change the World from Here." For more information, please visit usfca.edu.

To request interviews about this year's USF California Prize, please contact Anne-Marie Devine Tasto, senior director of media relations at (415) 422-2697 or abdevine@usfca.edu.

Source: usfca.edu

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CALIFORNIA CERTIFICATIONS

DGS
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SUB-BID REQUEST AD ORDER FORM

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EMAIL your ad to Nabil Vo at nvo@sbeinc.com**

SUB-BIDS REQUESTED FROM QUALIFIED:

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PROJECT LOCATION:(City, County, or District) _____

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BID DATE: _____

BID TIME: _____

COMPANY NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE: _____

FAX: _____

CONTACT: _____

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Hartford, CT Sub-Bid Request Ad

M/WBE BIDDING OPPORTUNITY

M/WBE firms must be certified as follows: To constitute a MBE or WBE for the purpose of meeting the agency thresholds, an enterprise must be formally certified as such by at least one of the following entities: The Connecticut Department of Administrative Services, The Connecticut Department of Transportation, The Federal Environmental Protection Agency, The Federal Small Business Administration OR other states as evidenced by the appropriate state certificate which specifies the applicable WBE or MBE designation. In the event the certificate from a state other than Connecticut does not contain the applicable designation, the certificate should be presented to the Owner (The Metropolitan District) for review and consideration.

Shea-Skanska Joint Venture invites qualified contractors, specifically M/WBEs certified by the agencies and requirements listed above, to contact Shea-Skanska JV (Prime Bidder/Contractor listed below) regarding subcontracting services and material supply opportunities in connection with the upcoming tunnel and shaft project.

The Work under this contract is located in South Hartford, Connecticut. The participation rates are 3% for MBEs and 5% for WBEs of the total contract price. Additionally, the goals are 6% MBE and 5% WBE. The Work consists of the construction of a deep rock tunnel, drop shafts, and an odor control facility along with support equipment and accessories as shown and specified.

Owner: The Metropolitan District
South Hartford Conveyance and Storage Tunnel: Tunnel and Shaft Construction
Contract No. 2 (2015B-27)
BID DATE: February 25, 2016 AT 2:00 PM

Opportunities to participate exist in the following specific areas of soil and rock excavation, hauling, excavation support systems, mechanical rock excavation, structural steel, engineering, survey, instrumentation and monitoring services, materials testing, demolition and site preparation, environmental investigation, utility relocation, paving, fencing and gates, geotechnical and structural instrumentation, slurry wall, cast-in-place concrete structures, reinforcing steel, ground stabilization, rock-bolts, steel dowels, shotcrete, concrete finishing, waterproofing, service utilities, grouting, mechanical equipment – hydraulic, sluice & weir gates, electrical services, landscaping, dewater pump station, pest control, IT services, waste disposal, cleaning services, and security services.

Any business seeking to participate as a M/WBE must submit current valid certification documents with proposal. We have set up an FTP site where you can view all plans and specifications for your convenience. Please contact Brett Campbell at (909) 594-0982 (brett.campbell@jfshea.com) to receive instructions on accessing the FTP Site.

Shea-Skanska Joint Venture

(J.F. Shea Construction, Inc. – Skanska USA Civil Northeast Inc.)
667 Brea Canyon Road, Suite 22, Walnut, CA 91789
909-595-4397, 909-869-0827 (fax)



**If you are a Disadvantaged Business Enterprise (DBE)
who is serious about participating
in state and federal DOT construction projects,
you need to be listed in the SBE Database®.
Visit www.sbeinc.com or call 1-800-800-8534 to join.
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California Sub-Bid Request Ads

CAHILL CONTRACTORS, INC.

Contact: Julie Park
estimating@cahill-sf.com, (415) 986-0600

CAHILL CONTRACTORS, INC. requests bids from Certified SBE/LBE/DBE Subcontractors and Suppliers for the following TRADES:

Structural & Misc. Steel / Cabinets / Countertops / Door and Door Hardware / Window & Storefronts / Signage / HVAC / Plumbing / Electrical

***Note: Fire Sprinkler has already bid out.

ROSA PARKS I, PHASE II, RAD - EARLY BID (SELECT TRADES)

1251 Turk Street, San Francisco, CA 94115

This is an MOHCD project with construction workforce, PLA Agreement and prevailing wage requirements.

BID DATE: 3/11/16 @ 2 PM

Voluntary Pre-bid Meeting/Job - Walk: TBD
BID DOCUMENTS: Please contact Julie for access to documents on BuildingConnected.

CAHILL CONTRACTORS, INC.

Contact: Julie Park
estimating@cahill-sf.com, (415) 986-0600

CAHILL CONTRACTORS, INC. requests bids from Certified SBE/LBE/DBE Subcontractors and Suppliers for the following DESIGN-BUILD TRADES:

HVAC / Plumbing / Electrical / Fire Protection / Solar Panels (Photovoltaic and Solar Hot Water) / Exterior Building Maintenance System

POTRERO HILL BLOCK X - DESIGN BUILD BID
25th Street and Connecticut Street,
San Francisco, CA 94107

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

BID DATE: 3/11/16 @ 2 PM

VOLUNTARY PRE-BID MEETING:
2/26/16 @ 10AM at Cahill's office,
425 California Street, Suite 2200, SF, CA 94104

BID DOCUMENTS: Please contact Julie for access to documents on BuildingConnected.

DeSilva Gates Construction

11555 Dublin Boulevard • P.O. Box 2909
Dublin, CA 94568-2909

(925) 829-9220 / FAX (925) 803-4263
Estimator: STEVE LIPPIS

Website: www.desilvagates.com
An Equal Opportunity Employer

DeSilva Gates Construction, L.P. is soliciting for DBEs for the following project:

**PRIMARY TREATMENT FACILITY PACKAGE 1 SITE PREPARATION PROJECT,
Bid No. PW16-19, Public Works
Project No. UY-15/01-19**

OWNER:

CITY OF SUNNYVALE

650 West Olive Avenue, Sunnyvale, CA 94086

BID DATE: FEBRUARY 24, 2016 @ 3:00 P.M.

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

CLEARING AND GRUBBING/DEMOLITION, ELECTRICAL, FENCING, UNDERGROUND, TRUCKING, WATER TRUCKS, STREET SWEEPING.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at: ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner.

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

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

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

Pacific States Environmental Contractors, Inc.

CAL LIC. NO. 723241
11555 Dublin Boulevard • Dublin, CA 94568-2909
Phone: (925) 803-4333 • FAX: (925) 803-4334
Estimator: Keith Donahue
Email:Kdonahue@pacificstates.net

Pacific States Environmental Contractors, Inc (PSEC) is preparing a bid as a Prime Contractor for the project listed below:

Improvements of a Portion of Ardenwood Creek (Line P) in the Vicinity of Paseo Padre Parkway to Tupelo Street, and Construction of Wetland Mitigation Area for Alameda Creek, in Fremont, Alameda County, California Zone 5 Project.

Owner:

Alameda County Flood Control and Water Conservation District.

BID DATE: March 1, 2016 @2pm

We hereby encourage responsible participation of Disadvantaged/Minority/Women-Owned Enterprises (D/M/WBE's) and solicit their subcontractor or materials and/or suppliers and trucking quotation for the following types of work including but not limited to:

Concrete, Trucking, Fencing, Hydroseeding, Pipe Ramming/Jacking, Underground Pipe, Storm Drain, Striping, Signage, SWPPP, Erosion Control, Painting, Landscaping, Irrigation, Street Pile Shoring and Light Weight Concrete Fill.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies for this project.

This will be a PREVAILING WAGE JOB.

Plans and specifications may be reviewed at our office located at 11555 Dublin Boulevard, Dublin, CA, as well as : https://www.dropbox.com/sh/1f9cj45m1oes5ko/AABKLAvg0qumWZiEl-wSLIV_ba?dl=0

Plans and Specs may be viewed and purchased online at www.ipdservices.com/clients/easbay?ALCO or by contacting Central Blue Print at 17132 E. 14th Street Hayward, CA 94541 (510) 276-3375, East Bay Blue Print and Supply at 1745 14th Avenue, Oakland, CA 94606 (510) 261-2990, or Custom Blue Print 1944 Mt. Diablo Boulevard, Walnut Creek, CA 94596 (925) 932-3113.

PSEC is willing to breakout any portion of work to encourage Disadvantaged/Minority/Women-Owned Business Enterprises (D/M/WBE's) and solicit their subcontractor or materials and/or suppliers and trucking quotation. If you require any assistance, please contact the Estimator, Keith Donahue email him at Kdonahue@pacificstates.net or call (925) 803-4333 and bids may be faxed to us at (925) 803-4334.

We are an equal opportunity employer.

Pacific States Environmental Contractors, Inc.

CAL LIC. NO. 723241
11555 Dublin Boulevard • Dublin, CA 94568-2909
Phone: (925) 803-4333 • FAX: (925) 803-4334
Estimator: Keith Donahue
Email:Kdonahue@pacificstates.net

Pacific States Environmental Contractors, Inc (PSEC) is preparing a bid as a Prime Contractor for the project listed below:

Channel Capacity Enhancement Along Line K, From I-880 Freeway To The Confluence of Line J, In Oakland Alameda County, California Zone No. 12 Project

Owner:

Alameda County Flood Control and Water Conservation District.

BID DATE: March 8, 2016 @2pm

We hereby encourage responsible participation of Disadvantaged/Minority/Women-Owned Business Enterprises (D/M/WBE's) and solicit their subcontractor or materials and/or suppliers and trucking quotation for the following types of work including but not limited to:

Concrete, Fencing, Hydroseeding, Trucking and Shoring

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies for this project.

This will be a PREVAILING WAGE JOB.

Plans and specifications may be reviewed at our office located at 11555 Dublin Boulevard, Dublin, CA, as well as : <https://www.dropbox.com/sh/ofk2ct7jcveomp1/AACieEvXtCJOCCri4cRXD4Rwa?dl=0>

Plans and Specs may be viewed and purchased online at www.ipdservices.com/clients/easbay?ALCO or by contacting Central Blue Print at 17132 E. 14th Street Hayward, CA 94541 (510) 276-3375, East Bay Blue Print and Supply at 1745 14th Avenue, Oakland, CA 94606 (510) 261-2990, or Custom Blue Print 1944 Mt. Diablo Boulevard, Walnut Creek, CA 94596 (925) 932-3113.

PSEC is willing to breakout any portion of work to encourage Disadvantaged/Minority/Women-Owned Business Enterprises (D/M/WBE's) and solicit their subcontractor or materials and/or suppliers and trucking quotation. If you require any assistance, please contact the Estimator, Keith Donahue email him at Kdonahue@pacificstates.net or call (925) 803-4333 and bids may be faxed to us at (925) 803-4334.

We are an equal opportunity employer.



SKANSKA
Stacy and Witbeck

Sixth Street Viaduct Replacement Project

Skanska Stacy and Witbeck is seeking additional DBE participation for the following scopes of work:

Equipment

SSW is seeking qualified DBE manufacturers/distributors with the following inventory for purchase: cranes of all sizes, forklifts, man lifts and other small equipment.

If your firm provides this scope and would like to be considered, please send an email to: 098009CRD@skanska.com. You will be required to complete a Questionnaire and submit by **Wednesday, February 24, 2016 at 5:00pm PST.**

DWP Underground Installation

SSW is seeking qualified DBE contractors interested in providing utility installation services for this opportunity.

Scope includes: Excavating, saw cutting, backfilling and laying conduit.

Contractors may need to provide crane services; shoring installation and traffic control services and oversee street restoration process.

If your firm provides this scope and would like to be considered, please send an email to: 098009CRD@skanska.com. You will be required to complete a Questionnaire and submit by **Monday, February 22, 2016 at 5:00pm PST.**

We will be inviting all interested and qualified firms to a meeting on **Wednesday, February 24, 2016.**

McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603 • Phone: (510) 632-7676 • Fax: (510) 562-5209
Contact: Robert Herrera • An Equal Opportunity Employer

Sub Bids Requested From Qualified DBE Subcontractors & Suppliers for

City of Folsom - Orangevale Avenue Bridge Rehabilitation Project

Location: Folsom, CA • Project Number: PN 9432 / Federal Project No. 5288(011)

Bid Date: February 29, 2016 @ 2:00 PM

McGuire and Hester is seeking qualified subcontractors in the following trades: staking, construction area signs, traffic control, SWPPP, cold plane AC pavement, bridge removal, clearing and grubbing, tree removal, AC dike, joint seal, reinforcing steel, metal beam guard rail, striping and signs, and hydroseeding. 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 and specs.

SMALL BUSINESS EXCHANGE

Veterans Corner

5 Reasons Veterans Should Consider Employment and Entrepreneurship in Corporate Housing and Property Management

Since 2008, Jen Yick has been the Property Manager and a licensed Real Estate Agent for AvenueWest Corporate Housing in San Francisco. As a veteran working in the corporate housing industry, Jen is keenly aware of how military training and service is great preparation for this non-traditional job. Jen connects people seeking short-term furnished housing with unique, privately owned properties managed exclusively by AvenueWest.

According to the Department of Labor, unemployment rates for veterans are 20 percent higher than the national average.

"This figure makes no sense to me as I believe veterans have not only made extraordinary sacrifices in their lives to serve their country, but also have received invaluable training and leadership experience that could greatly benefit the business world," says

Jen. "For a veteran trying to figure out a business to own or start or an industry for employment, I want to encourage him or her to take a close look at the corporate housing industry."

On any given day, Jen is running from client to client, preparing homes for their next tenants, solving problems, and helping tenants and clients with various questions and concerns. This job takes organization, attention to detail, a willingness to get the job done – especially under pressure, and great communication skills. These skills are exactly what the military prepares their men and women to do.

Jen adds that corporate housing companies should be looking to hire veterans when hiring future business leaders and employees: "Their skills will serve you and your business well and poise your business for long-term, continued success."

Below are five reasons why veterans make great employees and successful business leaders:

1. Veterans Operate Well Under Pressure:

Working in corporate housing is very exciting but extremely demanding. Everything needs to be completed quickly and someone always needs to be available round the clock to meet the needs and demands of tenants and property owners. Generally, tenants stay an average of 30-90 days – this means every 30-90 days, the property needs to be completely cleaned and inventoried so it can be rented to a new tenant. For the past seven years, Jen has successfully managed about 30 properties at any given time! Utilizing the many skills that the military taught, Jen has been able to make quick decisions, work fast and efficiently, and is willing to help any one of their tenants and owners on a moment's notice; after all, when a toi-

let is leaking, or the refrigerator stops working, these items need to be addressed right away.

A job in corporate housing is reminiscent of the pressures faced while training in the military: operating under a lot of pressure and relying on training to make the best possible decisions as quickly as possible. There isn't time to question what needs to be done. Such training serves Jen well every single day, and it will serve other business leaders and entrepreneurs in corporate housing too.

2. Veterans are Organized and Detail Oriented:

It's important to be organized and pay attention to every single detail when you're in the military. There are operating procedures to everything. Everything is inspected. A bed must be made in a certain way or it

■ Continued on page 9

California Sub-Bid Request Ads

Manson Construction Co.

200 CUTTING BLVD., RICHMOND, CA 94804

TEL: 510-232-6319 FAX: 510-232-4528

An Equal Opportunity Employer

REQUEST FOR QUALIFIED SBE/DBE SUBCONTRACTORS & SUPPLIERS FOR:

CENTRAL BAY OPERATIONS & MAINTENANCE FACILITY- ALAMEDA, CA

SAN FRANCISCO BAY AREA WATER EMERGENCY TRANSPORTATION AUTHORITY (WETA)

RFP # 2015-025

Bid Date: March, 11, 2016 at 2 p.m.

Quotes are requested for the following items of work but not limited to:

SWPP, Hydro-graphic Surveyors, Rebar, Electrical, Fire Protection, Plumbing, Misc. Metals, Fuel Systems- Diesel, Shotcrete, Soil Mixers, Soldier Pile Bulkhead, and Cathodic Protection

Project Description: A design/build of the Central Bay Operations and Maintenance Facility and the off-site improvements. This project includes dredging and in-water construction of berth facilities, shoreline protection ground improvements and re-grading of the project site for sea level rise onshore maintenance facility. It includes the extension and relocation of utilities and the construction of street, park, and parking lot improvements. The scope and extent of the improvements that are required as part of the project is described in the Bridging documents which are provided in conjunction with the RFP. This is a LEED Silver certification project.

Manson Construction is willing to break out items of work into economically feasible units to encourage DBE/SBE participation. Manson intends to work cooperatively with subcontractors and suppliers for all bid items they are licensed and qualified to perform. Subcontractor and Supplier quotes are required 72 hours prior to the price proposal bid date to enable thorough evaluation. This project has a project labor agreement.

Please submit all scope letters to Bill Cooke at BCooke@mansonconstruction.com or fax to 510-232-4528 as early as possible to allow estimators to thoroughly review. Firms must possess & provide current contractor's license number & DIR registration number on the quote. All DBE's must be certified under the California Unified Certification Program (CUCP), All SBE/DBE's must submit copies of qualifying certificate, Letter Of Intent to Perform on company letterhead, provide company annual gross receipts, contractor's license number (if applicable) and NAICS code on scope letter. Additionally, Certified SBE's must submit the "Small Business Enterprise Affidavit of Size". 100% Performance and Payment bonds are required but can be waived with prior approval for special cases. Manson will pay bond premium up to 1 1/2%. Current insurance and workers compensation coverage including USL&H and waiver of subrogation is required. Quotes must be valid for same duration as specified by owner for contract award.

If you are interested in this project, plans and specifications can be downloaded for free at <http://sanfranciscobayferry.com/weta/opportunities#rfp>. Subcontractors will be required to execute our standard subcontract agreement and agree to the standard general terms & conditions. Please contact Renee Williams at rwilliams@mansonconstruction.com or 510-232-6319 ext. 8318, if you would like copies for review prior to bid day or if you need assistance with bonding and insurance. For technical questions regarding plans and specs please contact Bill Cooke at 510-232-6319 Ext. 8323 or via email at BCooke@mansonconstruction.com



Pulice Construction, Inc.

591 Camino De La Reina, Suite 1250 | San Diego, CA 92108

TEL: (619) 814-3700 | FAX: (619) 814-3770

Email: msimmons@pulice.com

Equal Opportunity Employer

Invitation to Bid from certified SBE & Non-SBE Union Subcontractors, Material and/or Suppliers, and Professional Services for:

FULLERTON ROAD GRADE SEPARATION

State Project No. TCIF 6303(042)

OWNER: Alameda Corridor-East Construction Authority

LOCATION: City of Industry, CA

COUNTY: Los Angeles

SUB-BIDS DUE ON: Feb 29th, 2016

BID DATE: March 2, 2016

SBE Goal: 10%

Plans and Specifications can be downloaded for free at:

<https://www.planetbids.com/portal/portal.cfm?CompanyID=15588>

The project generally consists of the following:

Eliminate the existing at-grade crossing, through construction of a railroad flyover and roadway underpass, as well as a railroad street overcrossing and pedestrian bridge south of the railroad bridge.

Quotes for Services & Supplies requested for the following items for bid including, but not limited to:

136# TRACK, AC PAVING, AGGREGATES, BOOSTER PUMP, CIDH, CONCRETE SUPPLY, CONC BARRIER, CONC. FLATWORK, CONC. PAVEMENT, DEMO, DEWATERING, ELECTRICAL, FENCE/RAILING, FIBER OPTIC, HAZMAT DISPOSAL, HDPE, LANDSCAPE & IRRIGATION, MANHOLES, NOISE/VIB. MONITORING, PRECAST RCB, RAIL ELECTRIC, RCP, REINFORCING STEEL, ROCK BLANKET, SAWCUT/CURING, SHEET PILE, SOLDIER PILE, STEEL CASING, STEEL PILE, STRIPING, STRUCTURAL STEEL, SURVEYING, TEMP. MSE WALL, TRAFFIC CONTROL, TRUCKING, T-WALL, SIGNS, V-DITCH/SLOPE PAV., WATER POLLUTION CONTROL.

Opportunities for quotations will be needed throughout the life of the project. Terms and conditions should be made part of the quotations. 100% performance and payment bonds may be required for the full amount of the subcontract price. Pulice Construction, Inc. will assist with obtaining bonding, lines of credit, insurance by encouraging the SBE to work with state supportive services programs. All responsive subcontractors must possess a current contractor's license, insurance, and worker's compensation coverage complying with Pulice Construction, Inc. requirements and will be required to sign the standard Subcontract Agreement

Pulice Construction, Inc. will analyze and consider each SBE quote received, including those that are broken down into economically feasible units to facilitate bidding. Quotes must be valid for the same period of time as specified by Owner for contract award. Any conditions or exceptions in Subcontractor's quote are expressly rejected unless accepted in writing. **Plans and Specifications** are available online at www.pulice.sharefile.com. Send SBE certification (DGS) with quote. Non SBE- Subs/Suppliers: Indicate 2nd tier SBE participation offered on your quotation as it will be evaluated with your price.

Pulice Construction, Inc. is committed to ensuring that SBE's have the maximum opportunity to successfully perform on this project, and to making good faith efforts in achieving the SBE goal.

Visit Small Business Exchange at www.sbeinc.com to download the latest SBE Newspaper and Newsletter

DBE Availability, Utilization, and Disparity Study for the SFMTA

Continued from page 1

For construction, 74 percent of SFMTA's FTA-funded contracts were awarded to prime contractors and subcontractors located in San Francisco, Alameda, San Mateo, Santa Clara and Los Angeles Counties. The majority of interested firms seeking opportunities with SFMTA are also located in these market areas. These counties were therefore identified as the relevant geographic market area for SFMTA's transportation-related construction contracts.

For professional services, 92 percent of SFMTA FTA-funded contracts were awarded to prime contractors and subcontractors located in San Francisco, Alameda, San Mateo, and Santa Clara Counties. The substantial majority of interested firms seeking opportunities with SFMTA are also located in these market areas. These counties were therefore identified as the relevant geographic market area for SFMTA's professional services contracts.

Availability Analysis. Relevant data relating to the availability of capable and qualified contractors was collected and evaluated consistent with evidence gathering efforts approved by the federal courts. The Study Team engaged in an extensive effort to identify all firms in the relevant geographic market areas that are "ready, willing and able" to participate in SFMTA's FTA-funded contracts.

The Study Team used a custom census approach to estimate the availability of MBE/WBEs and majority-owned businesses for the transportation-related construction and professional services prime contracts and subcontracts that SFMTA awarded during the Study Period. Figure ES-1 presents overall dollar-weighted availability estimates by MBE/WBE group for those contracts.

Overall, MBE/WBE availability for SFMTA transportation contracts is 17.6 percent. Hispanic American-owned businesses (6.7%), non-Hispanic white woman-owned businesses (5.0%), and Asian Pacific American-owned businesses (3.9%) exhibited the highest availability

percentages among all MBE/WBE groups.

Utilization Analysis. To determine SFMTA's utilization of MBE and WBE firms, the Study Team ascertained the dollar values of FTA-funded transportation-related construction contracts and professional services contracts (including goods and other services) awarded by SFMTA during the Study Period, as well as the total dollar value of all FTA-funded

contracts awarded (including subcontracts). This task required in-depth review and analysis of SFMTA contract data, as well as a determination of the utilization of MBEs, WBEs, DBEs and majority-owned firms in FTA-funded contracts. The type of contract and the total dollar value of contracts awarded to MBE and WBE controlled businesses as prime contractors, subcontractors, suppliers and consultants were also determined.

As shown in Figure ES-2, MBE/WBEs received 18.3 percent of SFMTA's transportation-related construction and professional services dollars during the Study Period. MBEs received 15.9 percent and WBEs received 2.5 percent of these contract dollars.

Asian Pacific American-owned businesses (utilization of 7.6%) and Hispanic American-owned businesses (utilization of 5.6%) received the most contract dollars of any MBE/WBE group. Black American-owned businesses (utilization of 2.0%), Native American-owned businesses (utilization of 0.0%), Subcontinent Asian American-owned businesses (utilization of 0.6%), and non-Hispanic white woman-owned businesses (utilization of 2.5%) all received substantially less of SFMTA's contract dollars. Results for DBEs by race, ethnicity, and gender are similar to the MBE/WBE results.

Disparity Analysis. The availability and utilization data was evaluated to identify substantial statistical disparities, if any, between actual MBE and WBE utilization on SFMTA contracts and MBE/WBE firms' availability in the relevant geographic market areas.

Substantial disparities were found for non-Hispanic white woman-owned businesses, which only received 50 percent of the contract dollars that they were expected to receive based on their availability. Other disparity analysis results of note include: Black American-owned businesses showed a substantial disparity on SFMTA construction contracts overall, receiving only 64 percent of the contract dollars expected given their availability; and four MBE/WBE groups showed substantial disparities on small prime contracts: non-Hispanic white woman-owned businesses, Black American-owned businesses, Subcontinent Asian American-owned businesses, and Native American-owned businesses.

Native American-owned businesses did not receive any contract dollars. This may be due, in part, to the relatively small number of firms owned by Native Americans. Hispanic American-owned businesses also showed a disparity, though it was not substantial, as explained further in Chapter V.

Marketplace Conditions and Anecdotal Evidence. The Study Team conducted quantitative and qualitative analyses of conditions in SFMTA's local marketplace to examine whether barriers exist in SFMTA's marketplace in the construction and engineering industries for minorities, women, and for MBE/WBEs, and whether such barriers affect the utilization and availability of MBE/WBEs for SFMTA contracting.

The Study Team's quantitative analyses show barriers in SFMTA's local marketplace for certain minority groups, women, and minority- and woman-owned businesses in the areas of entry and advancement, business ownership, access to capital, and success of businesses. Evidence presented in other relevant disparity studies that covered SFMTA's local marketplace support that conclusion and also demonstrate substantial disparities in the utilization of MBE/WBEs in transportation-related construction and professional services contracting.

The anecdotal evidence of discrimination was gathered through public hearings, surveys, and one-on-one interviews. Some of the recurring concerns that emerged from this body of information include:

- Complaints that SBE/DBEs are listed on successful bids and contracts but are not utilized after the contract award stage;
- Prime contractor accepting subcontractor bids for work, winning the contract, and subsequently reversing the decision post contract award or not honoring the scope of the accepted subcontractor's bid;
- SFMTA contracting for work, with SBE work starting late in the project; and
- Setting qualification criteria higher than necessary, such as insurance or bonding requirements.

Assessment of Procurement Policies, Procedures and Practices. The Study Team assessed SFMTA's procurement policies, procedures and practices to identify and determine the effectiveness of current race or gender-neutral techniques and whether discrimination or other barriers exist in SFMTA's implementation and enforcement of these policies, practices and processes. The Study Team's assessment is that SFMTA has done a good job, and its policies, procedures and practices did not create barriers to MBE/WBE/DBE participation during the Study Period.

The hearing will be held:

WHEN: Tuesday, February 23, 2016

TIME: 4:00 pm to 5:30 pm

PLACE: SFMTA, Candlestick and Corona Heights Conference Rooms

**One South Van Ness Avenue, Sixth Floor
San Francisco, CA 94103**

Visit the link below to read the full report:
www.sbeinc.com/resources/cms.cfm?fuseaction=news_detail&articleID=1515&pageID=25

New Economy

Continued from page 2

Business Owners (SBO). This data revealed that business ownership in our nation is mirroring our increasingly diverse population. The number of minority-owned firms in the U.S. rose from 5.8 million in 2007 to 8 million in 2012, and contributed \$1.4 trillion to our economy. From 2007 to 2012, the percentage of minority-owned firms increased from 22 percent to 29 percent of the total number of U.S. firms.

That's positive news for minority business owners and the nation, but there's still more work to be done to grow all minority businesses. I challenge each of us to collectively use our resources to not only identify opportunities in this new economy, but to also create them for others in the minority business community. We must work together to export our products, diversify our corporate ranks, leverage data such as the SBO results and lend our full support to businesses that support minority communities.

Change will not occur overnight but it will occur through strategic action from minority business entrepreneurs, the federal government and the nation. Each of us plays a part.

To learn more about MBDA and our resources, visit www.mbd.gov

Source: <http://www.mbd.gov>

14 Reasons We're Sweet on Small Business

By Natale Goriel



Natale Goriel

Small businesses are the heart of America's economy. Small businesses in the United States:

1. **Care about their communities** – The 28 million small businesses in the U.S. contribute directly

to local communities.

2. **Provide opportunities** – Small businesses make up 99.7 percent of U.S. employer firms.
3. **Create jobs** – Two out of every three net new jobs created in the U.S. are from small businesses.
4. **Grow the global economy** – 97.7 percent of exporters are small firms.
5. **Represent the diversity of America** – Last year, SBA achieved record lending of \$23.5 billion under our flagship 7(a) loan program, with loans up 23 percent to minorities.
6. **Value military experience** – One out of every 10 small business owners is a veteran.
7. **Contribute to sales** – Small businesses account for 54 percent of all U.S. sales.
8. **Employ about half of the workforce** – Small businesses employ about 56.1 million of the nation's private workforce.
9. **Produce goods and services for our government** – In fiscal year 2014, \$91.7 billion were awarded to small business contractors, resulting in the support of approximately 550,000 total jobs.

U.S. Small Business Administration



Your Small Business Resource

10. **Lead the way for female entrepreneurs** – According to Census data from December 2015, women's ownership rates are up 27 percent, employing 8 million workers.
11. **Direct local industries** – Health care and social assistance; accommodation and food services; and retail trade were the three industries with the most small business employment.
12. **Drive innovation** – Small patenting firms produce 16 times more patents per employee than large patenting firms.
13. **Create opportunities for flexible work and lifestyles** – Home-based businesses account for 52 percent of all small businesses.
14. **Inspire us** – Small business owners work countless hours, sacrifice their personal time, improve their communities and follow their dreams.

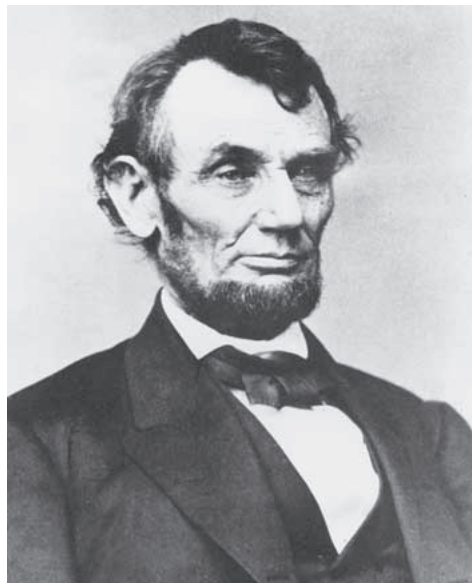
Source: www.sba.gov

Black Business Leaders - Past and Present

Famous Abolitionists

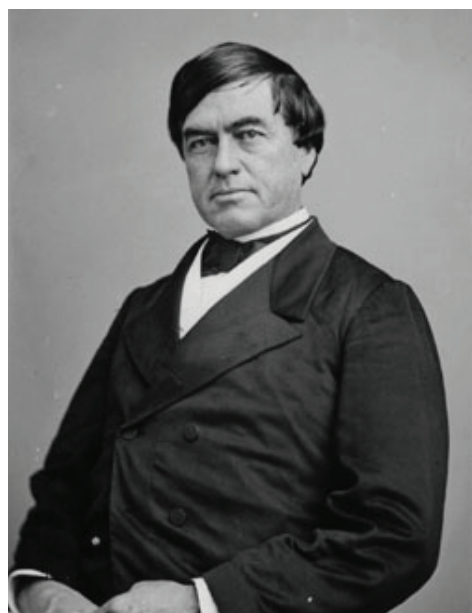
From the Editors: African American history is inclusive – not exclusively African-American. It is American history as it should be spoken and taught in our schools. African American struggles have, historically, been shared by Whites, Native Americans, Latinos and Asians. SBE, in this edition, wants to acknowledge the White Americans, from the battle fields of the Civil War, through Reconstruction and Civil Rights demonstrations. We honor you.

<http://www.biography.com/people/groups/abolitionists>



Abraham Lincoln
Civil Rights Activist, U.S. Representative,
U.S. President, Lawyer (1809–1865)

Abraham Lincoln was the 16th president of the United States. He preserved the Union during the U.S. Civil War and brought about the emancipation of slaves.



Cassius Marcellus Clay
Activist (1810–1903)

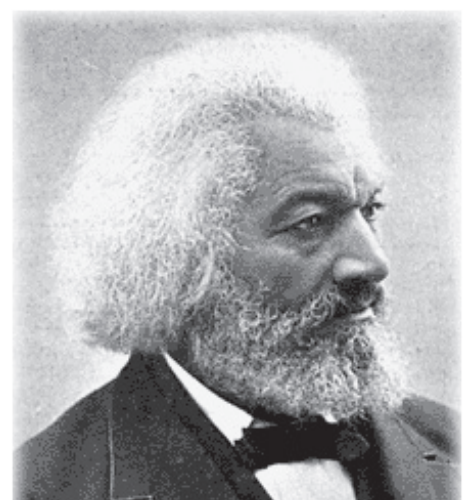
Cassius Marcellus Clay was born in Kentucky to a slave-holding family, but became a major figure in the abolitionist movement. Nicknamed The Lion of White Hall, was a Kentucky planter and politician who worked for abolition of slavery.

He was appointed by President Abraham Lincoln as the American minister to Russia during the American Civil War, and is credited with gaining Russian support for the Union.



Solomon Northup
Journalist (1808–c. 1863)

Solomon Northup was an African-American farmer and musician who was taken hostage and sold into slavery in 1841; his story is told in the film 12 Years a Slave.



Frederick Douglass
Author, Government Official, Journalist,
Civil Rights Activist (c. 1818–1895)

Famed 19th-century author and orator Frederick Douglass was an eminent human rights leader in the anti-slavery movement and the first African-American citizen to hold a high U.S. government rank.



Sojourner Truth
Civil Rights Activist, Women's Rights Activist
(c. 1797–1883)

Sojourner Truth is best known for her extemporaneous speech on racial inequalities, "Ain't I a Woman?" delivered at the Ohio Women's Rights Convention in 1851.



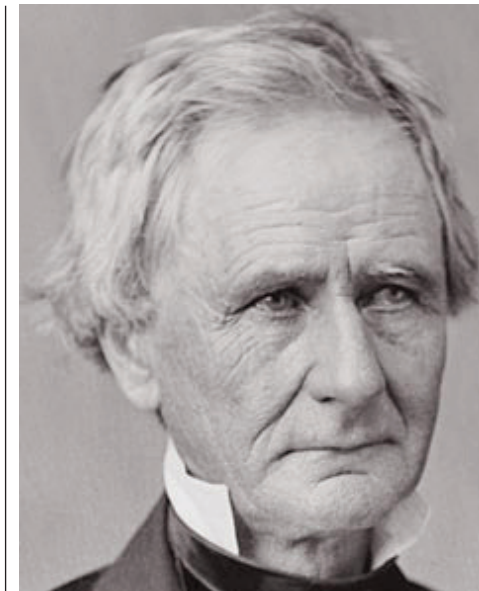
Richard Wright
Author, Journalist, Poet (1908–1960)

Pioneering African-American writer Richard Wright is best known for the classic texts *Black Boy* and *Native Son*.



David Walker
Civil Rights Activist, Writer (c. 1796–c. 1830)

In 1829, African-American abolitionist David Walker wrote an incendiary pamphlet that argued for the end of slavery and discrimination in the United States.



Simon Cameron
Business Leader, Government Official, Editor,
U.S. Representative (1799–1889)

Simon Cameron was a Pennsylvania senator who later served as President Abraham Lincoln's secretary of war.



Susan B. Anthony
Publisher, Civil Rights Activist, Editor, Women's
Rights Activist, Journalist (1820–1906)

Susan B. Anthony was a suffragist, abolitionist, author and speaker who was the president of the National American Woman Suffrage Association.



Jean-Jacques Dessalines
Governor, Emperor, General (c. 1758–1806)

Jean-Jacques Dessalines was a military leader who worked with Toussaint L'Ouverture and gave the country of Haiti its name.

Born around 1758, in Africa, Jean-Jacques Dessalines was enslaved in the French colony of Saint-Domingue. He served as a lieutenant under Toussaint L'Ouverture after the 1791 slave revolt and later eliminated French rule. Dessalines renamed the colony Haiti in 1804 and declared himself emperor. Despised for his brutality, yet honored as one of Haiti's founding fathers, he was killed in a revolt on October 17, 1806, in Pont Rouge, near Port-au-Prince, Haiti.

California Sub-Bid Request Ads

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Bill Jensen • An Equal Opportunity Employer

REQUEST FOR DVBE & SBE SUBCONTRACTORS AND SUPPLIERS FOR:

**Hwy 113 – Dixon
Cold Plane AC Pavement and Place HMA (Type A)
Caltrans #04-3J4504
BID DATE: March 1, 2016 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, Water Pollution Control Program, Sweeping, Cold Plane AC, Geosynthetic Pavement Interlayer, Tack Coat, Striping & Marking and Construction Materials.

100% Performance & Payment Bonds may be required. Worker's Compensation Waiver of Subrogation required. Please call OCJ for assistance with bonding, insurance, necessary equipment, material and/or supplies. OCJ is willing to breakout any portion of work to encourage DVBE & SBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php.

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Jean Sicard • An Equal Opportunity Employer

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:

**Adobe Road at East Washington Street
Signal and Widening
Sonoma County Dept. of Transportation & Public Works
County Project No. C02279
BID DATE: March 2, 2016 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Storm Water Sampling & Analysis, Temp. Fencing, SWPPP, Water Pollution Control, Rain Event Action Plan, Project Funding Identification Signs, Construction Area Signs, Traffic Control System, Flagging, Portable Changeable Message Signs, Roadside Signs, Adjust Utilities, Cold Plane AC, Clearing & Grubbing, Develop Water Supply, Roadway Excavation – Hazardous Material, Imported Borrow, Erosion Control, Minor Concrete, Bar Reinforcing Steel, Rock Slope Protection, Just Mesh, Detectable Warning Surface, Fencing, Survey Monument, Object Marker, MBGR, Striping & Marking, Signal & Lighting and Construction Materials

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

RGW Construction, Inc.

Contractors License A/B 591940
550 Greenville Road • Livermore, CA 94550 • Phone: 925-606-2400 • Fax: 925-961-1925
An Equal Opportunity Employer

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

**Return Activated Sludge Pumping (RAS)
Sacramento Regional Wastewater Treatment Plant
Contract No. 4210
Engineer Estimate: \$30,342,000.00 – 775 Working Days
Bids: March 17, 2016 @ 2:00pm**

Requesting Sub-quotes for (including but not limited to): Pipe Supplier, Structural Concrete, Reinforcing Steel-Rebar, Electrical and Instrumentation, Painting and Coatings.

Scope of Work: Upgrading the existing RAS system to convey RAS from existing SSTs to the new BNR facility

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

Plans and Specs are available to view and copy at our office or County of Sacramento, Site Improvements and Permits section 916-874-6544 or Contact Aaron Heppner 925-606-2400 aaron.heppner@rgwconstruction.com for questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Jean Sicard and Donat Galic • An Equal Opportunity Employer

REQUEST FOR SBE SUBCONTRACTORS AND SUPPLIERS FOR:

**Alum Rock Ave. Roadway, Busway and
Station Improvements
Contract C836 (15061)
Santa Clara Valley Transit Authority
BID DATE: March 4, 2015 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Traffic Control, SWPPP, Project Identification Sign, Clearing & Grubbing, Cold Plane AC, Abandon Manhole, Abandon Sanitary Sewer Pipe, Monument Restoration, Roadside Signs, Electrical, CCTV Camera System, Import Borrow, Tree Protection and Pruning, Subgrade Enhancement Geotextile (Class B2), AC Dike, Slurry Seal, Crack Treatment, Minor Concrete, Concrete Barrier, Geotextile Fabric, Precast Landscape Concrete Pavers, Cobble Median, Decorative Concrete Pavement, Decorative Gravel, Striping & Marking, Paint Curb, Detectable Warning Surface, Midwest Guardrail System, Pedestrian Barricade, Landscape & Irrigation, Import Topsoil, Storm Drain, Sanitary Sewer Pipe, Adjust Utilities, Manhole, Station Improvements, MBGR and Construction Materials.

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

McCarthy Building Companies, Inc.

**Subcontractor Solicitation of Interest
MARTIN LUTHER KING, JR., MEDICAL CAMPUS
EAST PARKING STRUCTURE PROJECT
COUNTY OF LOS ANGELES – Specifications No. 7305
Los Angeles, CA
Bid Date: 3-3-2016**

McCarthy Building Companies, Inc. (Design-Builder) is soliciting interest from qualified subcontractors and suppliers to participate in the bidding for award phase of the project upon completion of the design. The Scope of Work pertains to:

The design and construction of a new multi-level parking structure and associated site improvements at the east side of the MLK campus. The new parking structure will include at least 1,400 parking spaces to accommodate the parking demands for the new services to be provided on campus. The structure will replace an existing surface parking lot. The site and infrastructure work include landscape, access roads, wayfinding signage, infiltration basin, and pedestrian walkways in the vicinity of the structure.

This Project is composed of three packages:

- Package 1 - Parking Structure and Site & Infrastructure Work (Part of this work scope)
- Package 2 - On-site Make Ready (Part of this work scope)
- Package 3 - Off-site Make Ready (Part of this work scope)

The Design-Builder will be responsible for Packages 1, 2 and 3.

The on-site make-ready package (Package 2) includes the demolition of the parking lot, relocation of existing underground utilities, re-routing of the entry drive loop, widening roadways, traffic striping and signage, and preparation of a certified building pad. The off-site make-ready package (Package 3) includes the removal of the bus turnout and relocation of the bus stop. The off-site make-ready package scope will be performed by the Design-Builder.

Work categories include: Demolition; Site Clearing & Earthwork; Shoring & Underpinning; Asphalt Concrete Paving & Striping; Site Concrete/Pavers; Site Utilities; Pavement Markings/Striping/Tactile Warning Mats; Fences & Gates; Landscaping & Irrigation; Site Furnishings; Reinforcing Steel and P.T.; Structural Concrete; Masonry; Structural Steel; Metal Decking; Misc. Metal Fabrications; Ornamental Metal; Rough Carpentry; Roofing; Waterproofing; Sheet Metal/Metal Panel/Exp. Joints; Joint Sealants; Doors/Frames/Hardware; Coiling/Overhead Doors; Tile; Painting & Wall Coverings; Signage and Wayfinding; Fire Extinguishers/Cabinets; Wire Mesh Partitions; Artwork (by Owner); Glass and Glazing; Metal Stud Framing/Drywall/Plaster; Parking Control Equipment; Elevators; Fire Protection

* - This is a Prevailing Wage Project.

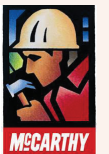
* - A 100% Performance and Payment Bond from an admitted surety will be required upon award of contract for all trades.

* - McCarthy is an equal opportunity employer and encourages qualified Small Business and Minority Business participation.

Please contact us if you have any questions regarding project specifics:

McCarthy Building Companies, Inc.

Jane Shon, Administrative Assistant, E-Mail: jshon@mccarthy.com
20401 SW Birch Street, Newport Beach, CA 92660
Phone: (949) 851-8383 • Fax: (949) 756-6841



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

California Sub-Bid Request Ads



Kiewit Infrastructure West Co.
4650 Business Center Drive Fairfield, CA 94534
Attn: Victor Molina - victor.molina@kiewit.com

Requests quotes/bids from qualified Subcontractor, Service Providers, Consultants, and/or Suppliers seeking to participate in the City of San Jose, Digester and Thickener Facilities Upgrade Project in San Jose, CA.
<http://www.epa.gov/> <http://www.sba.gov/>
<http://www.californiaucp.org>

Digester and Thickener Facilities Upgrade
Contract No. 7382

Owner: City of San Jose
Bid Date: March 17, 2016 @ 3:00 P.M.

Disadvantaged Business Enterprises (DBEs)

Minority Business Enterprise (MBE), Women Business Enterprise (WBE), Small Business Enterprise (SBE), Small Business in a Rural Area (SBRA), Labor Surplus Area Firm (LSAF), or Historically Underutilized Business (HUB) Zone Businesses wanted for the following scopes, including, but not limited to:

Asphalt Paving, Carpentry, Casework, Concrete, Concrete Pumping, Concrete Readymix, Concrete Reinforcement Supply & Install, Concrete Forming, Cast in Place Concrete, Grouting, Shotcrete, Dewatering, Demolition, Access Doors, Frames & Windows, Electrical, Communications, Equipment, Geotextiles, Grading, Fire-Suppression & Detection, Hazardous Waste Abatement, HVAC, Masonry, Metals, Paintings & Coatings, Plumbing, Piping & Valves, Process Interconnections, Shoring, Signage, Street Sweeping, Thermal & Moisture Protection, Canopies, Metal Buildings, Earthworks, Membrane Roofing, Joint Sealant, Sheet Metal Flashing and Trim, Trucking & Hauling, Woods, Plastics, and Composites, Water Truck, Geo Foam and Tanks.

Bonding, insurance, and any technical assistance or information related to the plans or specification and requirements for the work will be made available to interested CUCP, MBE, SBE, SBRA, LSAF or HUB Certified DBE business suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested certified suppliers and subcontractors.

Subcontractor and Supplier Scopes are due
March 11, 2016 and Quotes NO LATER THAN
March 16, 2016 at 5 PM.

Plans are available for viewing at our office at our address below and through SmartBidNet (SBN).

All subcontractors that are registered in our SBN database will receive an invitation to bid.

Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company to be able to receive bidding information, Plans and Specifications Performance and Payment Bonds may be required for Subcontractors and Supply Bond for Suppliers on this project.

Clean Water State Revolving Fund (CWSRF) Provisions apply
Buy American Iron & Steel (AIS) requirements apply

An Equal Opportunity Employer
CA Lic. #433176
DIR#1000001147



Kiewit/Manson, AJV
4650 Business Center Drive Fairfield, CA 94534
Contact: Matt DiCrescentis at
matthew.dicrescentis@kiewit.com

Requests bids from qualified California Department of General Services (DGS) certified Small Business Enterprises (SBEs), Micro (SBs), and Disabled Veteran Business Enterprises (DVBEs) subcontractors, consultants and suppliers to participate in Phase 2 of the Demolition of the Old San Francisco-Oakland Bay Bridge Marine Foundations in San Francisco Bay, CA.

For information on Small Business & Disabled Veterans Business Enterprises, certification etc. please visit the link below:
<http://www.pd.dgs.ca.gov>

Owner: California Department of Transportation (Caltrans)
Contract No. 04-013544

Bid Date: February 26th, 2016 @ 5:00 P.M.

Small Business Enterprises (SBEs), Micro (SBs) and Disabled Veteran Business Enterprises (DVBEs)

wanted for following scopes, including, but not limited to Diving, Tug Boat Support, Mechanical Demolition, Traffic Control, Hydrographic Survey, Concrete Disposal, Demolished Concrete Trucking, and Steel Fabrication.

Bonding, insurance and technical assistance or information related to the plans or specification and requirements for the work will be made available to interested DGS Certified SBE, Micro SB and DVBE, suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested suppliers and subcontractors.

Quotes and Proposals due by
February 26, 2016 at 5:00 p.m.

Submit quotes/bids to Matthew DiCrescentis at
matthew.dicrescentis@kiewit.com

All subcontractors registered in Kiewit's SmartBidNet database will receive an invitation to bid Visit <http://bit.ly/BidList-Registration> to register your company and to be able to receive bidding information.

For Plans Contact: Matt DiCrescentis at
matthew.dicrescentis@kiewit.com

Performance bonds and Payment bonds for subcontractors and supply bonds for permanent materials supply maybe required for this project. Please include cost of bond in your quote if applicable. Cost of bond is reimbursable.

All contractors and subcontractors who bid or work on a public works project must be registered with the California Department of Industrial Relations

An Equal Opportunity Employer
CA Lic. #973007
DIR#1000001684



Project Name: Pier 70 – Bldg 113/114 Elevators Only
Location: San Francisco, California
Bid Date: March 14th, 2016 @2:00 PM
Pre-Bid Conference: March 1st, 2016 @ 10.30am
Location: Nibbi Brothers trailer located off of
20th Street and Michigan Street, San Francisco

Nibbi Brothers has been selected as the General Contractor for the Pier 70 Bldg. 113/114 project in San Francisco, CA. We are requesting proposals from subcontractors and suppliers including those certified with the San Francisco Contract Monitoring Department (CMD) as local business enterprises (LBE's) for the Supply & Installation of Elevators. Please note that All Subcontractors will be required to comply with the following requirements by the Port of San Francisco:

1. 17% LBE Disadvantaged Business (LBE) goal
 2. 25% of total construction hours performed by SF residents
 3. 50% new hires for employment opportunities in the construction trades and any Entry-level Position.
- Consistent with the City's First Source Hiring Program (FSHA) and Seismic Safety Loan Program (SSLP)
 - Contractor agrees to work in Good Faith with the Office of Economic and Workforce Development (OEWD)

Please refer to the Port Website at the following link for more information;
<http://www.sfgsa.org/index.aspx?page=6717>

To obtain bid and contract documents please email John Boyden at johnb@nibbi.com or Kristin Medwick at kristinm@nibbi.com.

For information regarding this project please contact Norm Hayes, Senior Project Manager, via email at normh@nibbi.com.

Shimmick Construction Company Inc.
8201 Edgewater Drive, Suite 202 • Oakland, CA 94621
Phone (510) 777-5000 • Fax (510) 777-5099

DBE Subcontractor/Supplier Bids Requested For:
Golden Gate Bridge Physical Suicide Deterrent System
Golden Gate Bridge, Highway and Transportation District
City and County of San Francisco and Marin County, California
Contract No. 2016-B-1
REVISED BID DATE: May 3, 2016 until 2:00PM
Fax all quotes to 510-777-5099

Requesting certified DBE Subcontractor and Supplier Quotes on: **Misc. Supplies, Safety, Petroleum, Oil & Lubricants, Steel, Paint, Fencing, Electrical & Signals, Tools, Signage, Traffic Control, Steel Structures, Lumber, Clean & Paint Steel, Trucking**

This is a security sensitive project. Please note that prior to viewing plans & specifications for this project, all firms MUST be cleared by the GGBHTD. To begin the clearance process, please express interest to bidquestions@goldengate.org.

Subcontractors and Suppliers interested in this project may contact Osama Martell by phone at (510) 777-5057.

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.

5 Reasons Veterans Should Consider Employment and Entrepreneurship

Continued from page 5

needs to be redone. Socks and underwear need to be folded in a specific way too.

This organization and attention to detail translates well in the corporate housing world as detailed inspections need to be done on properties daily, including checking every crevice for dings and damage before the next tenant arrives. Specific details about each property need to be given to every tenant to ensure they have everything they need for a successful stay. These details matter to tenants and ensure a great experience with AvenueWest.

3. Veterans Thrive at Non-Traditional Jobs

Military veterans thrive in non-traditional jobs because their training teaches them to be flexible and to work out in the field. Veterans are doers; they are the ones rolling up their sleeves to do the job, no matter

how messy it may be. Veterans are not afraid to get their feet wet or hands dirty. In fact, no job is beneath them, they just do what needs to get done.

Corporate housing offers non-traditional jobs that require flexibility and a willingness to do the job at hand. Showing properties, meeting new tenants, bringing on new clients, and operating at all hours, even in the middle of the night, are just some of the daily tasks. "I had a tenant once call me at midnight asking me to come over and fix a leaky faucet...I found the task reminiscent of 'fireguard duty' in the military where I'd be awoken in the middle of the night and assigned to guard the barracks." Recalls Jen.

4. Veterans Excel at Communication

Soldiers have to communicate every day with their fellow soldiers, leaders and civilians, even in the most pressure-filled of scenarios. Along with good communication, veterans have to be personable and able to interact with people with different viewpoints and

cultures, just as U.S. soldiers must do today when interacting with Iraqi civilians.

Organization does a person well in the corporate housing industry. Jen interacts with tenants and clients on a daily basis. Creating clear contracts, articulating well, and staying positive and client-service oriented even when an owner or tenant is being unruly or unreasonable are some examples of communication skills Jen learned from the Army. "I have been trained to stay calm, collected, and communicative even when the going gets tough."

5. Veterans are Trustworthy

Trust is a strong value instilled in military personnel charged with protecting and serving a nation. Teams must not only trust one another, but they must look out for and trust one another.

Business owners looking for excellent people to care for their business should consider hiring a veter-

an to lead it (or work with a veteran to franchise your business in a new market). Veterans are team players and have a strong sense of discipline, responsibility and duty to serve those who entrust them to do the job. They will not only serve any business well, but will serve clients and tenants well too. When things need to get done, trust a veteran to do it.

Overall, veterans make great business owners, franchisees and business leaders. They operate well under pressure and are organized and detail-oriented. Veterans thrive at non-traditional jobs, communicate well with others, and have a strong sense of duty and responsibility. Jen's job within the corporate housing industry complements all military training. Other veterans should seek employment and entrepreneurial opportunities in this industry. It's a win for the corporate housing industry and a win for veterans too!

Source: AvenueWest Managed Corporate Housing

Public Legal Notices



GOLDEN GATE BRIDGE HIGHWAY & TRANSPORTATION DISTRICT

NOTICE INVITING SEALED BIDS

The Golden Gate Bridge, Highway and Transportation District (District) seeks bids for **Contract No. 2016-BT-02, Heavy Duty Batteries**. Interested Bidders must submit sealed bids to the Office of the Secretary of the District by **Tuesday, March 15, 2016, at 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 by **Tuesday, March 1, 2016 at 4:30 p.m., PT**.

The Bid Documents are available for download on the District's website. To download the Bid Documents, go to the District's website home page at <http://www.goldengate.org>, click on Contract Opportunities, scroll down to Bus Division and look for Contract No. 2016-BT-02.

To inspect and obtain the Bid Documents, please contact the Contracts Office, Administration Building, Golden Gate Bridge Toll Plaza, San Francisco, CA, by email at contractsoffice@goldengate.org, by telephone at (415) 923-2318, or by facsimile at (415) 923-2384.

/s/ Aida S. Caputo, Contracts Officer
Dated: 2/16/2016
2/18/16
CNS-2845778#
SMALL BUSINESS EXCHANGE

Opportunity in the New Economy

Continued from page 10

On Dec. 15, 2015, the U.S. Census Bureau's released the final results of the 2012 Survey of Business Owners (SBO). This data revealed that business ownership in our nation is mirroring our increasingly diverse population. The number of minority-owned firms in the U.S. rose from 5.8 million in 2007 to 8 million in 2012, and contributed \$1.4 trillion to our economy. From 2007 to 2012, the percentage of minority-owned firms increased from 22 percent to 29 percent of the total number of U.S. firms.

That's positive news for minority business owners and the nation, but there's still more work to be done to grow all minority businesses. I challenge each of us to collectively use our resources to not only identify opportunities in this new economy, but to also create them for others in the minority business community. We must work together to export our products, diversify our corporate ranks, leverage data such as the SBO results and lend our full support to businesses that support minority communities.

Change will not occur overnight but it will occur through strategic action from minority business entrepreneurs, the federal government and the nation. Each of us plays a part.

To learn more about MBDA and our resources, visit www.mbda.gov

Source: <http://www.mbda.gov>

Hunters Point Artists Parcel Mass Grading, Demo & Phase II Utility Project- Opportunity to Perform

Demolition and Abatement of existing infrastructure and structures, mass grading, and construction of new infrastructure at the Hunters Point Shipyard.

Lennar Urban is requesting qualified, interested construction firms to respond to a public request for proposals to perform:

Demolition and Abatement of existing infrastructure and structures, mass grading, and construction of new infrastructure to support future development inclusive of a new artists building

For more information, please visit:

<http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=10535>

The Successor to the San Francisco Redevelopment Agency (SFRA) has established the 50% Small Business Enterprise (SBE) Participation goal for construction firms. Respondents are encouraged to check this website regularly for updates.

Pre-Bid Coordination Meeting and Job Walk:

February 16, 2016 @ 10:00 AM

Building 101

101 Horne Ave.

San Francisco, CA 94124

**Proposals must be submitted by
March 3, 2016 @ 2:00 PM (PST).**

Hunters Point Shipyard Hazardous Material Abatement Project

**Opportunity to complete abatement of
existing structures at the
Hunters Point Shipyard**

Lennar Urban is requesting qualified, interested construction firms to respond to a public request for proposals to complete abatement of existing structures at the Hunters Point Shipyard.

For more information, please visit:

<http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=10575>

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

Respondents are encouraged to check this website regularly for updates.

Pre-Bid Meeting:

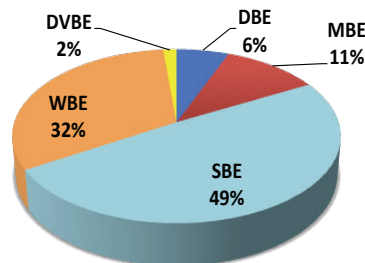
February 23, 2016 @ 2:00 PM

Building 101, 101 Horne Ave.

San Francisco, CA 94124

**Proposals must be submitted by
March 15, 2016 @ 2:00 PM (PST).**

AUDIENCE PROFILE Small Business Exchange, Inc.



CALIFORNIA STATE UNIVERSITY STANISLAUS

REQUEST FOR QUALIFICATIONS FOR COLLABORATIVE DESIGN-BUILD SERVICES

**University Union Renovation/Expansion,
Project Number 16-262
California State University, Stanislaus**

The Trustees of The California State University, through this Request for Qualifications (RFQ), is requesting Statements of Qualifications (SOQ) from interested and qualified design-builders (Respondents) to provide design and construction services for the above-reference Project. The Trustees will select a design-build team consisting of a general contractor and architect (Design-Builder) based on qualifications and proposed fees (a design competition is not utilized). This is a two-phased delivery process: Design Phase, and Design-Build Phase, and there will be a separate contract for each phase.

Respondents shall be prequalified with the Trustees, and shall submit their prequalification application no less than ten business days prior to the SOQ submittal due date. A technical review committee shall review the respondents' SOQ and, based on the criteria identified in the RFQ, the committee shall select no more than five finalists to receive the Request for Proposals.

SOQ Submittal Due Date: March 29, 2016

Deadline for Submittal of SOQ: 2:00 p.m.

Estimated Design and Construction Cost:
\$ 42,000,000

License Requirement: B

RFQ Respondents Conference and Site Inspection,

Date and Time: March 3, 2016, 10:00 a.m.

Location:

University Union Lakeside Conference Room

For directions call (209) 667-3623.

RFQ documents are available at the location and website specified below. Please contact that office.

California State University, Stanislaus

Procurement Office

Attn: Debra Da Rosa

One University Circle, MSR 270

Turlock, CA 95382

Telephone: (209) 667-3987;

Website: www.e-ARC.com/ca/modesto

The Trustees require a three percent Disabled Veteran Business Enterprise participation. When it nears time to bid trades, the selected Design-Builder shall contact the Trustees' DVBE Coordinator at (209) 667-3243.

This project is a public works project and is subject to prevailing wage rate laws (see Contract General Conditions, Article 35.02-c). All contractors and all tiers of subcontractors submitting proposals or bids on this project shall register to bid public works projects with the Department of Industrial Relations, and maintain current this registration pursuant to Labor Code Section 1725.5. Please go to <http://www.dir.ca.gov/Public-Works/PublicWorks.html> for more information and to register.

CALIFORNIA STATE UNIVERSITY STANISLAUS

NOTICE TO CONTRACTORS CORP YARD AND BOILER PLANT RE-ROOF PROJECT, PROJECT NUMBER 9908 CSU STANISLAUS

One University Circle, Turlock CA 95382

The Trustees of the California State University will receive sealed bid proposals in the Mary Stuart Rogers Building, Room MSR270 at the above address, for furnishing all labor and materials for construction of the Corp Yard and Boiler Plant Re-Roof Project, for California State University, Stanislaus.

Proposals will be received in the above-mentioned room until 2:00 p.m. on March 1, 2016, in accordance with the contract documents, at which time the proposals will be publicly opened and read.

In general, the work consists of the removal of existing built-up roofing including ACM abatement and replacement with 60mil PVC roof membrane over cover board and rigid insulation board in accordance with the plans and specifications prepared by CRC Consulting Group, 1400 Easton Dr., Ste 138, Bakersfield CA 93309. Plans and specifications may be seen at the office of the University and Plan Rooms. Engineer's construction estimate is \$515,000.

Plans and specifications may be obtained after February 8, 2016 by requesting them from ARC by going to www.e-ARC.com/ca/modesto then clicking on "Public Planroom" or by calling the ARC Modesto location at (209) 524-2924 asking for the PlanWell Department. Plans and specifications cost approximately \$125 plus tax and shipping payable to ARC and are non-refundable.

Each bidder offering a proposal must comply with bidding provisions of Article 2.00 et seq. in the Contract General Conditions, and should be familiar with all the provisions of the Contract General Conditions and Supplementary General Conditions.

This project is a public works project and is subject to prevailing wage rate laws (see Contract General Conditions, Article 4.02-c). All contractors and all tiers of subcontractors bidding on this project shall register to bid public works projects with the Department of Industrial Relations (DIR), and maintain current this registration pursuant to Labor Code Section 1725.5. Please go to <http://www.dir.ca.gov/Public-Works/PublicWorks.html> for more information and to register.

A mandatory pre-bid walkthrough has been scheduled for February 16, 2016 at 10:00 am. Interested bidders should assemble at the Mary Stuart Rogers Building, Conference Room MSR130C, Building #27 on the campus.

The Trustees require the successful bidder to achieve three percent (3%) DVBE participation in contracting construction projects as established in the bidding documents, and bidders shall identify the DVBEs to be used to satisfy this requirement in their bids. The University is granting a DVBE bid incentive of up to 1% as described in the Contract General Conditions. Bidders shall contact the Trustees' DVBE Coordinator at (209) 667-3243 or Debbie DaRosa at (209) 667-3987.

It will be the responsibility of each bidder to obtain a bid proposal package in sufficient time to fulfill requirements therein. Bid proposal packages are obtainable only by prequalified contractors, licensed in the State of California with a C-39 license, and registered with the DIR to bid public works projects. The bid packages must be requested from the Trustees, located at CSU Stanislaus, One University Circle, Turlock CA 95382; Attention: Debbie DaRosa, (209) 667-3987, ddarosa@csustan.edu.

Visit the link below for more Public Legal Ads
[http://www.sbeinc.com/advertising/
legal_notices.cfm](http://www.sbeinc.com/advertising/legal_notices.cfm)



Access to Capital



Executive Summary - Disparities in Capital Access between Minority and Non-Minority Businesses

This report was developed under a contract with the U.S. Department of Commerce's Minority Business Development Agency, and contains information and analysis that was reviewed and edited by officials of the Minority Business Development Agency.

Preface

Capital access remains the most important factor limiting the establishment, expansion and growth of minority-owned businesses. Given this well established constraint, the current financial environment has placed a greater burden on minority entrepreneurs who are trying to keep their businesses thriving in today's economy.

In this study, Dr. Robert W. Fairlie and Dr. Alicia Robb provide an in-depth review and analysis of the barriers to capital access experienced by minority entrepreneurs, and the consequences that limited financial sources are placing on expanding minority-owned firms.

Unknown ObjectMinority-owned businesses have been growing in number of firms, gross receipts, and paid employment, at a faster pace than non-minority firms. If it were not for the employment growth created by minority firms, American firms, excluding publicly-held firms, would have experienced a greater job loss between 1997 and 2002. While paid employment grew by 4 percent among minority-owned firms, it declined by 7 percent among non-minority firms during this period.

Minority-owned businesses continue to be the engine of employment in emerging and minority communities. Their business growth depends on a variety of capital, from seed funding to establish new firms, to working capital and business loans to expand their businesses, to private equity for



acquiring and merging with other firms.

Without adequate capital minority-owned firms will fail to realize their full potential. In 2002 there were 4 million minority-owned firms, grossing \$661 billion in receipts and employing 4.7 million workers. If minority-owned firms would have reached parity with the representation of minorities in the U.S. population, these firms would have employed over 16.1 million workers, grossed over \$2.5 trillion in receipts, and numbered 6.5 million firms. Increasing the flow of capital for minority-owned businesses must be a national priority to re-energize the U.S. economy and increase competitiveness in the global marketplace.

Executive Summary

Minority business enterprises (MBEs) make a substantial contribution to the U.S. economy, gen-

erating \$661 billion in total gross receipts in 2002. Minority-owned firms also employed 4.7 million people with an annual payroll totaling \$115 billion. The growth rates in the total number of firms, employment and gross receipts of minority-owned businesses far outpaced non-minority-owned businesses between 1997 and 2002. Had minority-owned businesses reached economic parity, the U.S. economy would have recorded higher levels of key economic activity estimated at \$2.5 trillion in gross receipts and 16.1 million employees. As defined by the Minority Business Development Agency, economic parity is achieved when the level of business activity of a business group is proportional to that group's representation in the U.S. adult population.¹

Minority-owned firms are an engine of employment, with young firms creating jobs at similar

rates as young non-minority firms. Greater capital access for minority-owned firms is essential to sustain their growth, reduce national unemployment levels, and in particular the high rate of unemployment in minority communities.

At the very time that broad economic productivity is critical to strengthening the economic foundation of the nation, the growth potential of minority-owned businesses is being severely hampered. Across the nation minority-owned businesses face the obstacles of access to capital, access to markets and access to social networks, all of which are essential for any business to increase in size and scale.

Visit link for the full article:

www.sbeinc.com/resources/cms.cfm?fuseaction=news.detail&articleID=1514&pageID=25

Source: <http://www.mbda.gov>

4 Tips for Getting a Business Loan



By Marla Tabaka

1. Get your financial house (and documentation) in order.

Typically, a business needs to have been profitable for the past three years in order to qualify for a bank or SBA loan. Since most lenders will look closely at your credit history prior to making a decision, keep an eye on your credit score and anything in your credit report that might be a red flag.

Remember, most banks will require that you personally guarantee the loan, but if you have sufficient collateral within your business to cover the loan principal, they shouldn't require a lien on your home.

2. Tell your company's story.

"In my prior experience as the co-founder of a lending company, one of the most basic errors made by loan applicants was not telling me why their company needs the money. And they wouldn't reveal why we should approve the loan even though their company doesn't meet

our minimum standards," says Walter.

Is your industry experiencing growth? Are you scheduled to partner with a major retailer? What's your story?

"Don't just say you want a loan, turn in your documentation, and expect the loan officer to rubber-stamp your request," adds Walter. "Fine-tune your business pitch to include your future prospects—not just highlight past successes."

3. Go local.

A national bank is less likely to hear you out if your business hasn't been profitable for the last three years. It is also likely that your company will be passed over if you are lacking sufficient collateral to secure a loan.

"Visit a community bank and also inquire about SBA loan programs," suggests Ross. "Since up to 80 percent of a business loan can be guaranteed by the government under the SBA program, some banks may be more lenient. The downside to this route, of course, is the lengthy paperwork and delay in secur-

ing financing due to bureaucracy."

4. Look at alternative financing for short-term needs.

Alternative financing is on the rise as historically profitable or growth-stage companies face shortfalls in cash flow.

"Asset-based lending and factoring are good bridge financing avenues for many small businesses," says Ross.

With factoring, a company sells its accounts receivable to receive a short-term loan of up to 80 percent of its value. Asset-based lending is more comparable to the traditional loan process, where a lender will evaluate accounts receivable, inventory values, and fixed assets to determine creditworthiness, and issue a line of credit. If you don't qualify for traditional bank financing, look at these alternatives, but expect interest rates on these types of loans to be at least double what you'd pay for a traditional loan.

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

Fictitious Business Name

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0368841-00

Fictitious Business Name(s):
Cornerstone Janitorial Services
 Address
745 Brazil Avenue,
San Francisco, CA 94112
 Full Name of Registrant #1
Allan Steve Castro
 Address of Registrant #1
745 Brazil 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 **1/14/16**

Signed: **Allan S. Castro**

This statement was filed with the County Clerk of San Francisco County on **1/14/16**.

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

Filed: **Jennifer Wong**
 Deputy County Clerk
1/14/2016

2/4/16 + 2/11/16 + 2/18/16 + 2/25/16

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0369336-00

Fictitious Business Name(s):
DB & Associates
 Address
1 Crescent Way #1207,
San Francisco, CA 94134
 Full Name of Registrant #1
Dion Jay Brookter
 Address of Registrant #1
1 Crescent Way #1207,
San Francisco, CA 94134

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **2/10/2016**

Signed: **Dion Jay Brookter**

This statement was filed with the County Clerk of San Francisco County on **2/10/2016**.

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

Filed: **Sonya Yi**
 Deputy County Clerk
2/10/2016

2/18/16 + 2/25/16 + 3/3/16 + 3/10/16

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0368938-00

Fictitious Business Name(s):
Pink Lotus Nails
 Address
1085 Fillmore Street T-1,
San Francisco, CA 94115
 Full Name of Registrant #1
Tran Cam Dam

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1/20/16**

Signed: **Tran Cam Dam**

This statement was filed with the County Clerk of San Francisco County on **1/20/16**.

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

Filed: **Jennifer Wong**
 Deputy County Clerk
1/20/2016

2/4/16 + 2/11/16 + 2/18/16 + 2/25/16

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0369298-00

Fictitious Business Name(s):
Lindstrom Food Law
 Address
1950 Clay Street #504,
San Francisco, CA 94109
 Full Name of Registrant #1
Eric Stefan Clay Lindstrom
 Address of Registrant #1
1950 Clay Street #504,
San Francisco, CA 94109

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **2/2/2016**

Signed: **Eric Lindstrom**

This statement was filed with the County Clerk of San Francisco County on **2/9/2016**.

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
2/9/2016

2/11/16 + 2/18/16 + 2/25/16 + 3/3/16

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0368781-00

Fictitious Business Name(s):
Cafe Colombini Grill Restaurant
 Address
835 Hyde Street,
San Francisco, CA 94109
 Full Name of Registrant #1
Reza Askarnia
 Address of Registrant #1
301 Taylor Avenue,
San Bruno, CA 94066

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **June 1, 2006**

Signed: **Reza Askarnia**

This statement was filed with the County Clerk of San Francisco County on **N/A**.

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

Filed: **Jennifer Wong**
 Deputy County Clerk
1/12/2016

1/14/16 + 1/21/16 + 1/28/16 + 2/4/16

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0368620-00

Fictitious Business Name(s):
Rent Ready SF
 Address
1236 Francisco Street #4
San Francisco, CA 94123
 Full Name of Registrant #1
Wendy Anai Saucedo Guerrero
 Address of Registrant #1
1236 Francisco Street #4
San Francisco, CA 94123

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

Signed: **Wendy Anai Saucedo**

This statement was filed with the County Clerk of San Francisco County on **1/4/16**

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: **Fanny Wong**
 Deputy County Clerk
1/4/16

1/7/16 + 1/14/16 + 1/21/16 + 1/28/16

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0368984-00

Fictitious Business Name(s):
New Bay Area Property Management
 Address
1304 York Street,
San Francisco, CA 94110
 Full Name of Registrant #1
Virginia Lopez
 Address of Registrant #1
1304 York Street,
San Francisco, CA 94110

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1/15/16**

Signed: **Virginia Lopez**

This statement was filed with the County Clerk of San Francisco County on **1/22/2016**

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: **Fanny Wong**
 Deputy County Clerk
1/22/2016

2/18/16 + 2/25/16 + 3/3/16 + 3/10/16

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0368294-00

Fictitious Business Name(s):
Law Offices of Robert E. White
 Address
177 Post Street, Suite 550,
San Francisco, CA 94108
 Full Name of Registrant #1
Robert Edward White
 Address of Registrant #1
50 Fifth Avenue,
San Francisco, CA 94118

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **2/1/1991**

Signed: **Robert E. White**

This statement was filed with the County Clerk of San Francisco County on **12/10/2015**

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: **Fanny Wong**
 Deputy County Clerk
12/10/2015

12/24/15 + 12/31/15 + 1/7/16 + 1/14/16

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0368486-00

Fictitious Business Name(s):
WashCycles
 Address
2241 Irving Street
San Francisco, CA 94122
 Full Name of Registrant #1
Chachingly, LLC (CA)
 Address of Registrant #1
1212H El Camino Real #354
San Bruno, CA 94066

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

Signed: **Richard M. Cabanding**

This statement was filed with the County Clerk of San Francisco County on **N/A**.

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: **Susanna Chin**
 Deputy County Clerk
12/22/2015

1/7/16 + 1/14/16 + 1/21/16 + 1/28/16

CHANGE OF NAME

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR
 CHANGE OF NAME
CASE NO. CNC 16-551779

PETITIONER OR ATTORNEY
Mia Lena Buettner
165 Seal Rock Dr., San Francisco, CA 94121

TO ALL INTERESTED PERSONS:

1. Petitioner **Mia Lena Buettner** for a decree changing names as follows:

Mia Lena Buettner changed to
Yves Lucija Sylvester Kertész

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: **March 17, 2016** Time: **9:00 AM**
 Dept: **514** 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

CAROLYN BALISTRERI, Clerk
 DATED - December 22, 2015

1/14/16 + 1/21/16 + 1/28/16 + 2/4/16

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR
 CHANGE OF NAME
CASE NO. CNC 14-550621

PETITIONER OR ATTORNEY
Heidi Dawn Stuckrath
1631 Hayes Street, San Francisco, CA 94117

TO ALL INTERESTED PERSONS:

1. Petitioner **Heidi Dawn Stuckrath** for a decree changing names as follows:

Heidi Dawn Stuckrath changed to
Heidi Dawn Qvist

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: **February 18, 2016** Time: **9:00 AM**
 Dept: **514** 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

CAROLYN BALISTRERI, Clerk
 DATED - December 22, 2015

12/24/15 + 12/31/15 + 1/7/16 + 1/14/16