

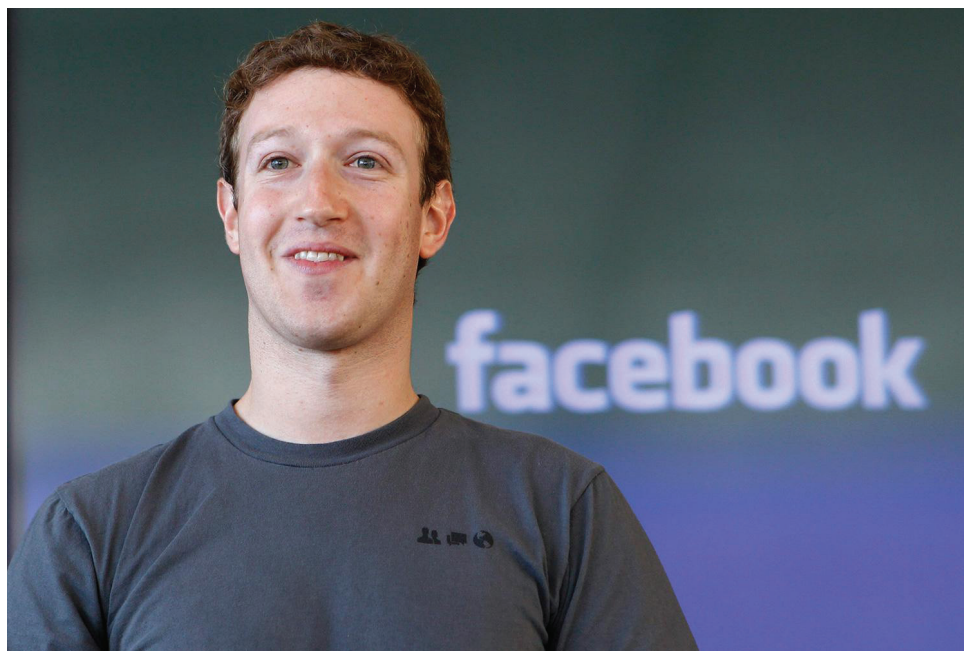
SMALL BUSINESS EXCHANGE

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Voice of Small, Emerging Diversity Owned Businesses Since 1984

• NEWS • INFO • BIDS

The Missing Millennial Entrepreneurs



Mark Zuckerberg founded Facebook in 2004

By Daniel Wilmoth, PhD

Abstract

Entrepreneurship is lower among Millennials than among prior generations. In 2014, less than 2 percent of Millennials reported self-employment, compared with 7.6 percent for Generation X and 8.3 percent for Baby Boomers. These differences largely reflect the youth of Millennials and the positive relationship between age and entrepreneurship among the relatively young. However, growth with age in the proportion of each generation reporting self-employment has been slower for Millennials than for prior generations. At age 30, less than 4 percent of Millennials reported self-employment in their primary job in the previous year, compared with 5.4 percent for Generation X and 6.7 percent for Baby Boomers. Trends among the age groups Millennials will join in future years suggest that entrepreneurship among Millennials will remain relatively low for decades.

Mark Zuckerberg founded Facebook in 2004 while he was still in college. He dropped out, moved the company to Silicon Valley, and, in 2012, held an initial offering of stock to the public. In 2015, at age 31, he was among the richest people in the world, with wealth of over \$40 billion.¹

Zuckerberg is a member of the Millennial generation—those who are born in one millennium, from 1982 through 2000, but become adults in another. Other Millennials have achieved great wealth through entrepreneurship, such as some participants in startup accelerators like Y Combinator, which provides funding and mentorship for companies at their earliest stages of development. Y Combinator was founded in 2005 and typically accepts 100 or more applicants per year. Hundreds of other accelerators have also been created since 2005.²

The spectacular entrepreneurial successes of some Millennials and the proliferation of programs designed to replicate that success together create the impression of a generation in which en-

trepreneurship is thriving. However, our examination of survey data exposes a different reality. In 2014, less than 2 percent of Millennials reported self-employment, compared with 7.6 percent for Generation X (born 1963 to 1981) and 8.3 percent for Baby Boomers (born 1944 to 1962).

Figure 1 illustrates the relative scarcity of Millennial entrepreneurs. The figure shows the proportion of the employed constituted by Millennials growing over time. In 2014, over 47 percent of the employed were Millennials. The figure also shows the proportion of the self-employed constituted by Millennials growing much more slowly. In 2014, less than 11 percent of the self-employed were Millennials.

The analysis presented here explores the forces contributing to low self-employment among Millennials. The probability of self-employment is shown to be strongly related to age, and the low self-employment among Millennials is partly a

result of their youth. The probability of self-employment has also been changing over time, and the low self-employment among Millennials is also partly a result of decreasing rates of self-employment among the young. Trends among the age groups Millennials will join in future years suggest that self-employment is likely to remain relatively low among Millennials for decades.

Analysis

Millennials are the youngest group in these data, and their low rate of self-employment is related to their youth. Figure 2 shows how the proportion of the population that is employed and the proportion that is self-employed vary with age.

Figure 2 shows that age is strongly related to both employment and self-employment and that the relationships differ. People move quickly into employ-

■ Continued on page 7

Leading Advocacy and Getting Up to Speed on Small Business Issues

By Darryl L. DePriest

Another month has gone by at the Office of Advocacy and each and every day I am more excited to be at the helm of such an important part of the federal government. Some have described my learning curve at the office as drinking water from a fire hose, and I believe it is a compelling comparison. Through a whirlwind of meetings and informational sessions, I have been quickly absorbing the necessary information to lead this office for the next year.

My first day on the job, I signed a letter written to the Department of Veterans Affairs on their program for small business verification. We encouraged the agency to do a proper economic analysis despite their contention that the rule would not affect small entities. Shortly after this, I began preparing to testify before the House Small Business Committee, Subcommittee on Investigations, Oversight and Regulations.

At the same time, I wanted to start my outreach efforts to the small business community. In January and February, I met with leaders from some of the small business trade associations. During these meetings we covered a wide range of topics: foreseeable challenges for small businesses this year, legislative priorities, and opportunities for further small business engagement. I was also honored to speak at both the Small Business Legislative Council annual meeting and the National Small Business Association board of trustees meeting. By engaging these groups as well as other individual small business owners, I have come to understand some of the top concerns of small business, which is one of the most



Darryl L. DePriest, Chief Counsel for Advocacy

important parts of my role as chief counsel for advocacy.

To this end, later this month I will travel to California to meet with small businesses and small business stakeholders. During this trip, I will be touring Runway Incubator. Runway houses more than 80 startups in San Francisco. I look forward to learning more about their pitch competitions and participating in the panel discussions on how to spur the West Coast's small business economy. In addition, I will discuss new Advocacy research on entrepreneurship in science, technology, engineering, and math (STEM), and upcoming regulations and challenges that California small businesses are facing.

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Minority Business News

New Commerce Department Data Shows that Minority Entrepreneurship is Growing

The U.S. Department of Commerce released the final results of the U.S. Census Bureau's 2012 Survey of Business Owners (SBO), which found that business ownership in our nation is mirror-

ing our increasingly diverse population. Minority-owned firms in the U.S. rose from 5.8 million in 2007 to 8.0 million in 2012, and employed 7.2 million people in 2012. While the number of mi-

nority-owned businesses increased by 2.2 million, the number of non-minority-owned businesses declined by 1.1 million, from 20.1 million in 2007 to 18.9 million in 2012.

"The Commerce Department is committed to supporting all of America's businesses, and ensur-

Continued on page 9

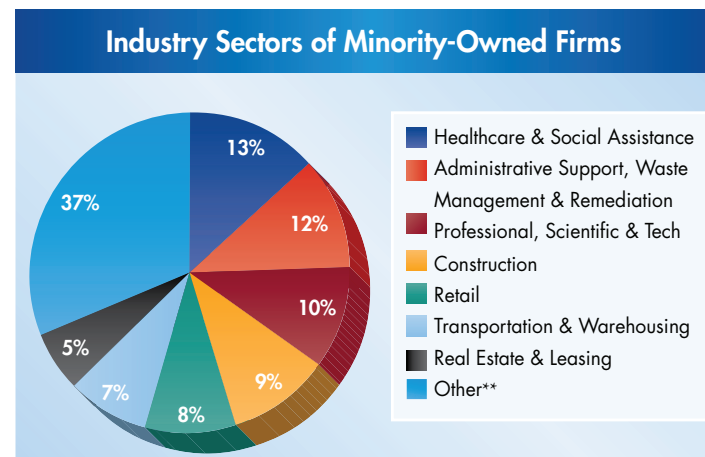


MINORITY BUSINESS DEVELOPMENT AGENCY
U.S. DEPARTMENT OF COMMERCE

Fact Sheet

U.S. Minority-Owned Firms

January 2016



QUICK FACTS

- ◇ There are 8 million minority-owned firms in the U.S.—a 38% increase since 2007.
- ◇ Combined gross receipts of minority-owned firms increased 35% between 2007 and 2012, but average receipts per firm declined 2% during the same period.
- ◇ 11% of minority-owned firms have paid employees, compared to 22% for nonminority firms.

	Black/African American	American Indian & Alaska Native	Asian	Hispanic	Native Hawaiian & Pacific Islander	All Minority Firms	Non-Minority Firms	Classifiable Firms*	All U.S. Firms
Number of firms	2,584,403	272,919	1,917,902	3,305,873	54,749	7,952,386	18,987,918	27,179,380	27,626,360
Combined gross receipts	\$150.2 billion	\$38.8 billion	\$699.5 billion	\$473.6 billion	\$8.1 billion	\$1.4 trillion	\$10.5 trillion	\$11.9 trillion	\$33.5 trillion
Average gross receipts	\$58,119	\$142,306	\$364,717	\$143,271	\$148,614	\$173,552	\$552,079	\$440,190	\$1,213,944
Number of firms with employees	109,137	26,179	481,026	287,501	4,706	908,800	4,156,683	5,136,203	5,424,458
Combined receipts of firms with employees	\$103.5 billion	\$31.7 billion	\$627.5 billion	\$380.0 billion	\$6.5 billion	\$1.2 trillion	\$9.7 trillion	\$11.0 trillion	\$32.5 trillion
Average receipts of firms with employees	\$947,905	\$1,209,143	\$1,304,571	\$1,321,717	\$1,374,831	\$1,227,983	\$2,337,043	\$2,134,765	\$5,990,509
Number of paid employees	975,052	208,178	3,572,577	2,329,553	39,001	7,165,151	48,255,649	56,058,563	115,249,007

Source: U.S. Department of Commerce, 2007 and 2012 Survey of Business Owners; and American Community Survey 2012 population estimates.

*Classifiable firms are those for which gender, ethnicity, race, and veteran status has been determined. Classifiable firms do not include business subsidiaries, employee stock ownership plans, cooperatives or clubs, estates, trusts, tribally owned firms, nonprofit organizations, and businesses with no individual owning 10 percent or more of the rights, claims, interests, or stock. **Other includes repair and maintenance; personal and laundry services; religious and civic organizations; and private households.

In honor of Black History Month, see sectors with at least 20,000 Black-owned businesses <http://1.usa.gov/1QhkNGS>.

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DGS
GENERAL SERVICES

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SUB-BID REQUEST AD ORDER FORM

FAX completed form to (415) 778-6255 or
EMAIL your ad to Nabil Vo at nvo@sbeinc.com

SUB-BIDS REQUESTED FROM QUALIFIED:

MBE WBE DBE DVBE OBE LBE UDBE SBE

PROJECT: _____

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

PROJECT NUMBER: _____

BID DATE: _____

BID TIME: _____

COMPANY NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE: _____

FAX: _____

CONTACT: _____

PUBLICATION DATES (please enter the days you want the ad to run):

SBE Weekly Newspaper (THURSDAY) / Print & Electronic Distribution:

SBE Today E-edition (Daily) / Electronic Distribution

MONDAY _____ TUESDAY _____ WEDNESDAY _____

THURSDAY _____ FRIDAY _____

www.sbeinc.com: Beginning _____

PUBLICATION INFO: Reserve space by 3 p.m. the day preceding publication date. Late ads subject to a 25% late fee.

STANDARD SIZE: AD MEASURES 2.5" X 4", company logo may be included with 2.5" X 4" ad or larger.

CA SUB-BID REQUEST AD



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.



FIND

Subcontractors, Vendors, and Suppliers



REACH

Diverse Audiences of Various Ethnicity, Race, & Gender



ADVERTISE

Sub-Bid Request Ad
Public Legal Notices
Job Listings

SBE Newspaper boasts a weekly readership of **75,000**. SBE Delivers competent, competitive, and certified subcontractors, vendors, and suppliers

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

California Sub-Bid Request Ads

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:
**San Francisco Bay Area Rapid Transit District
Downtown Berkeley Plaza Improvement Project
Contract No. 05EA-110
Bid Date: March 8, 2016 at 2:00PM
Fax all quotes to 510-777-5099**

Requesting certified DBE Subcontractor and Supplier Quotes on: Asphalt, Steel, Doors & Frames, Paint, Minor Concrete Structure, Signal & Lighting, Building Construction, Small Structures, Floor Covering, Masonry, Additions, Alterations or Repairs, Asbestos Removal/Abatement, Demolition

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

Subcontractors and Suppliers interested in this project may contact Greg Adams by phone at (510) 777-5040.

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

Shimmick Construction Company Inc.

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

MBE/WBE Subcontractor/Supplier Bids Requested For:
**South Interceptor 3rd Street Rehabilitation Phase 1
East Bay Municipal Utility District
Contract No. SD-379
Bid Date: March 9, 2016 until 1:30PM
Fax all quotes to 510-777-5099**

Requesting certified MBE/WBE Subcontractor and Supplier Quotes on: Safety, Sand & Gravel, Concrete & Cement, Pipe, Fencing, Construction Area Signs, Traffic Control System, Traffic Count, Penetration Treatment & Prime Coat, Seal Coat, Clean & Seal Pavement Joints, Minor Concrete Structure, Concrete Overlay, Joint Seal, Reinforcing Steel, Air-Blown Mortar, Pipe Lining, Waterproofing, Lumber & Timber, Reinforced Concrete Pipe, Jacked Reinforced Concrete Pipe, Structural Steel Plate Pipe, Plastic Pipe, Reinforced Concrete Sewer Pipe, Clay Sewer Pipe, Asbestos-Cement Sewer Pipe, Cast Iron Sewer Pipe, Sewer Manhole, Junction Chamber, Drainage Pumping Equipment, Bottom Dump Trucking, Coring, Cutting, Construction Equipment Rental

Plans and specifications are available for download at no charge by visiting <http://www.ebmd.com/current-construction-bids>. Plans and specifications are also available for viewing by appointment only at Shimmick Construction's Office: 8201 Edgewater Drive, Suite 202, Oakland, CA 94621.

Subcontractors and Suppliers interested in this project may contact Carlos Sotelo by phone at (510) 777-5000.

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

Shimmick / Alberici Joint Venture

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

LBE/DBE Subcontractor/Supplier Bids Requested For:
**Southeast Water Pollution Control Plant New Headworks Facility
City and County of San Francisco Public Utilities Commission
RFP No. WW-628
Due Date: March 18, 2016 at 4:00PM
Fax all quotes to 510-777-5099**

Requesting certified LBE Subcontractor and Supplier Quotes on: Fencing Contractor, Sanitation Systems Contractor, Survey/Engineer/Drafting Equipment & Supplies, CAD Services, Civil Engineering, Structural Engineering, Geotechnical Engineering, Electrical Engineering, Corrosion Engineering, Transportation & Traffic Engineering, Mechanical Engineering, Value/Quality Engineering, Surveying, Water Resources Engineering, Mechanical Engineering, Photography Services, Solid Waste Management Services, Construction Management

Hard copy versions of plans, specifications and bidding documents are available at 525 Golden Gate Avenue, 1st Floor, Customer Service Desk, San Francisco, CA 94102. A confidentiality agreement must be completed prior. Contract documents are also available for viewing by appointment only at Shimmick Construction's Office: 8201 Edgewater Drive, Suite 202, Oakland, CA 94621.

Subcontractors and Suppliers interested in this project may contact Fernando DeLeon by phone at (510) 777-5086.

100% Performance and Payment bonds with a surety company subject to approval of Shimmick / Alberici JV. are required of subcontractors for this project. Shimmick / Alberici JV 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 / Alberici JV'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 / Alberici JV 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.

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.

Kennedy/Jenks Consultants, Inc. an Equal Opportunity Employer, is requesting sub bids from all qualified SBE/MBE/WBE/DBE Subcontractors/Vendors for the following project:

**INDIRECT POTABLE REUSE FEASIBILITY STUDY –
WORK ORDER NUMBER IPRSTUDY: ELSINORE VALLEY
MUNICIPAL WATER DISTRICT**

City/Location: Lake Elsinore, CA
Counties: Riverside

Owner: Elsinore Valley Municipal Water District –
Purchasing Department

Bid Date: Friday 3/11/2016 at 5:00 PM

Kennedy/Jenks Consultants, Inc. is seeking certified SBE/MBE/WBE/DBE subconsultants and labor surplus area firms for the following trades and/or supplies: Hydrogeology, Permitting and Regulatory Compliance, Environmental.

You may request a copy of the RFP document from Kennedy/Jenks by email. For information on the availability of plans and specifications, and the bidder's policy concerning assistance to subcontractors in obtaining bonds, lines of credit/and insurance, please contact our office.

Firms interested in subcontracting to Kennedy/Jenks Consultants, to provide the services listed above, must submit their letter of interest, qualifications, and SBE/MBE/WBE/DBE certification (s) no later than March 3, 2016 in accordance with the RFP. All correspondence shall be directed to the attention of:

Kennedy/Jenks Consultants

Attention: Shawna Sells
421 SW 6th Ave., Suite 1000 • Portland, OR 97204
Email: ShawnaSells@KennedyJenks.com
Fax: (503) 295-4901

Granite Rock Company

120 Granite Rock Way, San Jose, CA 95136
Phone (408) 574-1400 Fax (408) 365-9548
Contact: Paul Brizzolara
Email: estimating@graniterock.com

REQUESTING SUB-QUOTES FROM QUALIFIED SBE SUBCONTRACTORS/SUPPLIERS/TRUCKERS FOR:

Alum Rock Ave. Roadway, Busway and Station Improvements

Contract No.: C836 (C15061)

Owner: Santa Clara VTA

Engineers' Estimate: \$13,500,000.

BID DATE: March 4, 2016 @ 1:30 PM

Items of work include but are not limited to: Community Outreach, SWPPP, Traffic Control, Trucking, Underground, Survey, Clear & Grub, Construction Area Signs, Striping, Minor Concrete, Adjust Utilities, Electrical, Slurry Seal, Brick Pavers, Landscape and MBGR.

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

We are an Equal Opportunity Employer

McGuire and Hester

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

Sub Bids Requested From Qualified DBE Subcontractors & Suppliers for
City & County of San Francisco - Broadway Chinatown Complete Streets (REBID)
Location: San Francisco, CA • Project Number: 1075J(R) (Federal Aid Project No. STPL-5934(174))
Bid Date: March 2, 2016 @ 2:30 PM

McGuire and Hester is seeking qualified subcontractors in the following trades: electrical; trucking; traffic control; landscape; pavers; site furnishings; concrete; tree removal; and underground. 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.

Veterans Corner

Best for Vets: Business Schools 2016 — our 4th annual ranking of graduate degrees

Chuck Markos originally wanted an MBA to improve the quality of his small business, but he didn't know it would change the path he was on.

After retiring from the Army in 2011 as a lieutenant colonel, Markos became the owner of a CrossFit gym in Arizona. He wanted to take advantage of the Post-9/11 GI Bill, so he enrolled at Arizona State University and dabbled in a few earth and space exploration classes.

"My wife is a scientist, so I wanted to get smarter," Markos quipped.

His wife's passion wasn't his own, however, so he eventually went to an introductory evening at ASU's W.P. Carey School of Business. Markos thought the Master of Business Administration program sounded interesting and would help him do a better job with his CrossFit gym.

- Complete rankings
- Methodology

"But after I started going through the program and started talking to my colleagues, I said, 'Wow,

you know, I think I want to practically change what I do,'" he said.

Markos recently sold the CrossFit gym — "It was fun, but it's not something you want to do for the rest of your life."

Instead, he was surprised at how much he enjoyed the classes on accounting and finance.

"I never thought as a soldier I'd have a lot of use for finance," he said. "But I really got into it."

ASU's Pat Tillman Veterans Center was a good resource for Markos when he was trying to figure out his benefits and classes, he said.

Navigating military benefits can be a difficult and confusing process, but Markos said the advisers at the veterans center really "bridge the gap between you and the benefits that are there for you."

"Sometimes you need someone who can help you make that jump and make it all work," he said.

■ Continued on page 10

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

Requests sub-bids from qualified California Department of General Services (DGS) certified Small Business Enterprises (SBE) and Micro Small Businesses, Subcontractors, Consultants, and/or Suppliers seeking to participate in the Santa Clara Valley Water District, Penitencia Delivery Main and Penitencia Force Main Seismic Retrofit Project at the Penitencia WTP in San Jose, CA.

<http://www.pd.dgs.ca.gov>

Subcontractors and Suppliers for the following project:

Penitencia Delivery Main and
Penitencia Force Main Seismic Retrofit
Project No. 94384002 and 92224001
Owner: Santa Clara Valley Water District
Bid Date: March 9, 2016 @ 2:00 P.M.

Small Business Enterprises and Micro (SBEs)
wanted for the following scopes, including,
but not limited to:

AC Paving, Aggregates, Minor Concrete, Concrete, Concrete Pumping, Concrete Supply, Concrete Reinforcement Supply & Install, Concrete Forms, Precast Concrete, Cast in Place Concrete, Cathodic Protection, Demolition, Dewatering, Doors & Frames, Earthwork, Electrical & Instrumentation, Equipment, Fences & Gates, Fire Protection Specialties, Grouting, Hazardous Abatement, HVAC, Instrumentation & Control, Joint Sealant, Landscaping, Membrane Roofing, Masonry, Metals, Piping & Valves, Paintings & Coatings, Pumps, Rough Carpentry, Site Clearing, Signage, Street Sweeping, Structural Steel, Tanks, Thermal & Moisture Protection, Trucking & Hauling, Water Truck.

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 DGS certified, SBE and Micro SB 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 4, 2016 and Quotes NO LATER THAN
March 8, 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 and to be able to receive bidding information, view plans and specifications.

You can view the plans in our office during regular business hours by appointment.

Performance Bond and Payment Bonds may be required for subcontractors and a suppliers bond for suppliers.

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

MEET & GREET OUTREACH EVENT



Skanska Stacy and Witbeck, Regional Connector Constructors JV, and Skanska-Traylor-Shea JV invite you to attend a DBE business networking event on March 10, 2016 to discuss the following projects: Sixth Street Viaduct Replacement Project, Regional Connector, and Westside Purple Line Extension.

All interested firms are encouraged to attend this meeting where you will meet with SSW construction managers, hear about the project scopes and procurement schedules, and learn how to participate and ask any questions.

Construction Opportunities Exist for all projects on the following scopes: Asphalt (Furnish & Install) Cold Planing, Fuel Supply, Pavement Striping, Equipment Rentals and Sales, Landscaping, Structure Concrete Placement, and Utility Relocation

Additional Scopes for the Sixth Street Viaduct Replacement Project include: Bearing Plates (Furnish), Bridge Deck Drainage (Furnish), Cable Support System (Furnish and Install), Concrete (Placing and Pumping), Drilling (Temporary Foundations), Expansion Joints, Electrical/Falsework (Furnish and Install), and Stay in Place Metal Decking (Furnish and Install).

If you do not provide the above mentioned scopes, we still encourage you to attend as there may be opportunities in the future.

SSW Business Networking Meeting

Thursday, March 10, 2016

1:00 - 3:00 PM

SSW Field Office

585 S. Santa Fe Ave., Los Angeles, CA 90013

Please register with your company name & attendees by Tuesday, March 8th to nareg.bostanian@skanska.com.

Healthcare & Small Business

Healthcare, politics and small business

By Cheryl Hentz, SBE Writer

This could be a landmark year in American politics, and entrepreneurs are looking to the future with a watchful eye. Though focused mainly on run-of-the mill business issues in 2015, small business owners are watching what recent political rumblings will mean for business this year. To gauge the small business landscape, Manta's Semi-Annual Wellness Index asked small business owners to evaluate their businesses and share what issues they expect to cause concern in 2016.

The top concerns hindering small business owners at the end of 2015 were longstanding business issues such as lack of capital (29 percent), competition (17 percent), lack of good employees (16 percent), and taxes (13 percent). It seemed to small business owners that public debate around minimum wage increases and healthcare reform was overblown. In fact, small business owners listed the cost of healthcare (6 percent), lack of government support (6 percent), and rise in minimum wage (2 percent) at the bottom of their list of concerns in 2015.

So What Issues Are Small Business Owners Monitoring in 2016?

Though they weren't fearful about breaking news and regulatory changes in 2015, small business owners are definitely keeping an eye on these trends as we move further into 2016 and closer to the presidential election. When asked which current issues could hinder their growth in 2016, an unstable global economy topped the list at 29 percent, followed by quality of partnerships and vendors (25 percent), healthcare costs (22 percent), presidential election results (12 percent), and rising minimum wage (11 percent). It's evident that when the time comes, entrepreneurs will be prepared for – if not aware of – the impact these hot topics could have on their businesses.

As most readers no doubt are aware, January marked the start of a new Affordable Care Act mandate requiring companies with 50 or more full-time employees to offer health insurance. While businesses with fewer than 50 workers are still exempt, the new mandate affects a significant portion of the small business community.

Given that the law requires employers to bear some of the provider costs, it's no wonder that 22 percent of entrepreneurs listed health care costs as a top concern for 2016 compared to just five percent who listed it in 2015, according to Manta's latest Semi-Annual Wellness Index. Even for businesses under the 50-person mark, the new mandate is forcing them to consider their hiring and growth strategies in 2016 and beyond.

"We're seeing a lot more focus on healthcare in the small business community year after year, and the main reason for it is ObamaCare, or the Affordable Care Act. Last year if you had 100 or more fulltime employees you had to start providing healthcare for them. This year, that number reduces to 50 fulltime employees," said Manta CEO John Swanciger. "Each year it includes a lot more of the small business community, so naturally there are a lot more questions they're asking, like: How does this affect them; what are the costs to doing it; what is involved in their compliance and reporting; and so on. So on our Wellness Index survey, last year there was about



Bob House, General Manager of BizBuySell

a 5 percent response rate where healthcare was on the top of someone's mind. This year it has jumped to 22 percent. So it increased four times this year, predominantly because of the ACA."

Thirty hours per week is what constitutes a full-time employee under the ACA legislation. Reducing employees' hours to under 30 per week is one way that employers may try to get around having to provide healthcare coverage for their workers.

"But the bigger focus we're seeing, and it's already playing out in small businesses as well as huge companies, is companies are using freelancers or independent contractors, remote employees, 1099 employees, whatever you want to call them," said Swanciger. "We're seeing that become more of an issue in the small business community because that is a way where they still can have a workforce, but it's not a full-time workforce, so it doesn't fall under the letter of the law guidelines of the ACA. Employers can still staff up their businesses, grow their businesses, etc., but not have these added healthcare costs...I expect we're going to see this really gain steam."

But beware! There are trade-offs with this kind of "staff," he says. For example, does an employer want to take on some of the other components associated with having this kind of worker, as opposed to not having to provide healthcare coverage by not exceeding the threshold of workers in their employ?

"This is something that is really new and we're seeing a lot of questions about this from the small business community," said Swanciger. "For better or worse, a lot of larger and highly valued companies, especially technology companies, have gone this route. They have been paving the ground for others, and for how you work with a workforce that can be freelance or independent, rather than fulltime and on the actual payroll. But on the flipside, you're seeing those same companies where workers are starting to file lawsuits, unionize, and things like that, though they are not necessarily as applicable to the small business owner."

"I suspect, especially in an election year where businesses can skirt the ACA a bit by doing these types of things, that there will eventually going to be some rules and legislation around how a business deals with all employees – whether freelance, contract or fulltime. In fact, I think that's going to happen much more quickly than any of us expect," Swanciger added.



John Swanciger, CEO of Manta

Might some employers be waiting to see if, after the 2016 election, the Affordable Care Act gets dismantled or done away with. Perhaps so, says Swanciger.

"I think what we're seeing right now is a very short-term view by the employers and small businesses. They're unsure because it is confusing. On the flip side healthcare providers are unsure, too. United Healthcare, for instance, said in November that they may pull out of the ACA. Last time I checked they were the largest healthcare provider in the United States. So even outside of the small business side, here you have major healthcare providers that are unsure what they're going to do and are willing to take on the same kind of penalties," said Swanciger. "It's not just a one-sided problem; instead there really are three sides to it: You have the employee, the employer and the healthcare provider – all which are operating in a very unsure situation right now. And I don't expect that to change this year and likely into next year as they wait to see what Administration is voted in and what their reaction is to healthcare in general."

Healthcare costs and concerns are affecting the business-for-sale market also. Bob House, general manager of BizBuySell, said that when brokers were asked what the most important election year issues were, 29 percent said healthcare was the most important, while tax reform and economic policy were the biggest overall issues.

"We know that healthcare costs are on the minds of small business owners, particularly as more of the regulations around ObamaCare take effect," House said. "We're seeing some small business owners actually sell their business as a result of rising healthcare costs, (and that includes the cost of having to provide health insurance)."

Healthcare issues notwithstanding, small business owners are very optimistic right now about the U.S. economy and their performance as a small business. But they are starting to get more concerned about the international impacts to the economy.

"This is very new for U.S. small businesses. I think a lot of that has to do with the fact that it's dominated in the U.S. media, whether it's the economy in China, the issues that Europe in general is having, or the crisis in the Middle East. This was a surprise for us; that international factors are weighing on the minds of the U.S. small business owner...There is such an uncer-

tain political climate right now that it's creating uncertainty on things like taxes, access to loans and further investment to grow their businesses. We see some of this in every political cycle, but in this case it seems to be even stronger."

Calling All Government Leaders

As the ground shifts beneath them, small business owners will look to their communities to help address their concerns and navigate the shifting small business landscape. Local government leaders should be prepared to help entrepreneurs in their communities understand regulatory changes in 2016. According to Manta's Wellness Index, small business owners will look to their local governments for support across five issues:

- Tax law changes
- Understanding of small business challenges and development
- Leaders who promote the importance of small businesses
- Programs that connect small businesses with quality partners
- Improved funding/financing programs

"This year will bring major changes at the federal and state levels. Small business owners especially must be cognizant of what's going on within their industries and adjust accordingly," said Swanciger. "Entrepreneurs are dealing with the moving parts that come with running a business. They're trying to figure out where they should focus in 2016, and they're looking to their communities for help."

Tips for Achieving the Best 2016

Hire Smart: Sixteen percent of entrepreneurs found that the lack of good employees hindered business performance in 2015 – a number that is not to be overlooked. For job applicants, looking good on paper is the easy part; small business owners should meet face-to-face with potential candidates and evaluate them as much on their personality as their skill and experience to ensure they fit with company culture. As we move into 2016, small business owners should focus efforts on finding the right fit for long-term business plans – not just the applicant that fits in the moment.

Strive to Grow: Only half of entrepreneurs surveyed had any type of marketing plan, business plan, or growth plans for their businesses. One of the top reasons to write a business plan is to highlight business essentials and determine the strengths, weaknesses, opportunities and threats. What are you going to provide and to whom? How are you going to provide it to them? How are you going to make your business stand out from the competition? By devoting time and energy to strategic initiatives upfront, small business owners will reap the benefits of having a well-structured, well-researched business plan.

Lean on Your Community: Manta's Wellness Index found only 10 percent of small business owners blame government regulation as the reason businesses fail, and just 4 percent think lack of government support leads to the demise of small businesses. In 2016, government leaders must make an effort to establish themselves as active advocates for small business.

The Missing Millennial Entrepreneurs

Continued from page 1

ment with age, with over 70 percent of the population employed at age 23 and a peak of about 80 percent employment at age 44. Movement into self-employment is much slower, with less than 2 percent of the population self-employed at age 23 and a peak of over 11 percent self-employment at age 53.

The strong relationships in Figure 2 suggest that, because of differences in age across generations, a direct comparison of self-employment across generations will do little to illuminate trends in self-employment over time. This issue can be addressed by comparing self-employment across generations at each age. However, the data present a difficulty. Baby Boomers are defined in this analysis as those born from 1944 through 1962. The questions about employment in the previous week used to construct the measure of self-employment in Figure 2 were first asked in 1988.5 Therefore no observations are available for that measure for Baby Boomers under 25.

However, analogous questions about employment in the previous year were introduced in 1976, and an alternative measure can be constructed yielding observations of self-employment for Baby Boomers at age 15, the youngest age considered in this analysis. Figure 3 shows rates of self-employment using the yearly measure for Millennials, Generation X, and Baby Boomers at each age for which observations were available through survey year 2014. Figure 3 shows that the low rates of self-employment among Millennials are not entirely a result of their relative youth. Rates of self-employment at each age have generally been decreasing since the Baby Boomers. At age 30, less than 4 percent of Millennials reported self-employment in their primary job in the previous year, compared with 5.4 percent for Generation X and 6.7 percent for Baby Boomers.

In 2014, those respondents classified as Millennials were younger than 32 years old. Likely future self-employment among Millennials can be explored by investigating trends over time for older groups. Figure 4 shows trends over time for those age 15 to 34, age 35 to 54, and age 55 and over.

Figure 4 shows that self-employment has decreased for those age 15 to 34, falling from about 3.9 percent in 1988 to about 2.6 percent in 2014. The decrease was larger for those age 35 to 54, falling from about 10.8 percent to about 8.2 percent. However, for those age 55 and over, self-employment increased slightly, rising from about 6.1 percent to about 6.4 percent. These results suggest that Millennial self-employment may continue to lag that of preceding generations for decades before perhaps matching and exceeding it at higher ages.

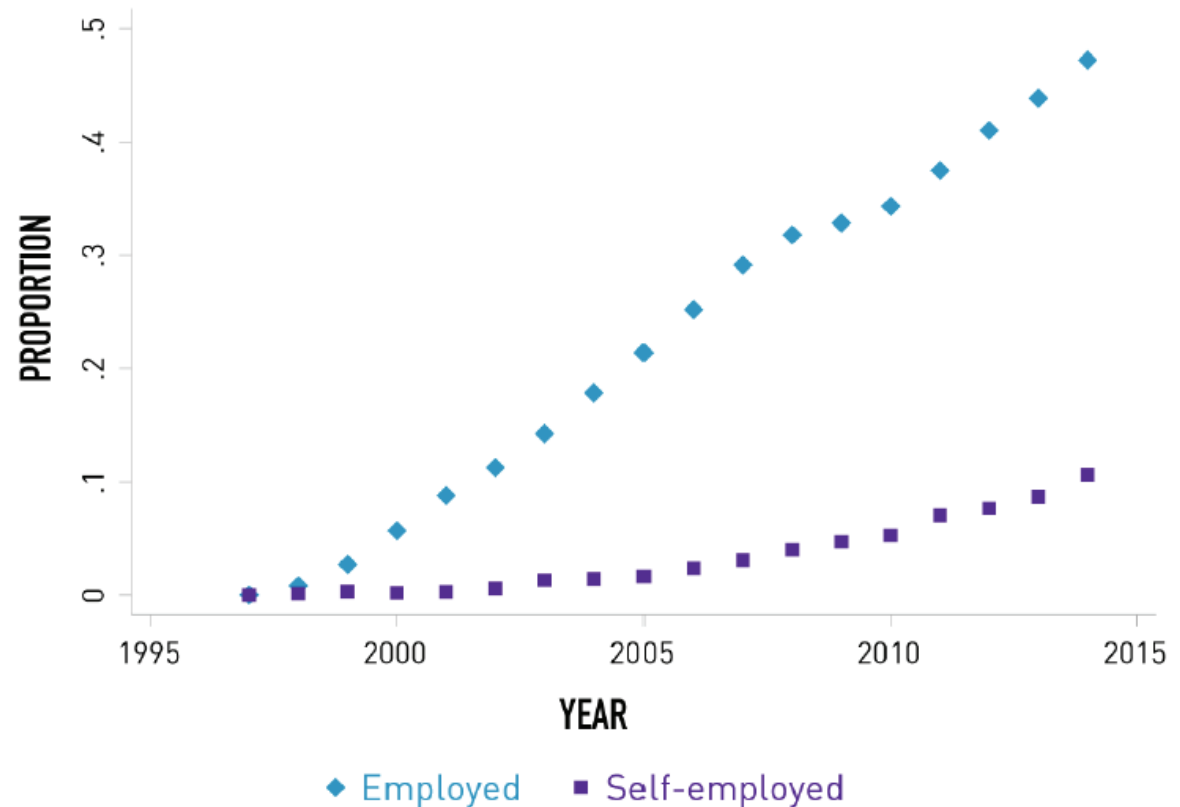
New businesses are important creators of both jobs^{6,7} and innovation.⁸ Low entrepreneurship among Millennials implies fewer new businesses and may therefore have negative implications for economic growth. Furthermore, trends among older groups suggest that low self-employment among Millennials is part of a broader decline that encompasses preceding generations.

The close relationships between entrepreneurship, employment, and economic growth suggest that trends in entrepreneurship warrant further consideration. This report is the first in a series on trends in entrepreneurship. The analysis presented here revealed that, while self-employment has decreased for those under 55, it has increased at higher ages. Older entrepreneurs are sometimes called “encore entrepreneurs” because they have already reached the traditional retirement ages. The next report in the series will explore the rise of encore entrepreneurship.

Visit the link below to download the full report:
http://e8.octadyne.net/clientFiles/8023/Millennial_IB.pdf

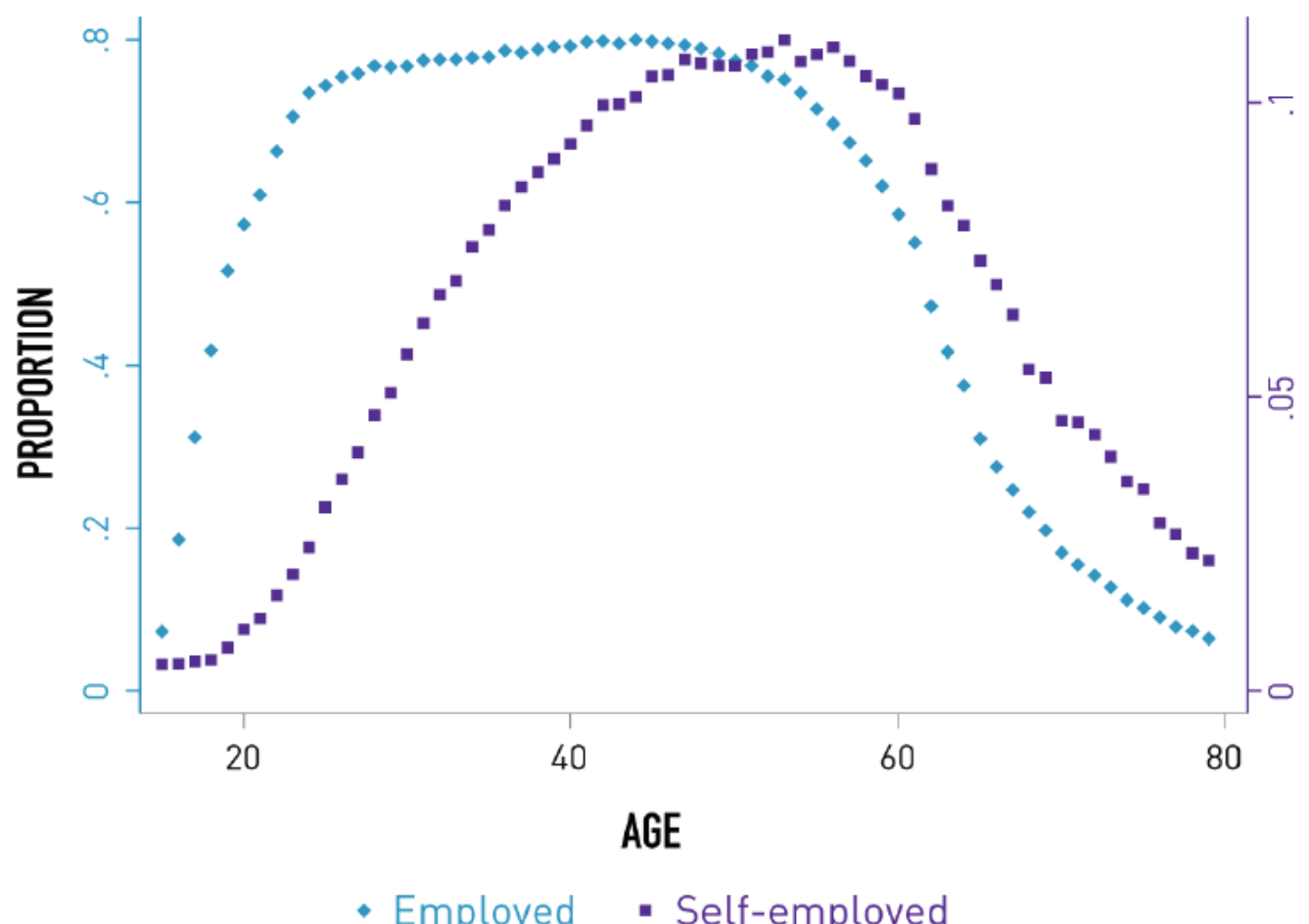
Source: U.S SBA

Figure 1: Trends in Millennial proportions of the employed and self-employed



Notes: Calculations by the author using data from the Current Population Survey by the US Census Bureau

Figure 2: Age, employment, and self-employment



California Sub-Bid Request Ads

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: MARCH 2, 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/AABKLAqv0qumWZiE1-wSLIV_ba?dl=0
Plans and Specs may be viewed and purchased online at www.ipdservices.com/clients/eastbay?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/ofk2ct7jceomp1/AACieEvXtCJOCri4cRXD4Rwa?dl=0>

Plans and Specs may be viewed and purchased online at www.ipdservices.com/clients/eastbay?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: Pete Timmerman
Email: PTimmerman@pacificstates.net

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

Mission Creek (Line L) Restoration Between UPRR and Lemos Lane, In Fremont, Alameda County, California, Zone No. 6 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, Trucking, Fencing, Hydroseeding, Underground Pipe, Storm Drain, Striping, Signage, SWPPP, Erosion Control, Painting, Landscaping, Irrigation, Street Pile Shoring, Concrete Fill, Pre-Fab Steel Bridge Construction, Hand Railing, Tree Protection, Dewatering and Asbestos Abatement.

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.

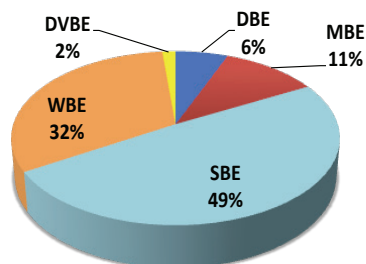
This will be a PREVAILING WAGE JOB.

Plans and specifications may be reviewed at our office located at 11555 Dublin Boulevard, Dublin, CA, as well as be viewed and purchased online at www.ipdservices.com/clients/eastbay?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, Pete Timmerman email him at PTimmerman@pacificstates.net or call (925) 803-4333 and bids may be faxed to us at (925) 803-4334. We are an equal opportunity employer.

We are an equal opportunity employer.

AUDIENCE PROFILE Small Business Exchange, Inc.



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.

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.

Public Legal Notices



SAN FRANCISCO HOUSING AUTHORITY

REQUEST FOR PROPOSALS FOR BROKER SERVICES FOR DISPOSITION OF SURPLUS PROPERTY CAL 1-30C, 101-103 LUNDY'S LANE Solicitation #: 16-050-RFP-0007

The San Francisco Housing Authority will receive proposals for Broker Services for Disposition of Surplus Property at CAL 1-30C, 101-103 Lundy's Lane.

The last date for submitting questions regarding this solicitation is Tuesday March 8, 2016 by 12:00 P.M. PST. Please submit all questions in writing to procurement@spha.org

Proposals will be received at 1815 Egbert Avenue, Contract/Procurement Division, San Francisco, CA 94124, until 2:00 P.M. PST on Tuesday March 15, 2016. To review the RFP Document, go to <http://spha.org/solicitations.html>.

For technical questions, please e-mail procurement@spha.org.

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.

CSU MONTEREY BAY

Request for Qualifications FOR COLLABORATIVE DESIGN-BUILD SERVICES Student Union, Project Number #SU1600011 California State University, Monterey Bay.

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 (Phase 1), and Design-Build Phase (Phase 2), and there will be a separate contract for each phase. Respondents shall be prequalified with the Trustees, and shall submit their prequalification application no later than March 4, 2016, end of business. 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 four (4) finalists to receive the Request for Proposals.

SOQ Submittal Due Date: March 22, 2016 Deadline for Submittal of SOQ: 3:00 P.M. Estimated Design and Construction Cost: \$ 40,000,000.00 License Requirement: B RFQ documents will be available February 23, 2016 at the Department of General Services, CaleProcure Online Marketplace Website at: <https://caleprocure.ca.gov/pages/index.aspx> Go to: Get Public Procurement Information and then Public Procurement Data, Search California State Contracts Register, Search Department 6756 for CSU Monterey Bay, Event ID No.: 0000000502 Please contact the office after February 23, 2016 if you have any questions. California State University, Monterey Bay Business and Support Services Attn: Reyola Carlisle Mountain Hall (84B) Seaside, CA 93955 Email: rcarlisle@csumb.edu

The Trustees require a three percent (3%) Disabled Veteran Business Enterprise participation. When it nears time to bid trades, the selected Design-Builder shall contact the Trustees' DVBE Coordinator Reyola Carlisle at (831) 582-3506. 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.

3/3/16

CNS-2849786#

SMALL BUSINESS EXCHANGE

Small Business Issues

Continued from page 1

I know this visit will give me more information to continue to be a strong small business voice before Congress, federal agencies, and the White House.

Traveling with me will be our Region 9 Advocate Yvonne Lee, our Chief Economist Christine Kymn, and several of our research economists. This is only the beginning of my outreach efforts across the United States. To represent the small business community, I need to understand the struggles both near and far, from inside the Washington, D.C., beltway to the small towns of North Dakota and down to the Gulf Coast.

I want to reiterate the passion I have for representing the small business community. I have been working tirelessly to get up to speed on all of the issues facing small business, and I plan to continue to do so. As I lead Advocacy through the next year, I will maintain the strength of the office and continue to elevate the voice of small businesses to ensure that they have a seat at the regulatory table.

Source: The Small Business Advocate

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).**

SMALL **BUSINESS** EXCHANGE

Minority Entrepreneurship

Continued from page 2

ing that small and minority-owned firms in particular have the tools they need to thrive," said National Director for Minority Business Alejandra Y. Castillo. "The Department's Minority Business Development Agency (MBDA) has been a proud and steadfast partner to our nation's 8 million minority-owned businesses, to better equip these firms to create jobs and increase revenues.

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. Hispanic-owned firms increased by 46.3 percent from 2.4 million to 3.3 million. The number of Native Hawaiian and Other Pacific Islander firms rose 45.3 percent from 37,687 to 54,749. Black or African American-owned firms rose from 1.9 to 2.6 million, and the number of Asian-owned firms climbed from 1.5 million to 1.9 million.

"This new Census Bureau data underscores the rapid growth in minority-owned firms. Nonetheless, considerable disparities remain between their revenue and nonminority companies in our economy," said Director Castillo. "MBDA is committed to eliminating disparities in access to capital and contracts so that minority businesses may fully participate in the economy. Next year, MBDA will invest nearly \$13.4 million in grants to continue to support the growth and expansion of Minority Business Enterprises (MBEs)."

Regional highlights from the final 2012 SBO data:

- California, Texas, Florida, New York, and Georgia remain the states with the highest numbers of minority-owned businesses.
- California led all states with 1.6 million minority-owned firms in 2012. Los Angeles County, Calif., led the nation in the number of Hispanic-, Asian-, and American Indian and Alaska Native-owned firms in 2012. It also ranked second in the number of Black or African American- and Native Hawaiian and other Pacific Islander-owned firms.
- Georgia had more Black or African American-owned firms in 2012 than any other state (256,848), followed by Florida (251,216). The Atlanta metro area had more Black or African American-owned firms (176,245) in 2012 than any other metro area besides the New York metro area (250,890).
- Hawaii was the only state in 2012 in which the majority (51.5 percent) of all firms were Asian-owned. California ranked second with 17.0 percent.
- Among the 50 most populous U.S. cities, New York, NY had the most Hispanic-owned firms with 199,085. El Paso, TX and Miami, FL had the highest proportion of Hispanic-owned firms with 73.9 percent and 69.2 percent, respectively.
- California led all states in the number of women-owned firms in 2012, with 1.3 million.

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



Fictitious Business Name

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0369434-00

Fictitious Business Name(s):
Bay City Medical Transportation
Address
**239 Jules Avenue,
San Francisco, CA 94112**
Full Name of Registrant #1
Second Allied LLC (CA)
Address of Registrant #1
**239 Jules Avenue,
San Francisco, CA 94112**

This business is conducted by **A Limited Liability Company** The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **2/17/2016**

Signed: **Randolph C Madamba**

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: **Alex Liang
Deputy County Clerk
2/17/2016**

2/25/16 + 3/3/16 + 3/10/16 + 3/17/16

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-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-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-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-0368311-00

Fictitious Business Name(s):
Heckmann Comms
Address
**995 Market St., 2nd fl
San Francisco CA 94103**
Full Name of Registrant #1
Ronald Heckmann
Address of Registrant #1
**76 Lakeview Avenue,
Piedmont, CA 94611**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **5/1/2008**

Signed: **Ronald Heckmann**

This statement was filed with the County Clerk of San Francisco County on **12/11/2015**

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: **Fallon Lim
Deputy County Clerk
12/11/2015**

12/31/15 + 1/7/16 + 1/14/16 + 1/21/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0368495-00

Fictitious Business Name(s):
**1. Future Glory Company
2. Future Glory Co.
3. Future Glory**
Address
**1325 Indiana Street, #207
San Francisco, CA 94107**
Full Name of Registrant #1
Theresa Lee
Address of Registrant #1
**1325 Indiana Street, #207
San Francisco, CA 94107**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **10/18/2013**

Signed: **Theresa Lee**

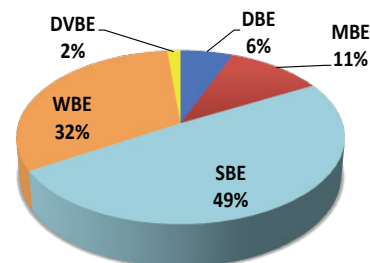
This statement was filed with the County Clerk of San Francisco County on **12/22/2015**

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: **Jennifer Wong
Deputy County Clerk
12/22/2015**

12/31/15 + 1/7/16 + 1/14/16 + 1/21/16

AUDIENCE PROFILE Small Business Exchange, Inc.



Best for Vets

Joan Brett, associate dean of graduate programs at the W.P. Carey School of Business, said the advisers can answer questions and help reduce any tension or anxiety veterans might have.

“We treat them as individuals who just happen to be in the military,” she said. “You can feel the whole culture at ASU is supportive.”

The W.P. Carey School of Business took the sixth spot in our Best for Vets: Business Schools 2016 rankings. The top five business schools are the University of Nebraska at Omaha, Eastern Kentucky University, Rutgers, the University of Kansas and Syracuse University.

Leaders from multiple business schools agreed that getting an MBA allows service members and veterans to translate the skills they already have into the business world.

“It could be a recent vet or a colonel with many years of experience — the business degree helps them capitalize on their strengths,” said Neeli Bendapudi, dean of the University of Kansas School of Business. “What they mean in the business world becomes clearer.”

Lynn Harland, associate dean of the University of Nebraska at Omaha College of Business Administration, said veterans already have leadership skills and a can-do attitude, but an MBA exposes them to the language and concepts of the business world.

“They know how to get stuff done, and they have this strong work ethic,” she said. “What an MBA does is complement all the strengths that they already have.”

Nicole Higgins, a former sergeant who was in the Army National Guard from 2002 to 2010, said UNO’s business school really embraced her.

“[The advisers] have just planned the whole thing out for me,” said Higgins, who wants to be a public accountant. “I didn’t feel like I had to ask a bunch of questions or that I was going to get the wrong classes.”

Harland said a number of employees in the business school have gone through training to be able to understand the needs of military and veteran students.

“They understand the unique challenges for students coming from the military,” she said. “Our school really benefits from having military students in the classroom — they’re really professional and do really well.”

Bendapudi, business school dean at the University of Kansas, said the goal is for military and veteran students to feel appreciated and welcome.

We “hope they see that they’re not an afterthought,” she said.

Ron Novack, executive director for veterans and military affairs at Syracuse University, said the school is there for student veterans from Day 1.

“We’ve made the commitment across the whole life cycle of a student, from recruiting to employment, to make sure their academic experience is great,” said Novack, a retired Army colonel.

Novack advises veterans who are thinking about getting an MBA to do their research and don’t just look at the first resource they come across.

“Make sure you make the best informed decision for yourself,” he said. “This will be a decision you’re going to have to live with for a while.”

Rob Coslick, an active-duty Navy lieutenant in ASU’s executive MBA program, stresses taking a good look at the university you’re thinking of attending.

Visit link for the full article:

www.sbeinc.com/cms.cfm?fuseaction=news.detail&articleID=1523&pageID=25

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

SMALL BUSINESS EXCHANGE



Access to Capital



Department of Commerce: \$10 Million in Grants Awarded to Advance Innovation



U.S. Secretary of Commerce Penny Pritzker

U.S. Secretary of Commerce Penny Pritzker announced the 25 awardees that will receive \$10 million under the Economic Development Administration's (EDA) 2015 Regional Innovation Strategies (RIS) program. The 2015 RIS program is managed by EDA's Office of Innovation and Entrepreneurship (OIE) and is designed to advance innovation and capacity-building activities in regions across the country through two different competitions: the i6 Challenge and the Seed Fund Support (SFS) Grants competition.

"As the driving force behind the Administration's focus on entrepreneurship, the Department of Commerce is committed to helping set the conditions for innovators and entrepreneurs to test new ideas, take risks, find financing and customers, and ultimately thrive," said Secretary Pritzker. "The Regional Innovation Strategies program is critical to ensuring that entrepreneurs have access to the tools they need to move their ideas and inventions from idea to market."

"As Vice Chairwoman of the Senate Appropriations Committee, I've fought for investments in innovative research to make our economy stronger by supporting jobs today and jobs tomorrow," said U.S. Senator Barbara A. Mikulski (D-Md.). "These funds in the federal checkbook will help turn those new ideas in the laboratories into successful products in the marketplace, invented and manufactured right here at home. I'll continue to fight for the innovation economy in Maryland and across our country to keep us competitive in the global economy."

Traveling today in Portland, Maine, U.S. Assistant Secretary of Commerce for Economic Development Jay Williams joined U.S. Senator Angus King and U.S. Representative Chellie Pingree to formally announce these awards, specifically an i6 investment that will help expand the Maine Center for Entrepreneurial Development's (MCED) Top Gun program into the Top Gun Rural Accelerator Network (Top Gun RANE) and a Seed Fund Support grant to support Coastal Enterprises Inc.'s (CEI) Natural Resource Business Seed Capital Fund.

"This 2015 Regional Innovation Strategy cohort of grantees is truly an exciting group – the diversity in programs and regional representation proves that innovation and entrepreneurship are igniting all corners of the country," Assistant Secretary Williams said. "From Puerto Rico to Pittsburgh, and Seattle to Blacksburg, these programs will reach all kinds of communities and help entrepreneurs gain the edge they need to succeed."

i6 Challenge

The i6 Challenge, was launched in 2010 as part of the Startup America Initiative, and is now in its fifth iteration. The i6 Challenge is a national competition that makes small, targeted, high-impact investments to support startup creation, innovation, and help turn technology into jobs. The funding supports the development and expansion of new and existing Proof-of-Concept and Commercialization Centers, which help innovators fine tune and scale their innovations to bring new products and services to the market.

Applications were evaluated in part on the strength of their specific outreach plans to populations and communities that are underrepresented in innovation and entrepreneurship and on specific, quantitative metrics to measure the effectiveness of that outreach.

The total amount of funding for the i6 Challenge under this RIS round is \$8 million.

Seed Fund Support Grants

This year's eight Seed Fund Support grants provide funding for technical assistance to support feasibility, planning, formation, or launch of cluster-based seed capital funds that provide equity-based investments in early-stage, innovation-based, startups that have high growth potential but that often struggle to secure funding early in their lifecycles. Projects were evaluated in part on their specific outreach plans aimed at underrepresented communities.

The total amount of funding for the Seed Fund Support competition under RIS is \$2 million.

Grantees under the RIS i6 Challenge include:

- New Mexico State University, Las Cruces, New Mexico
\$368,760 for Next Gen Entrepreneurship (Next Gen)
- Telluride Foundation, Telluride, Colorado
\$499,720 for Southwest Innovation Corridor
- University of Alabama in Huntsville, Huntsville, Alabama
\$500,000 for UAH Virtual Proof of Concept Center (POCC): The Growth & Acceleration of Products (GAP) Project
- University of Connecticut, Storrs, Connecticut
\$500,000 for Quiet Corner Innovation Cluster (QCIC)
- Maine Center for Entrepreneurial Development, Portland, Maine
\$390,000 for Top Gun Rural Accelerator Network Expansion
- Northeast Ohio Medical University, Rootstown, Ohio
\$498,282 for Accelerating Pharmaceutical Commercialization: A Rural Proof of Concept Center for Economic Development
- University of Wisconsin System, Stevens Point, Wisconsin
\$499,965 for a new Proof of Concept Center
- Arkansas State University, State University, Arkansas
\$500,000 for East Arkansas Regional Innovation System
- CareerSource Broward, Fort Lauderdale, Florida
\$499,999 for SUN i6 Challenge
- Virginia Polytechnic Institute and State University, Blacksburg, Virginia
\$499,751 for CatalyzeVT: Expanding the

Innovation Ecosystem in the Roanoke-Blacksburg Region of Virginia

- Innovation Alliance, Seattle, Washington
\$500,000 for Clean Water Innovation Initiative (CWII)
 - University of Hawaii System, Honolulu, Hawaii
\$500,000 for XLR8UH Hawaii Innovation Ecosystem Development Project
 - Quatere, Salt Lake City, Utah
\$500,000 for Quatere Cohorts Innovation Center Expansion
 - Oklahoma Innovation Institute, Tulsa, Oklahoma
\$351,400 for Tulsa Research Partners Technology Commercialization Concentrator for Tulsa
 - BioHealth Innovation, Inc., Rockville, Maryland
\$495,000 for expansion of the Venture Commercialization Model (V-COMM)
 - Innovation Works, Pittsburgh, Pennsylvania
\$500,000 for a rural hardware entrepreneurship program in southwest Pennsylvania
 - Oregon State University, Corvallis, Oregon
\$447,231 for Oregon State Engineered Wood Building Products Commercialization Project
- Grantees under the Seed Fund Support competition for this round of RIS include:**
- Mahoning Valley Economic Development Corporation, Youngstown, Ohio
\$250,000 for Valley Growth Ventures, LLC
 - Enterprize Events Inc., Guaynabo, Puerto Rico
\$250,000 for the Puerto Rico IDE Seed Fund
 - Coastal Enterprises Inc., Wiscasset, Maine
\$250,000 for the CEI Natural Resource Business Seed Capital Fund
 - Duke University, Durham, North Carolina
\$250,000 for the Triangle Venture Alliance
 - BioAccel, Phoenix, Arizona
\$250,000 for the Southwest Integrated Investment Ecosystem Development Project
 - Global Center for Medical Innovation, Inc., Atlanta, Georgia
\$249,981 for the Global Center for Medical Innovation (GCMI) MedTech Seed Fund & Accelerator Program
 - Illinois Science and Energy Innovation Fund, Chicago, Illinois
\$248,200 for the Energy Foundry Seed Investor Education and Strategic Partner Development Project
 - Ben Franklin Technology Partners of Southeastern PA, Philadelphia, Pennsylvania
\$250,000 for Greater Philadelphia Impact Partners

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

California Sub-Bid Request Ads

REQUESTING BIDS FROM
DBE/MBE/WBE/SBE/LBE/DVBE/OBE
Subcontractors and Vendors
Project: 2016 Bay Point Asphalt Rubber Cape Seal, Contra Costa County CA #0672-6U2154-16
Owner: County of Contra Costa,
Public Works, CA
Bid Date: 3/08/2016 02:00 PM

Project: 2016 Slurry Seal Project, Contra Costa County, CA # 0672-6U2153-16
Owner: County of Contra Costa,
Public Works, CA
Bid Date: 3/08/2016 02:00 PM

Quotes must be submitted by fax or email to American Pavement Systems, Inc., prior to March 7th at 5:00 PM for consideration.

American Pavement Systems, Inc., is bidding this project as a Prime Contractor and is requesting bids from the following trades and suppliers:


Including but limited to Trucking, Trucker, Construction Area signs, Traffic Control System, BMP Installation, Lead Compliance Plan, Quality Control Plan, PCMS Boards, Slurry Seal Aggregate, Screenings (Hot-Applied), Asphaltic Emulsion, Striping and Striping Removal, Pavement and Pavement Markings Removal, Weed Abatement, Street Sweeping, and adjust Monuments, or any item of work or material you are qualified to perform or furnish.

For questions regarding the project, contact David Pimley at 209.522.2277, FAX 209.408.0427 or email dpimley@americanpavementsystems.com. If interested in bidding this project, American Pavement Systems, Inc., is willing to assist all qualified subcontractors/suppliers in obtaining bonding, required insurance, materials, supplies or lines of credit if requested.

AMERICAN PAVEMENT SYSTEMS IS SIGNATORY TO OPERATING ENGINEERS AND LABORERS UNIONS.

Plans, Specs, and requirements for this project are available for review at our office in Modesto (by appointment only), by email, or at the Contra Costa County Public Works Dept., CC Righ Building, 225 Glacier Drive, Martinez, Ca, 94553 and are available for purchase online at www.cccounty.us/pwprojects.

American Pavement Systems Inc., is committed to working with qualified DBE/MBE/WBE/SBE/LBE/DVBE/OBE subcontractors and suppliers who respond. Delivery schedules will be accommodated and categories of work broken down to facilitate maximum participation. Please include any certification you may have when submitting bids. Self Certification is not acceptable.



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:

- 17% LBE Disadvantaged Business (LBE) goal
- 25% of total construction hours performed by SF residents
- Consistent with the City's First Source Hiring Program (FSHA) and Seismic Safety Loan Program (SSLP)
- 50% new hires for employment opportunities in the construction trades and any Entry-level Position.

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.

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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.

Looking for Subcontractors, Vendors, and Suppliers?

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

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



Call 1-800-800-8534
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