

# SMALL BUSINESS EXCHANGE

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YEARS

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## Women in Construction: The Opportunities and Challenges

By Erica Konieczny,

According to Census Bureau statistics from the American Community Survey, women have typically made up about 10% of the construction workforce going back at least as far back as the year 2000. Women from the millennial generation are being looked to as the key for the future of the construction industry. As baby boomers continue to retire in large numbers, the industry is staring at labor and management shortages.

Proponents of advancing women in business point out that it's not that a woman's perspective is more valuable, it's just that it's different.

PricewaterhouseCoopers is aggressively studying women in the workforce with an emphasis on the millennial generation. Female millennials are entering the workforce in greater numbers than ever before and they are highly educated. The study showed that more than half of these women believe they can rise to senior leadership and management positions. A McKinsey study also found that 32% of women in entry-level positions and 51% of those in middle management, either agree or strongly agree that they want to be in executive management roles.

Millennial women are looking for employers who offer career progression, and more than 80% say they also look at an employer's record on diversity when making job decisions. Millennial women value keeping their work and personal lives in balance, and expect regular feedback on their job performance. And nearly 70% of the women surveyed by PCC global say they want international work experience.

### National & Corporate Views

Taking the national economic view are those who equate more women in the workforce with a rise in the gross domestic product, or GDP. McKinsey reported that 65% of GDP growth

came from workforce expansion during the 1970s, of which women made up a large part. Today, productivity is the major contributor to growth, and increasing the numbers of college educated women in the workforce can improve productivity.

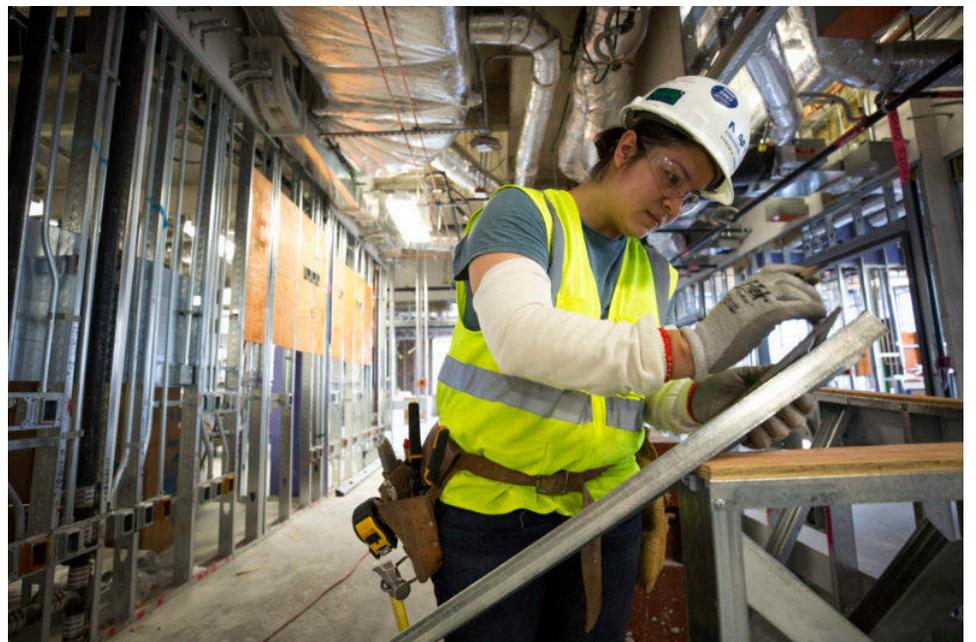
At the corporate level, there is mounting evidence that when women are in top leadership positions, companies do better. Catalyst reported that return on invested capital was 26% greater in companies that had women on their boards, when compared with companies that had no women. When asked what attributes are the most important for leadership success today, surveyed corporate leaders named intellectual stimulation, inspiration, participatory decision making, setting expectations, and rewards. Women leaders tended to exhibit these traits.

Other evidence comes from analysis of highly functioning organizations. The McKinsey Organizational Health Index looks at nine factors which are key to organizations that function well. When companies had three or more women in top positions, they scored higher on the index than others. Proponents of advancing women in business point out that it's not that a woman's perspective is more valuable, it's just that it's different. When companies have both complementary and alternative views to consider, they make better decisions. Encouraging different perspectives also cuts through group-think, opens fresh insights, and makes organizations more innovative and creative.

### Construction Connection

Companies such as Masco Contractor Services reported they were trying to attract more women to help with problems arising from the growing labor shortage in the construction sector. To do that, they started designing their ads to appeal to women. They also began highlighting their benefits and competi-

■ Continued on page 7



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# Community Outreach

## Building a Diverse Workforce in a Small Business



By Greg Cruikshank,

There can be little argument against the value of a diverse workplace. It's a critical element of driving innovation, increasing creativity and securing market share, but diversity also makes growth and recruitment more manageable and helps to limit the word all employers want to avoid -- turnover. Diversity is significant enough that two-thirds of people polled in a Glassdoor survey said the level of diversity was important when evaluating job offers. This can prove to be a difficult task for a small business in the tech industry.

So what is workforce diversity? It's more than simply not discriminating based on race, gender, national origin or disability. Diversity offers an alternative view or difference in opinions. Hiring employees with differing backgrounds in religion, from varying age ranges, sexual orientation, political affiliation, personality and education can become invaluable to an organization.

That being said, it can be nearly impossible to implement or force onto a set of employ-

ees. According to Harvard Business Review, researchers examined the success of mandated diversity training programs. While it's simple enough to teach employees the right answers to questionnaires on bias or and appropriate responses for a given situation, the actual training rarely ever sticks, not more than a few days anyway. There have even been findings that suggest these mandated diversity training courses actually have adverse effects.

In the same article from HBR, managers said that when diversity training was mandatory, it is often met with confrontation and even anger. Some, in fact, reported an increase in animosity toward a minority group. On the other hand, when workers see the training as voluntary, the result is improved attitudes and an increase of 9-13% in the hiring of minorities five years from the training.

So if diversity is crucial to the success of a company or organization, but it's also something that can tough to implement, how does an employer ensure that they are fostering a work environment that is diverse? There are

a few things employers can consider when they want to step up their game in building a more well-rounded and diverse workforce.

### Evaluate The Hiring Process

Assess the level of diversity in the company. Does it reflect the general workforce of the industry or of the community? Figure out which departments are behind or lacking and what the source might be. Is a team diverse in most areas but still behind in management positions? Are managers hiring based on personal biases?

Top leadership needs to be an advocate for diversity in all hiring decisions, from the entry level to leadership positions. If there is a hiring test, see that managers are adhering to it. The HBR articles noted that even when hiring tests were in place, they were used selectively and that the results were ignored.

Having a hiring panel, or a system of checks and balances, would ensure that no one person would abuse the hiring process to lean too much on their own biases. Employers should also seek out new methods or places to network.

### Mentoring Programs

Implementing a mentorship or sponsorship program will create a casual relationship between employees that will help alleviate some biases a manager might have and vice versa. Providing an opportunity for stewardship and responsibility allows the mentor to bestow knowledge on their mentee as they watch them grow.

Mentees will see the value in this experience and come to respect their mentor, laying away any preconceived biases or prejudices. They will become more invested in their work and the organization. Much like training programs, mentoring programs should be optional, not mandatory.

### Inclusion

Similar to soldiers who serve together on the frontlines, employees who are part of a self-managed team and working as equals who work to complete projects will learn to dismiss biases on their own. Fostering an environment where employees can connect

■ Continued on page 11

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ISSN 0892-5992



# Access to Capital

## Top Small Business Grants for Women and Minorities

By Meredith Wood,

Funding a small business can be quite the undertaking, whether you're starting a new venture for the first time or have decades of experience in your industry.

Of course, securing capital is often necessary, but depending on what type of financing you apply to and qualify for, it can also be expensive. And you could be paying back a loan for several years (if not longer).

Business loans are great, but free money is even better. What if there was a different option available for the financing you need, but no need to repay it?

That situation sounds too good to be true, but it's not — that's exactly what a small business grant is. If you qualify for a small business grant, you get the money, no repayment terms or interest rates attached.

There are caveats, of course. For one thing, you cannot use a small business grant for just any old business expense. You typically ap-

ply for a grant for one specific purpose, and you can only use the grant money toward that purpose. Case in point: you cannot use grant money awarded for a specific project to purchase inventory for an unrelated one.

Additionally, grants are tough to qualify for. Applying to one is like applying to an Ivy League university, and potentially even more competitive, depending on the number of applicants and number of grants awarded.

Among the many small business grants out there, some are open to one specific group of people. Often, they are geared toward those who face more financial, social and political challenges gaining their footing in the business world, such as women and minorities.

### Small business grants for women and minorities

#### The Eileen Fisher Women-Owned Business Grant Program

This well-known women's business grant awards up to 10 recipients each year with a

minimum grant of \$10,000 each. The grant funding total is \$100,000. There are several eligibility criteria, including that businesses be at least 51 percent women-owned, at least three years since founding and annual revenue of less than \$1 million.

#### SBA InnovateHER Challenge

Each year, the U.S. Small Business Administration awards three female small business owners a total of \$70,000 in prize money. Read more about the challenge and previous years' winners here - <https://www.fundera.com/blog/innovateher-challenge>

The SBA also provides an excellent online database for female business owners, including helping you find organizations that award grants to women on a local level.

#### Zions Bank Smart Women Grants

This grant awards \$3,000 each to a female recipient in each of these six categories: arts and culture, business, community development, continuing education and teacher sup-

port, child and elder care, and human and health services. This grant is open to anyone whose proposal "promotes the empowerment of women or directly benefits women or low-income or underserved populations in Utah and Idaho," where Zions Bank is based.

#### FedEx Small Business Grant Contest

This private grant is often earmarked for women and awards \$125,500 in total cash and prizes, including credits toward FedEx printing and business services. The grant is spread among 10 recipients at different increments, and part of the qualification process involves the general public voting on the finalists. This means that women applying for this grant can promote their business as part of the application process.

#### The Amber Grant for Women

WomensNet awards one winner with \$500 each month of the year, and one of those monthly winners will receive an additional

Continued on page 11

## California Sub-Bid Request Ads



**BROSAMER & WALL, INC.**

An Equal Opportunity Employer is requesting quotations from all qualified DBE Professional services, sub-contractors, material suppliers and trucking for the following project:

**Contract No. 04-4G8904**  
**Bridge Seismic Retrofit**  
**CONSTRUCTION ON STATE HIGHWAY IN CONTRA COSTA COUNTY IN RICHMOND AT SCOFIELD AVENUE UNDERCROSSING.**  
**Bid Closing Date: April 11, 2018 @ 2:00 PM**  
**DBE GOAL: 9%**

**CONTACT:**  
**Robert Rosas**  
**Brosamer & Wall Inc.**  
**1777 Oakland Blvd, Suite 300 • Walnut Creek, California 94596**  
**PH: 925-932-7900 • FAX: 925-279-2269**

**PROJECT SCOPE:**  
**We are requesting bids for the following trades and/or material suppliers:**

Brosamer & Wall Inc., is requesting quotes from all qualified subcontractors and suppliers including certified DBE firms for all items of work type, including but not limited to:

• TEMPORARY BRACING	• METAL FABRICATORS
• CORE DRILLING	• PAINTING
• EROSION CONTROL	• REBAR
• FENCE	• SCHEDULING
• GRADING	• STRUCTURE CONCRETE
• INDUSTRIAL HYGIENIST	• SWEEPING
• JACKING	• TEMPORARY SUPPORT
• LEAD PLAN	• TRAFFIC CONTROL
• SEISMIC MATERIAL SUPPLIERS	

**For the complete list of the Actual Project Bid Items go to:**  
<http://www.dot.ca.gov/des/oe/weekly-ads/oe-biditems.php?q=04-4G8904>

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

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

Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 300, Walnut Creek, Ca. 94596 or at no cost from Caltrans website. B&W will also make plans electronically please email [rosas@brosamerwall.com](mailto:rosas@brosamerwall.com) for free online link. Brosamer & Wall INC., intends to work cooperatively with all qualified firms seeking work on this project. If you are interested in submitting a subcontractor bid for this project, you may contact Robert Rosas Chief Estimator at 925-932-7900 or fax us your quote at 925-279-2269. PLEASE SUBMIT A COPY OF YOUR CURRENT DBE CERTIFICATION WITH YOUR BID. Subcontractors, Dealers/Suppliers and Brokers please provide your designation code to us on or before the bid date. B&W, INC., IS AN EQUAL OPPORTUNITY EMPLOYER.

**PROJECT: RTE. 805-N. OF NAPLES UNDERCROSSING TO BONITA RD. UNDERCROSSING, CHULA VISTA, CA. - SAN DIEGO COUNTY**  
**\*\*THIS PROJECT HAS A 13 % DBE GOAL\*\***  
**BID DATE: MARCH 29TH, 2018 • BID TIME: 2:00 P.M.**  
**\*\*Please respond by 12:00 p.m., MARCH 29TH, 2018\*\***

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

• TRUCKING	• EROSION CONTROL	• CLEAR & GRUB
• EQUIPMENT RENTAL	• METAL BEAM GUARD RAIL (MBGR)	• PAVEMENT MARKING / STRIPING
• LEAD COMPLIANCE PLAN	• STREET SWEEPING	• ELECTRICAL
• CONSTRUCTION AREA SIGNS	• REBAR	• LANDSCAPING
• ROADSIDE SIGNS	• CONCRETE / MINOR CONCRETE	• ROCK SLOPE PROTECTION
• TRAFFIC CONTROL	• ASPHALT / ASPHALT PAVING	• STORMDRAIN / UNDERGROUND UTILITIES
• WATER TRUCK	• COLD PLANING	• SWPPP / WPC
• EARTHWORK/GRADING/ROADWAY EXCAVATION	• ADL WORK	• AGGREGATE SUPPLY AGGREGATE BASE
	• BIOLOGIST	• SURVEY / QC

Coffman Specialties, Inc. is signatory to Operating Engineers, Laborers, Teamsters, Cement Masons and Carpenters unions. Quotations must be valid for the same duration as specified by the Owner for contract award. Insurance and 100% Payment & Performance Bonds will be required, and will pay up to 1.5% for the cost of the bond. Waiver of Subrogation will be required. We will provide assistance/advice with obtaining Bonds/Insurance/Credit/Equipment/Materials and/or supplies. Subcontractors must provide contractor's license number and Department of Industrial Relations (DIR) registration number with their quote. **Plans and specs are available at no cost to interested DBE firms from the CALTRANS WEBSITE using the Project ID # 11-2T2604 and/or our San Diego Office.** We are an EOE & seriously intend to negotiate with qualified firms.

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

**If you have any questions or need further information, please contact Joe Eckardt @ (858) 536-3100**



**COFFMAN SPECIALTIES, INC.**  
 GENERAL AND ENGINEERING CONTRACTORS

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

## With SBE you can:

<b>FIND</b> Subcontractors, Vendors, and Suppliers	<b>REACH</b> Diverse Audiences	<b>ADVERTISE</b> Sub-Bid Request Ad Public Legal Notices Job Listings
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**Contact us at 800-800-8534 or [sbe@sbeinc.com](mailto:sbe@sbeinc.com)**

# California Sub-Bid Request Ads



19 PAMARON WAY, NOVATO, CA 94949  
PHONE: (415) 382-1188 • FAX: (415) 883-7529  
CONTACT: Kelsey Godfrey  
Email: bid@arntzbuilders.com

REQUESTS QUOTATIONS FROM ALL STATE OF CALIFORNIA DGS CERTIFIED DVBE SUBCONTRACTORS & SUPPLIERS and ALL QUALIFIED SUBCONTRACTORS & SUPPLIERS FOR ALL TRADES FOR THE FOLLOWING

CLAIRE LILIENTHAL (SCOTT CAMPUS)  
3-8 SCHOOL  
NEW CLASSROOM & GYMNASIUM BUILDING AND 2018 INTERIM HOUSING RELOCATABLES  
SAN FRANCISCO, CA  
SFUSD Project #11852  
BID DATE: April 9, 2018 @ 2:00pm  
ESTIMATE: \$12,500,000

Trades needed but not limited to: Haz Mat, Haz Soil, Site Demo, Grading and Paving, Site Utilities, Drilled Piles, Structural Concrete, Rebar, Site Concrete, Landscape & Irrigation, Electrical, Structural Steel & Misc. Metals, Decorative Fences & Gates, Chainlink Fences & Gates, Metal Deck, Self-Adhering Waterproofing, Weather Barriers, Building Insulation, Thermoplastic Roofing, Wood Athletic Flooring, Resilient Flooring, Resinous Flooring, Vapor Emissions, Casework, Plastic Paneling, Painting, Metal Studs & Drywall, Stucco, Rigid Insulation Sheathing, Fabric Wrapped Panels, Fiber Cement Siding, Ceramic Tile, Fabricated Sound & Vibration Assemblies, Fixed Sound-Absorptive Panels, Acoustical Ceilings, Linear Metal Ceiling, Hollow Metal, Wood Doors, Plastic Doors, Hardware, Installation, Aluminum, Storefronts, Curtain Walls & Aluminum Windows, Fabricated Faced Panel Assemblies, Automatic Door Operators, Overhead Doors, HVAC, Plumbing, Fire Sprinklers, Sheet Metal Flashings, Joint Sealants, Roof Hatches, Access Doors, Tubular Skylights, Signage, Toilet Compartment, Toilet Accessories, Fire Extinguishers and Cabinets, Projection Screens, Blinds & Shades.

All contractors shall be registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 to be qualified to bid on, be listed in a bid proposal (submitted on or after March 1, 2015) or be awarded a contract for public work on a public works project (awarded on or after April 1, 2015). In addition, they are subject to the requirements of Section 4104 of the Public Contract Code.

BONDING, INSURANCE, TECHNICAL ASSISTANCE AVAILABLE. PLANS AVAILABLE IN GC'S PLAN ROOM. SUCCESSFUL SUBCONTRACTORS WILL BE REQUIRED TO SIGN ARNTZ BUILDERS, INC. STANDARD SUBCONTRACT AGREEMENT WHICH INCLUDES ARNTZ BUILDERS, INC. REQUIREMENT THAT SUBCONTRACTORS PROVIDE A 100% FAITHFUL PERFORMANCE AND PAYMENT BOND OF THE SUBCONTRACT PRICE FROM A TREASURY LISTED SURETY COMPANY ACCEPTABLE TO ARNTZ BUILDERS. BOND PREMIUM TO BE INCLUDED IN BID AS A SEPARATE ITEM. SUBCONTRACTORS WILL BE REQUIRED TO PROVIDE A WAIVER OF SUBROGATION ENDORSEMENT TO THEIR WORKERS COMPENSATION INSURANCE.

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

AN EQUAL OPPORTUNITY EMPLOYER



Statewide Traffic Safety and Signs, Inc. is requesting sub-bids from qualified DBE subcontractors and suppliers for: Contra Costa County Public Works Department 255 Glacier Drive, Martinez, CA 94553.

Project: BAY POINT SIGN UPGRADE  
CONTRA COSTA COUNTY  
COUNTY PROJECT #: 0662-6R4024-18  
FEDERAL PROJECT #: HSIPL 5928 (132)  
EE: BASE BID \$216,000  
ADDITIVE BID #1 \$134,000  
WORKING DAYS: 45  
BID DUE DATE: MARCH 27, 2018 @ 2PM

For the following (but not limited to) work: traffic control, concrete and other related trades.

If you are interested in bidding on this work or know a company that may be interested, please contact Kevin Hansen by Phone: 805-929-5070 and/or Fax: 805-929-5786.

Plans, specifications and requirements for the project are available for review at the Contra Costa County Public Works Dept. 255 Glacier Drive, Martinez, CA, 94553 and are available for purchase online at [www.cccounty.us/pwprojects](http://www.cccounty.us/pwprojects).

Assistance with meeting bid requirements will be available.

Statewide Traffic Safety and Signs, Inc.

Local Bidding Office:

130 Grobric Court Fairfield, CA 94534  
Contact: Mark Clark  
PH: 707-864-9952 • FX: 707-864-9956

DBE Sub Coordination Office:

522 Lindon Lane • Nipomo, CA 93444  
Contact: Kevin Hansen  
PH: 805-929-5070 • FX: 805-929-5786

Barnard Bessac Joint Venture  
DBE Opportunities

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

PROJECT:

Gravity Pipeline Progressive Design Build Project  
OWNER: Silicon Valley Clean Water

Deadline: September 28, 2018

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

OPPORTUNITIES INCLUDE:

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

If interested in bidding, please contact:

Shannon Cozino:

[shannon.cozino@barnard-inc.com](mailto:shannon.cozino@barnard-inc.com) (site office)

Susie Howells:

[susie.howells@barnard-inc.com](mailto:susie.howells@barnard-inc.com) (HQ office)



Kiewit Infrastructure West Co.  
4650 Business Center Drive Fairfield, CA 94534  
Attn: Victor Molina • [norcal.bids@kiewit.com](mailto:norcal.bids@kiewit.com)  
Fax: 707-439-7301

Requests sub-bids from qualified Subcontractor, Services, and/or Suppliers seeking to participate in the City of Fort Bragg, Wastewater Treatment Plant Upgrade Project in Fort Bragg, CA.

<http://www.epa.gov/> <http://www.sba.gov/>  
[www.californiaucp.org](http://www.californiaucp.org)

Subcontractors and Suppliers for the following project:

Wastewater Treatment Plant Upgrade Project  
City Project No. 2018-01

Owner: City of Fort Bragg

Bid Date: April 16, 2018 @ 2:00 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, Aggregates, Bypass Pumping, Carpentry, Minor Concrete, Concrete Pumping, Concrete Ready-mix, Concrete Reinforcement Supply & Install, Concrete Forms, Precast Concrete, Cast in Place Concrete, Concrete Accessories, Dewatering, Earthwork, Electrical, Equipment, Erosion Control, FRP Fabrications, Fencing, HVAC, Joint Sealant, Masonry, Metals, Openings, Paintings & Coatings, Plumbing, Piping & Valves, Quality Control, Specialties, Signage, Street Sweeping & Water Truck, SWPPP, Structures, Thermal & Moisture Protection, Trucking & Hauling.

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  
April 9, 2018 and Quotes NO LATER THAN  
April 13, 2018 at 4 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.

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

100% Performance Bond and Payment Bonds (Subcontractor) and Supply Bond (PM Supplier) are required for this project.

Davis-Bacon Act  
American Iron and Steel Requirements Apply  
Clean Water State Revolving Fund Applies  
An Equal Opportunity Employer  
CA Lic. 433176  
DIR # 100001147



Proven Management, Inc.  
225 3rd Street, Oakland, CA 94607  
Phone: 510-671-0000 • Fax: 510-671-1000

PMI requests proposals/quotes from all qualified and certified Local Small Business (LSB) subcontractors, suppliers, and truckers for the following project:

C35 INTERLOCKING RENEWAL  
LAFAYETTE, CA  
BART #15CQ-110  
Bids: 04/24/2018 @ 2 pm

The work in this contract includes but is not limited to: Traffic Control; Demolition of existing track; Special Trackwork; Earthwork & Grading; Reinforced Concrete; CL Fencing & Gates; Subdrainage; Electrical work including Raceways & Underground Ductwork; Trackwork; Contact Rail System; Clearing/Grubbing; Ballast; Concrete Ties, Train Control Work; Staging; Wood Ties; Metal Fab & Metal Fabrications; CIP/Precast/Portland Cement Concrete; Rebar; Controlled Density Fill

PMI will provide assistance in obtaining necessary bonding, insurance, equipment, supplies, materials or other related services. 100% Payment & Performance bonds will be required from a single, Treasury-listed surety company subject to PMI's approval. PMI will pay bond premium up to 1.5%. Subcontractors awarded on any project will be on PMI's standard form for subcontract without any modifications. For questions or assistance required on the above, please call 510-671-0000. PMI is signatory to the Operating Engineers, Carpenters, and Laborers Collective Bargaining Agreements.

We are an Equal Opportunity Employer



Proven Management, Inc.  
225 3rd Street, Oakland, CA 94607  
Phone: 510-671-0000 • Fax: 510-671-1000

Requests proposals/quotes from all qualified and certified Disadvantaged Business Enterprise (DBE) subcontractors, suppliers, and truckers for the following project:

ELECTRIFICATION PROJECT  
TUNNEL MODIFICATIONS  
Bayshore Station to the  
16th Street Grade Crossing, SF  
CALTRAIN SOLICITATION #18-J-C-070  
Bids: 04/19/2018 @ 2 PM  
SUBCONTRACTING GOAL - DBE - 7%

Demolition; Site Clearing; Dewatering; Earthwork; Aggregate Base Course; Storm Drainage Systems; Station Platforms, Sidewalks, Curbs & Gutters; Asphalt Paving; CIP Concrete; Concrete Forming & Finishing; Concrete Rebar; Metal Fabrications; Timber Crossties & Switch Ties; Rail; Track Removal & Salvage; Track Construction; Thermite Rail Welding; Masonry; Shotcrete; Electrical, OCS Rigid Contact Rail System; OCS Signage; Painting OCS Poles; OCS Pole Foundations; Liner Grouting; Clearance Notching; Anchors; Instrumentation; Insulators

Bonding, insurance, lines of credit and any technical assistance or information related to the plans & specifications & requirements for the work will be made available to interested SBE certified suppliers & subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or related assistance or services for this project will also be offered to interested SBE certified suppliers, subcontractors, truckers. PMI is signatory to the Operating Engineers, Carpenters, and Laborers Collective Bargaining Agreements.

100% Payment & Performance bonds will be required from a single, Treasury-listed surety company subject to PMI's approval. PMI will pay bond premium up to 1.5%. Subcontractors awarded on any project will be on PMI's standard form for subcontract without any modifications. For questions or assistance required on the above, please call.

We are an Equal Opportunity Employer



O.C. Jones & Sons, Inc.  
General Engineering Contractor

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

REQUEST FOR MBE/WBE SUBCONTRACTORS AND SUPPLIERS FOR:

The Resurfacing of Del Valle Road from Mines Road  
To the Mile Marker 3.9 in the Eastern  
Unincorporated Areas of Alameda County, CA  
Alameda County Public Works  
BID DATE: March 29, 2018 @ 2:00 PM

We are soliciting quotes for (including but not limited to): Trucking, Water Pollution Control, Sweeping, Traffic Control, Cold Plane Keycut, Inlet Protection, Standard Concrete Monument, Survey Monument Preservation, Striping & Marking, Crack Seal, Roadside Signs and Construction Materials

An Equal Opportunity Employer

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

SMALL BUSINESS EXCHANGE



# California Sub-Bid Request Ads



3721 Douglas Blvd., #180 Roseville, CA 95661  
Phone: 916-786-3833 Fax: 916-786-3234

McCarthy Building Companies, Inc. is requesting quotes from all certified DVBE subcontractors

#### INVITATION TO BID

Roseville Joint Union High School District New Sixth High School  
(West Park Comprehensive High School)

**Bids will be accepted on or before March 30th 2018 at 2:00 PM (PST).**

- Via "BuildingConnected" - <https://app.buildingconnected.com/>
- by email to Jason Dreier JDreier@mccarthy.com
- or Delivered to McCarthy Building Companies, 3721 Douglas Blvd., #180 Roseville, CA 95661

**Pre-Bid RFI Deadline:** March 21, 2018 at 2:00 PM (PST). Submit RFIs to Pamela Culbertson (PCulbertson@McCarthy.com) and Serge Karageorgiou (SKarageorgiou@mccarthy.com).

**Project Location:** Between Westpark Drive and Hayden Parkway, north of Bob Doyle Drive in Roseville, CA 95747

#### Project Description:

Construct the West Park comprehensive High School, including but not limited to: site work; a 4,500 seat stadium; a 2,100 seat gymnasium with classrooms and locker rooms; a baseball field; a 500 seat football field/track stadium with restroom building; hard courts; classroom buildings; the school's main kitchen with an outdoor covered seating area; administration building; parking lots; and ancillary buildings/structures. McCarthy is seeking bids from qualified DVBE contractors. This project is subject to the regulations set forth by AB 566.

**Public Contract Code Section 20111.6:** Prequalification in compliance with Public Contract Code section 20111.6 is required for this Project. Subcontractors subject to these requirements are those with any of the following **license classifications: C-4, C-7, C-10, C-16, C-20, C-34, C-36, C-38, C-42, C-43, and C-46.** The District's prequalification application is available on the Internet at [www.rjuhsd.com/domain/16](http://www.rjuhsd.com/domain/16) or can be obtained at the Facilities Development Department. **The prequalification application deadline is March 16, 2018.**

**Public Works Registration Requirement:** Notice is hereby given that this project is a public works project within the requirements of Division 2, Part 7, Chapter 1 of the California Labor Code, and that the LLB Entity and its subcontractors are required to be registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5 at the time of bidding. The LLB (lease-leaseback) Entity and its subcontractors, truckers and any suppliers and/or vendors subject to California's prevailing wage laws must be registered with the Department of Industrial Relations prior to the due date for Proposals on this RFP.

**BID DOCUMENTS:** Are available at ARC Northern Ca Public Planroom: [https://order.e-arc.com/arceoc/pwell\\_main.asp](https://order.e-arc.com/arceoc/pwell_main.asp) and ARC Roseville: 106 N. Sunrise Avenue, Suite C-4; Roseville, CA 95661; (916) 782-8000.



11555 Dublin Boulevard • P.O. Box 2909 • Dublin, CA 94568-2909  
(925) 829-9220 / FAX (925) 803-4263

Estimator: **Victor Le**

Website: [www.desilvagates.com](http://www.desilvagates.com)  
An Equal Opportunity Employer

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

#### CALTRANS ROUTE 132

**CONTRACT NO. 10-1H4604 – STATE HIGHWAY IN STANISLAUS COUNTY NEAR VERNALIS FROM SAN JOAQUIN COUNTY LINE TO 0.1 MILE WEST OF CARPENTER ROAD**  
**Federal Aid Project No. ACNH-P132(053)E**

**Disadvantaged Business Enterprise Goal Assigned is 11%**

OWNER:

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

**BID DATE: April 5th, 2018 @ 2:00 P.M.**

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

**AC Dike, Cold Plane, Construction Area Sign, Electrical, Lead Compliance Plan, Rumble Strip, Striping, SWPPP Prep/ Water Pollution Control Plan Prepare, Trucking, Water Trucks, Street Sweeping, Shoulder Backing Material, Hot Mix Asphalt (Type A) Material, Rubberized HMA (Gap Grade) Material.**

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

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

**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**  
**TBT Cathodic Protection Reference Cell Replacement**  
**Contract No. 09DJ-150A**

**Bid Date: April 17, 2018 at 2:00PM**  
**Fax all quotes to 510-777-5099**

Requesting certified DBE Subcontractor and Supplier Quotes on: **Electrical, Conduit Wire & Terminations for cathodic Protection System.**

**IMPORTANT:** This is a security sensitive contract and all 3rd party firms must sign a Non-Disclosure Agreement with BART before being allowed access to the plans and specifications. To begin the NDA process, please contact Jamie Helmick at [jhelmick@shimmick.com](mailto:jhelmick@shimmick.com). **NDA Packages must be submitted to BART by Monday, March 5th, 2018 @ 4pm.**

Security cleared Subcontractors and Suppliers interested in this project may contact Greg Adams by email at [gadams@shimmick.com](mailto:gadams@shimmick.com).

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.**



## Long Island, New York Sub-Bid Request Ad



**Photovoltaic Power Plant – Request For Proposal**  
**20 MWac plant in Suffolk County, NY**  
**Project Labor Agreements are in effect on this project**

#### Contracting Goals are as follows:

Hire local Vendors and Subcontractors from qualified New York State certified:

Minority Business Enterprise (MBE)

Women's Business Enterprise (WBE)

New York State Service-Disabled Veteran-Owned Business (SDVOB)

Union Labor is required for Electrical Subcontractor Scope of Work

#### This project consists of the following

##### Subcontractor Trades:

**Site Work:** Surveying, Clear & Grub, Earthwork, Dirt Road Construction, SWPPP

**Electrical:** AC & DC electrical system installation, Substation installation

#### This project consists of procuring the following equipment:

Foundations

Electrical Material

#### Subject to Swinerton Prequalification Process

Prior Utility-Scale PV experience is required

(Subcontractor shall have completed a minimum project size of 5 MWac within the last 3 years)

**If interested in bidding please contact**  
**Andrew Johnson for Prequalification,**  
**Bid Documents and formal Scope of Work.**

**Bid Date is April 13th, 2018 at 2 PM**

**Bids to be received at:**

**Swinerton Builders**

16798 West Bernardo Drive • San Diego, CA 92127

Attention: Andrew Johnson

**Or via email to:** [anjohanson@swinerton.com](mailto:anjohanson@swinerton.com)

Phone (858) 815-2471 • Fax: (858) 622-4044

We reserve the right to require all subcontractors to furnish 100% performance and payment bonds from a U.S. Treasury-listed surety. Premium cost to be included as a separate item. At our discretion, a bid bond and/or letter of bondability from a U.S. Treasury-listed surety may be required within 48 hours of demand. Swinerton Builders is an equal opportunity employer requesting subcontractor bids from all interested firms including disadvantaged, minority, veterans and emerging small business enterprises.

## DO YOU KNOW ABOUT THE 3-FOR-1 AD OFFER IN THE SMALL BUSINESS EXCHANGE?

**SPECIAL OFFER**

**SBE increases the value of a single ad ... by 3!**

**We will make it worth your while using  
our value-added services!**

### 3 ADS FOR ONE PRICE

- 1 paid in the SBE weekly newspaper and you receive
- 1 in the Friday daily e-Newsletter
- 1 on the website (running until bid date).

*(Proof of Publication will be included for all)*

**3 for 1**

Email ad copy to **Nabil Vo** at [nvo@sbeinc.com](mailto:nvo@sbeinc.com)

#### **SBE IS CERTIFIED BY:**

- California DGS

- California UCP

- New Orleans RTA (Louisiana UCP)

- New York UCP

Adjudicated newspaper of general circulation in the City and County of San Francisco (Gov. C. 6023)  
Outreach periodical contract with the San Francisco OCA (Resolution No. 26 7-17)

**SMALL**  
**BUSINESS**  
**EXCHANGE**

795 Folsom Street, 1st Floor  
San Francisco, CA 94107  
Phone: 800-800-8534 • Fax: 415-778-6255  
[www.sbeinc.com](http://www.sbeinc.com)

# 7 Eye-Opening Statistics About Women and Minorities in Tech



By Pete Jay DuCharme,

It's not a secret that the technology sector has massive gender gaps between men and women, even though women make up the vast majority of the working force, the gap is nowhere near closing. It doesn't appear to be an education issue either, as women hold more Bachelors and Graduate degrees than men. Many companies argue that the gender gap is a simple pipeline issue, that is to say that there aren't enough women and minorities studying for STEM (science, tech, engineering, and mathematics.) But the numbers reveal that there is certainly another reason for such a lack of diversity within the STEM sector. The same can be said for minorities in tech, even though diversification leads to a higher cumulative intelligence score and more company earnings overall, the tech game is still a white male dominated arena. You can look at the stats below to decide for yourself where the problem lies. 56% of professionally held jobs are held by women

If this number surprises you, it should! Since women have such a low hold rate in technology (more on that below) and we have such few women leaders (never mind the incredible rarities of women leaders in tech) the fact that the majority of professionally held jobs are taken by women is quite surprising.

#### What Women Are Doing:

Women hold 11% of executive roles at Fortune 500 companies, and 4.6% hold the title of CEO. And a similarly small number of women own tech start-up, averaging a whopping 5%. But the strangest thing is that women are starting businesses at 1.5x the national average, meaning that more women are starting more businesses, and faster than men.

#### Minorities in Large Tech Companies

According to Fortune's study on large tech companies, on average, women hold only 1/3 of the tech jobs in large tech companies like Intel, Microsoft, HP, and LinkedIn. Within the

same companies, minorities hold even a smaller share of the jobs; Native Americans being the smallest percentage with an average of 0.2% (<1%). Native Hawaiians and Pacific Islanders were tied around 0.3% (<1%). Blacks held the third lowest percentage of jobs, averaging 5% and Hispanics held about 7% of the jobs at these large tech companies. LinkedIn had the largest percentage of Asian workers, averaging 40% of their employees, and out of the largest companies polled, HP had the lowest rate of diversity across the board- Asians alone held only 14.4% of the jobs.

#### Leadership within Large Tech Companies:

Within leadership, the stats become even more dismal, Native Americans and Native Hawaiians hold 0.1% of leadership roles each (<1%). On average for the largest tech companies that were included in the survey, 76.42% of leadership roles were held by Caucasians, leaving the remaining 23.58% of roles to other ethnicities.

#### Women within Smaller Tech Companies

When smaller tech companies are included women only hold 25% of the tech jobs available on average. Although there were no formal statistics that I could find on the topic of minorities within smaller tech companies, one would be inclined to believe that the ratio of minorities to Caucasians would also be lower.

#### The Benefits of Diversification

In the next few weeks I'm going to write an entire article covering the benefits companies have seen when they make a real effort to diversify their talent pool, but for now, I'll keep it short. Companies have seen a boost in equity, retention, acquisition, and cumulative intelligence- all from simply hiring a more diverse pool of workers. Even though this seems surprising on face value, under the surface it's not so surprising. Different genders, races, and cultures all come from different paths, which give them different perspectives and fresh takes on how to improve a business or a product. When you add additional diversity, you open up the door to innovation, which leads to a better work/life satisfaction for employees, which leads to better retention- and all of it adds up to more money in the end, which leads to happier stockholders and more equity. It's essentially business 101.

#### So... Why is it Not Happening?

Even though diversification has proven benefits, there is still a major gap- not only for women, but also for minorities! According to WomenWhoTech, 40% of females say that companies don't spend enough time ensuring diversity has been addressed, versus 82% if men who says that companies have spent enough time addressing diversity. Since the vast majority of the hiring within the tech sector is done by men, one could argue that this stat has some valuable insight into not only the gender gap, but also the gap between Caucasians and minorities. However, most companies argue that it's either something to do with the pipeline, or something to do with the way women are being raised to keep with status quo.

SOURCE: <http://www.recruitingblogs.com>

## Women in Construction: The Opportunities and Challenges

Continued from page 1

diverse salaries, and they made selling points of their safety culture, training, and culture of diversity. One recent applicant said her introduction to the company, and its hiring process was easy and quick. She started installing batt insulation and reported being pleased with the pay and the work. A division manager said the women he has hired have excelled with components that are highly visible to the customer and require a lot of skill to install. He also credited their attention to detail, eye for quality, and customer-friendly attitudes.

For women to make inroads in construction, however, many companies have to make changes. Just like in other industries, at the corporate level, McKinsey reports there are structural obstacles. For example, women have fewer networking opportunities, role models, and sponsors at higher levels of organizations. There is also evidence that women are treated differently when it comes to promotions. They are often evaluated on their performance, while men get evaluated on potential. Oftentimes management will defend their actions by claiming they are preventing women from failing—a logic which limits advancement. The caution is that not ev-

eryone is having the same experiences, and there are women in construction who think the industry is equal for men and women.

Elaine McKenna with EC Harris, says she doesn't think there is a 'glass ceiling' for women in the industry and that women have the same opportunities as men.

She told ConstructionWeekOnline, "Definitely within the last 20 years, barriers have fallen and the industry has become more accessible to all walks of life. The construction industry is no longer about just bricks and mortar, it's transformed as a business, promoting life-long careers." But there is also an aspect about women in construction that seldom gets any play, and that's the

idea that women, just like men, can find fulfilling careers building things. Herlema Owens who jumped from the beauty industry to construction 27 years ago, says she's never looked back, and that while finding construction was almost accidental, it was life changing for her.

"My first day on the job was the most enlightening and breathtaking experience I ever had. It was the dream of my life that I never even knew I had dreamt," she told a staff writer with the Queens Tribune. "It was exciting and on that first day I knew this was exactly what I wanted to do for the rest of my life."

SOURCE: [jobsite.procore.com](http://jobsite.procore.com)



# 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: **Victor Le**  
Website: [www.desilvagates.com](http://www.desilvagates.com)  
An Equal Opportunity Employer

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

**CALTRANS ROUTE 205  
CONTRACT NO. 10-1G8104 - STATE HIGHWAY  
IN SAN JOAQUIN COUNTY IN AND NEAR  
TRACY FROM ALAMEDA COUNTY LINE TO  
0.2 MILE EAST OF HANSEN ROAD  
OVERTCROSSING AND FROM 0.2 MILE WEST  
OF GRANT LINE ROAD UNDERCROSSING TO  
ROUTE 5**  
Federal Aid Project No. ACIM-205-6(348)E  
Disadvantaged Business Enterprise Goal  
Assigned is 13%

OWNER:

**STATE OF CALIFORNIA  
DEPARTMENT OF TRANSPORTATION  
1727 30th Street, Bidder's Exchange, MS 26,  
Sacramento, CA 95816**  
**BID DATE: April 3rd, 2018 @ 2:00 P.M.**

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

**AC Dike, Cold Plane, Construction Area Sign, Electrical, Lead Compliance Plan, Metal Beam Guardrail, Minor Concrete Structure, Roadside Signs, Delineators, Markers, Rumble Strip, Striping, SWPPP Prep/Water Pollution Control Plan Prepare, Vegetation Control, Trucking, Water Trucks, Street Sweeping, Shoulder Backing Material, Hot Mix Asphalt (Type A) Material, Rubberized HMA (Gap Grade) Material**  
Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/all\\_adv\\_projects.php](http://www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php)

Fax your bid to (925) 803-4263 to the attention of Estimator Victor Le. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at [www.dir.ca.gov/Public-Works/PublicWorks.html](http://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](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

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

## DESILVA GATES CONSTRUCTION

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

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

**THE RESURFACING OF PORTIONS  
OF VARIOUS ROADWAYS IN  
THE UNINCORPORATED CASTRO VALLEY  
AREA OF ALAMEDA COUNTY**  
Specification No. 2355  
Minority/Women-Owned Business Enterprise  
Goal Assigned is 15% MBE and 5% WBE

OWNER:

**COUNTY OF ALAMEDA  
951 Turner Court, Room 300, Hayward, CA 94545**  
**BID DATE: MARCH 29TH, 2018 @ 2:00 P.M.**

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

**ADJUST IRON, COLD PLANE, ELECTRICAL,  
PAVING FABRIC, ROADSIDE SIGNS, STRIPING,  
SURVEY/STAKING, SWPPP/WATER POLLUTION  
CONTROL PLAN PREPARATION, TRUCKING,  
STREET SWEEPING, HOT MIX ASPHALT (TYPE  
A) MATERIAL.**

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at [www.ipdservices.com/clients/eastbay/index.html?alco&Show=Planroom](http://www.ipdservices.com/clients/eastbay/index.html?alco&Show=Planroom)

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

If you need M/WBE 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](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the M/WBE goal.

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

## DESILVA GATES CONSTRUCTION

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

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

**THE RESURFACING OF PORTIONS  
OF VARIOUS ROADWAYS IN  
THE UNINCORPORATED AREAS OF  
HAYWARD AND SAN LEANDRO,**  
Specification No. 2356  
Minority/Women-Owned Business Enterprise  
Goal Assigned is 15% MBE and 5% WBE

OWNER:

**COUNTY OF ALAMEDA  
951 Turner Court, Room 300,  
Hayward, CA 94545**  
**BID DATE: MARCH 29, 2018 @ 2:00 P.M.**

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

**ADJUST IRON, CONSTRUCTION SITE MANAGEMENT, CRACK SEALING, ELECTRICAL, PAVEMENT MILLING, PAVING FABRIC, ROADSIDE SIGNS, STRIPING, SURVEY/STAKING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, HOT MIX ASPHALT (TYPE A) MATERIAL.**

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at [www.ipdservices.com/clients/eastbay/index.html?alco&Show=Planroom](http://www.ipdservices.com/clients/eastbay/index.html?alco&Show=Planroom)

Fax your bid to (925) 803-4263 to the attention of Estimator Alan McKean. 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](http://www.dir.ca.gov/Public-Works/PublicWorks.html)

If you need M/WBE 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](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the M/WBE goal.

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## DESILVA GATES CONSTRUCTION

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Dublin, CA 94568-2909  
(925) 829-9220 / FAX (925) 803-4263  
Estimator: **Victor Le**  
Website: [www.desilvagates.com](http://www.desilvagates.com)  
An Equal Opportunity Employer

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

**THE RESURFACING OF DEL VALLE ROAD  
FROM MINES ROAD TO MILE MARKER 3.9  
IN THE EASTERN UNINCORPORATED AREAS  
OF ALAMEDA COUNTY, Specification No. 2357**  
Minority/Women-Owned Business Enterprise  
Goal Assigned is 15% MBE and 5% WBE

OWNER:

**COUNTY OF ALAMEDA  
951 Turner Court, Room 300, Hayward, CA 94545**  
**BID DATE: MARCH 29, 2018 @ 2:00 P.M.**

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

**COLD PLANE, CRACK SEALING, PAVING FABRIC,  
ROADSIDE SIGNS, STRIPING, SURVEY/STAKING,  
SWPPP/WATER POLLUTION CONTROL PLAN  
PREPARATION, TRUCKING, WATER TRUCKS,  
STREET SWEEPING, HOT MIX ASPHALT (TYPE A)  
MATERIAL.**

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at [www.ipdservices.com/clients/eastbay/index.html?alco&Show=Planroom](http://www.ipdservices.com/clients/eastbay/index.html?alco&Show=Planroom)

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

If you need M/WBE 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](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the M/WBE 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.

## CLARK CONSTRUCTION

Clark Construction is requesting bids for **BART Contract 01RQ-110 Hayward Maintenance Facilities Change Orders**. Clark is currently requesting bids specifically from the DBE community.

Scopes of work that Clark is requesting DBE bids for are: Electrical, Mechanical, Plumbing, Track, Sitework and Division 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 14, 20, 21, 22, 23, 26, 27, 28, 31, 32, 33, 34, 41, 42, 43, 45.

Detailed scopes and Documents are provided free of cost via Clark's Building Connected website or at Clark's field office: **200 Sandoval Way, Hayward, CA 94544**. For Access to these Contract Documents, please contact Alex Prasauskas at 240-517-0118 or log onto Building Connected.

Clark is committed to maximizing the participation of Disadvantage Business Enterprises (DBE). Clark will break down any portion of work into economically feasible units to facilitate DBE Participation. Clark offers assistance regarding bonding requirements and insurance requirements including paying for the cost of the bond.

DBE Subcontractors/Supplier Bids/Proposals Requested

**Contract No. C40403C1151**

**Purple Line Extension Section 3 Tunnels Project - Design/Build**

**Bid Proposal Submittal Date: April 6, 2018 at 2:00 P.M.**

**Owner: Los Angeles County Metropolitan  
Transportation Authority (LACMTA)**

Performance/Payment/Supply Bond may be required

This advertisement is in response to LACMTA's DBE Program, Barnard Obayashi SELI, JV intends to conduct itself in "Good Faith" with DBE firms regarding participation on this project. Drawings and specs will be available via iSqft. Quotes are required by COB March 23, 2018. Quotes are fairly evaluated.

Please submit bids/proposals for the following work (but not limited to): Excavation; Potholing; Aggregates; Traffic Control; Trucking; Utility Installation; Electrical; Instrumentation and Monitoring; Environmental; Permitting; QA/QC Inspection; Armed Site Security; Survey; Curb, Gutter and Sidewalk; Asphalt; Tree Removal; Site Demolition and Restoration.

**Contact: Tonya Topping  
Barnard Obayashi SELI, JV  
701 Gold Ave., Bozeman, MT 59715  
406-586-1995 Fax: 406-586-3530  
Email [PL3@barnard-inc.com](mailto:PL3@barnard-inc.com)**

# California Sub-Bid Request Ads

## INVITATION TO BID - Request for Certified DBE Subcontractors & Suppliers

**Project:** Rail to Rail Active Transportation Corridor Connector Project (Design-Build), IFB No. C51209C1166  
**Owner:** Los Angeles County Metropolitan Transportation Authority (METRO)  
**Bid Due Date:** April 17, 2018 at 2:00 p.m.  
**DBE Goal – 22% (Design) and 21% (Construction)**

This solicitation is in response to Metro's DBE requirements. Flatiron will provide an equal opportunity to DBEs and intends to conduct itself in good faith with DBE firms seeking subcontractor opportunities for the contract. Request for quotes from certified DBEs for the following, but not limited to, scopes of work for Design and Construction.

**Design:** Electrical Design, Hazardous Materials / Soil Remediation Compliance, Landscape Design, Public Outreach, Railroad Coordination, Roadway/Civil Design, Striping & Signage Design, Survey and Construction Staking Design, Traffic Control Design, Utilities Design and Coordination.

**Construction:** Aggregate Supply, Anti-Graffiti Coating, Asphalt Paving, Concrete Supply, Demolition, Electrical, Fencing, Geotextiles, Graffiti Removal, Hardscape, Hazardous Material Haul, Hydroseeding, Landscaping and Irrigation, Metal Gratings, Minor Concrete, Miscellaneous Metals, Noise Control, Painting, Plumbing, Quality Control, Railroad, Reinforcing Steel, Signage, Striping, Survey, Sweeping, Temporary Erosion Control, Tree Installation.

**Quotes are required by 5:00 p.m. on Tuesday, April 10, 2018.**

Access to Bidding Documents (plans and specifications) is available in electronic format from Flatiron. Additionally, Bidding Documents are available to view at our Chino Hills, CA or San Marcos, CA offices. Please send an email to request access to the Bidding Documents or to make an appointment to view the documents at one of our offices (between the hours of 7:30 a.m. and 4:00 p.m.).

Flatiron analyzes and considers each DBE quote, including those that are broken down into economically feasible units to facilitate bidding. Quotations must be valid for same duration as specified by Owner for contract award (180 calendar days).

**Bond Requirements:** Notwithstanding any contrary language in a bid to Flatiron or any prior course of dealing between Flatiron and a bidder, and unless waived in writing by Flatiron, Flatiron reserves the right to require each bidder to provide payment and performance bonds assuring bidder's obligations to Flatiron in the amount of 100 percent of the bid to Flatiron. Flatiron will reimburse the bond premium at actual cost not to exceed 3%. Assistance in obtaining bonding, insurance and financing is available upon request. Flatiron will provide referral information to resources that may assist in providing bond, insurance or financing to DBE firms.

**Non-DBE Subs/Suppliers:** Indicate lower-tier DBE participation offered on your quotation as it will be evaluated with your price.

### Flatiron West, Inc.

1770 La Costa Meadows Drive, San Marcos, CA 92078  
 Phone (760) 916-9100 / FAX (760) 471-4860

Point of Contact: Jannette Carter, Estimating Administrator (SDBids@flatironcorp.com)

WE ARE AN EQUAL OPPORTUNITY EMPLOYER



**FIND**  
 Subcontractors, Vendors,  
 and Suppliers



**REACH**  
 Diverse Audiences of Various  
 Ethnicity, Race, & Gender



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 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**

## Public Legal Notices

### OAKLAND UNIFIED SCHOOL DISTRICT

#### NOTICE TO BIDDERS

1. Notice is hereby given that the governing board ("Board") of the Oakland Unified School District ("District") will receive sealed bids for the following project, Bid No. 15118, ("Project" or "Contract"):

#### RE-BID –

**Havenscourt CCPA Science Classroom and Labs**  
**1390 66th Avenue, Oakland, CA 94621**

2. The Project consists of:

**Scope of work includes conversion of existing biology classroom to a chemistry lab. The lab will have eight (8) workstations including ADA complaint student and teacher workstations, additional electrical and improved HVAC.**

3. **Engineer's Estimate: \$1,250,000**

4. Project Manager for this project is **Al Anderson**, he can be reached at **(510) 535-7045**.

5. To bid on this Project, the Bidder is required to possess one or more of the following State of California contractors' license(s):

#### B – General Building Contractor

The Bidder's license(s) must remain active and in good standing throughout the term of the Contract.

6. To bid on this Project, the Bidder is required to be registered as a public works contractor with the Department of Industrial Relations pursuant to the Labor Code. The Bidder's registration must remain active throughout the term of the Contract.

7. Contract Documents will be available on or after **Monday, April 2, 2018**, for review at **East Bay Blue Print, located at 1745 14th Avenue, Oakland, CA 94606**. All requests should be addressed Attention: Sandy Petty. Plans can be ordered by:

Ph: 510-261-2990 Fax: 510-261-6077

Email: [ebbp@eastbayblueprint.com](mailto:ebbp@eastbayblueprint.com), Attn: Sandy.  
 Online using the Plan Command System at [www.east-](http://www.east-)

[bayblueprint.com](http://bayblueprint.com) or plans can be delivered to a place of business, at requester's own expense. Payment for plan sets must be made with East Bay Blue Print and are **NON-REFUNDABLE**

In addition, Contract Documents are available for bidders' review at the following builders' exchanges:

Builder's Exchange of Alameda County  
 McGraw Hill Construction Data  
 San Francisco Builder's Exchange  
 Reed Construction Market Data  
 Contra Costa Builder's Exchange  
 Marin Builder's Exchange

8. Sealed bids will be received until **2:00 p.m. on Thursday, April 19, 2018**, at the District Office, located at **900 High Street, Front Desk, Oakland, California**, at or after which time the bids will be opened and publicly read aloud. Any bid that is submitted after this time shall be nonresponsive and returned to the bidder. Any claim by a bidder of error in its bid must be made in compliance with section 5100 et seq. of the Public Contract Code.

Pursuant to Public Contract Code section 20111.6, and the District's Prequalification for Prospective Certified Local/Small Local Resident Bidders, only prequalified bidders will be eligible to submit a bid for contracts \$1 million or more using or planning to use state bond funds. Any bid submitted by a bidder who is not prequalified shall be non-responsive and returned unopened to the bidder. Moreover, any bid listing subcontractors holding C-4, C-7, C-10, C-16, C-20, C-34, C-36, C-38, C-42, C-43 or C-46 licenses, if used, who have not been prequalified, shall be deemed nonresponsive and will not be considered. Both First-Tier Subcontractors and Prime Contractors must be **Pre-qualified by Friday, April 13, 2018**. The list of Prequalified Contractors will be posted **the OUSD Webpage**.

9. All bids shall be on the form provided by the District. Each bid must conform and be responsive to all pertinent Contract Documents, including, but not limited to, the Instructions to Bidders.

10. A bid bond by an admitted surety insurer on the form provided by the District, cash, or a cashier's check or a certified check, drawn to the order of the Oakland Unified School District, in the amount of ten percent (10%) of the total bid price, shall accompany the Bid Form and Proposal, as a guarantee that the Bidder will, within seven (7) calendar days after the date of the Notice of Award, enter into a contract with the District for the performance of the services as stipulated in the bid.

11. A **mandatory** pre-bid conference and site visit will be held on **Thursday, April 5, 2018 at 10:00 a.m. at Front Entrance of Havenscourt**. All participants are required to sign in at the front Entrance of the Building. The site visit is expected to take approximately [1] hour. Failure to attend or tardiness will render bid ineligible.

12. The successful Bidder shall be required to furnish a 100% Performance Bond and a 100% Payment Bond if it is awarded the Contract for the Work.

13. The successful Bidder may substitute securities for any monies withheld by the District to ensure performance under the Contract, in accordance with the provisions of section 22300 of the Public Contract Code.

14. The successful bidder will be required to certify that it either meets the Disabled Veteran Business Enterprise ("DVBE") goal of three percent (3%) participation or made a good faith effort to solicit DVBE participation in this Contract if it is awarded the Contract for the Work.

15. The Contractor and all Subcontractors under the Contractor shall pay all workers on all Work performed pursuant to this Contract not less than the general prevailing rate of per diem wages and the general prevailing rate for holiday and overtime work as determined by the Director of the Department of Industrial Relations, State of California, for the type of work performed and the locality in which the work is to be performed within the boundaries of the District, pursuant to section 1770 et seq. of the

California Labor Code. Prevailing wage rates are also available from the District or on the Internet at: <http://www.dir.ca.gov>.

16. This Project is subject to labor compliance monitoring and enforcement by the Department of Industrial Relations pursuant to Labor Code section 1771.4 and subject to the requirements of Title 8 of the California Code of Regulations. The Contractor and all Subcontractors under the Contractor shall furnish electronic certified payroll records directly to the Labor Commissioner weekly and within ten (10) days of any request by the District or the Labor Commissioner. The successful Bidder shall comply with all requirements of Division 2, Part 7, Chapter 1, Articles 1-5 of the Labor Code.

17. The District has entered into a Project Labor Agreement that is applicable to this Project. For questions or assistance concerning the Project Labor Agreement, **contact Maribel Alejandre, (510) 835-7603 X 21, Davillier-Sloan, Inc. 1630 12th Street, Oakland, California, 94607**.

18. This Project is funded in whole or in part with federal funds, and therefore the Contractor shall comply with the Davis-Bacon Act, applicable reporting requirements, and any other applicable requirements for federal funding. This Project is also subject to Buy American requirements.

19. The District shall award the Contract, if it awards it at all, to the lowest responsive responsible bidder based on:

A. The base bid amount only.

20. The Board reserves the right to reject any and all bids and/or waive any irregularity in any bid received. If the District awards the Contract, the security of unsuccessful bidder(s) shall be returned within sixty (60) days from the time the award is made. Unless otherwise required by law, no bidder may withdraw its bid for ninety (90) days after the date of the bid opening.

# Fictitious Business Name Statements

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380236-00

Fictitious Business Name(s):  
**A. Burgger Dogg Diner**  
Address  
**6236 Third Street, Apt #4, San Francisco, CA 94124**  
Full Name of Registrant #1  
**Gregory Banks**  
Address of Registrant # 1  
**6236 Third Street, Apt #4, San Francisco, CA 94124**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**

Signed: **Gregory Banks**

This statement was filed with the County Clerk of San Francisco County on **2/26/2018**

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

Filed: **Fallon Lim**  
**Deputy County Clerk**  
**2/26/2018**

**3/1/2018 + 3/8/2018 + 3/15/2018 + 3/22/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380195-00

Fictitious Business Name(s):  
**Ace King BBQ**  
Address  
**1820 Clement Street, San Francisco, CA 94121**  
Full Name of Registrant #1  
**SZL Brothers Inc. (CA)**  
Address of Registrant # 1  
**1820 Clement Street, San Francisco, CA 94121**

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

Signed: **Haoyang Zhong**

This statement was filed with the County Clerk of San Francisco County on **2/22/2018**

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

Filed: **Mariedyne L. Argente**  
**Deputy County Clerk**  
**2/22/2018**

**3/8/2018 + 3/15/2018 + 3/22/2018 + 3/29/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380101-00

Fictitious Business Name(s):  
**Agents of Fortune Adventure**  
Address  
**795 Folsom Street 1st Floor, San Francisco, CA 94107**  
Full Name of Registrant #1  
**ConnectChina, LLC (CA)**  
Address of Registrant # 1  
**795 Folsom Street 1st Floor, San Francisco, CA 94107**

This business is conducted by **A Limited Liability Company**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **2/15/2018**

Signed: **Jing Guo, Principal**

This statement was filed with the County Clerk of San Francisco County on **2/15/2018**

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

Filed: **Mariedyne L. Argente**  
**Deputy County Clerk**  
**2/15/2018**

**3/8/2018 + 3/15/2018 + 3/22/2018 + 3/29/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380120-00

Fictitious Business Name(s):  
**Cedis Construction**  
Address  
**85 Theresa Street, San Francisco, CA 94112**  
Full Name of Registrant #1  
**Jose Sainz**  
Address of Registrant # 1  
**85 Theresa Street, 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 **2/16/2018**

Signed: **Jose Sainz**

This statement was filed with the County Clerk of San Francisco County on **2/16/2018**

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

Filed: **Sonya Yi**  
**Deputy County Clerk**  
**2/16/2018**

**3/8/2018 + 3/15/2018 + 3/22/2018 + 3/29/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380437-00

Fictitious Business Name(s):  
**1.) Enlighten**  
**2.) Enlighten Lounge**  
**3.) Enlighten SF**  
Address  
**132 Eddy Street, San Francisco, CA 94102**  
Full Name of Registrant #1  
**Enlighten and Honor, Inc. (CA)**  
Address of Registrant # 1  
**132 Eddy Street, San Francisco, CA 94102**

This business is conducted by **A CORPROATION**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**

Signed: **Joanna O'Donnell**

This statement was filed with the County Clerk of San Francisco County on **3/13/2018**

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

Filed: **Jessa Lazo**  
**Deputy County Clerk**  
**3/13/2018**

**3/15/2018 + 3/22/2018 + 3/29/2018 + 4/5/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0379836-00

Fictitious Business Name(s):  
**InnisFreeFC**  
Address  
**718 Monterey Blvd, San Francisco, CA 94127**  
Full Name of Registrant #1  
**Shane Nugent**  
Address of Registrant # 1  
**718 Monterey Blvd, San Francisco, CA 94127**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **2/1/2018**

Signed: **Shane Nugent**

This statement was filed with the County Clerk of San Francisco County on **2/1/2018**

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

Filed: **Susanna Chin**  
**Deputy County Clerk**  
**2/01/2018**

**3/1/2018 + 3/8/2018 + 3/15/2018 + 3/22/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380409-00

Fictitious Business Name(s):  
**OpsTales**  
Address  
**114 Haight Street R Apartment, San Francisco, CA 94102**  
Full Name of Registrant #1  
**Courtney Bode**  
Address of Registrant # 1  
**114 Haight Street R Apartment, San Francisco, CA 94102**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **2/26/2018**

Signed: **Courtney Bode**

This statement was filed with the County Clerk of San Francisco County on **3/12/18**

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**  
**3/12/2018**

**3/15/2018 + 3/22/2018 + 3/29/2018 + 4/5/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380103-00

Fictitious Business Name(s):  
**Silicon Valley Counsel, P.C.**  
Address  
**1900 Jefferson Street #205, San Francisco, CA 94123**  
Full Name of Registrant #1  
**Piotr Szymanski**  
Address of Registrant # 1  
**1900 Jefferson Street #205, San Francisco, CA 94123**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **2/1/2018**

Signed: **Piotr Szymanski**

This statement was filed with the County Clerk of San Francisco County on **2/15/2018**

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

Filed: **Fallon Lim**  
**Deputy County Clerk**  
**2/15/2018**

**3/8/2018 + 3/15/2018 + 3/22/2018 + 3/29/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380067-00

Fictitious Business Name(s):  
**Symphony Tower Apartments**  
Address  
**265 Fell Street, San Francisco, CA 94102**  
Full Name of Registrant #1  
**265 Fell Street L.P.**  
Address of Registrant # 1  
**58 Condon Court, San Mateo, CA 94403**

This business is conducted by **A Limited Partnership**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1/16/2018**

Signed: **Bianne Chan, President, Owner**

This statement was filed with the County Clerk of San Francisco County on **2/15/2018**

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

Filed: **Susanna Chin**  
**Deputy County Clerk**  
**2/15/2018**

**3/8/2018 + 3/15/2018 + 3/22/2018 + 3/29/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380266-00

Fictitious Business Name(s):  
**Tallio's Coffee & Tea**  
Address  
**4912 Third Street, San Francisco, CA 94124**  
Full Name of Registrant #1  
**Tallio's Coffee & Tea (CA)**  
Address of Registrant # 1  
**4912 Third Street, San Francisco, CA 94124**

This business is conducted by **A Limited Liability Company**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**

Signed: **Olton Rensch, Officer**

This statement was filed with the County Clerk of San Francisco County on **2/28/2018**

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

Filed: **Susanna Chin**  
**Deputy County Clerk**  
**2/28/2018**

**3/22/2018 + 3/29/2018 + 4/5/2018 + 4/12/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380228-00

Fictitious Business Name(s):  
**Teatro Zinzanni**  
Address  
**3450 3rd Street #4D, San Francisco, CA 94124**  
Full Name of Registrant #1  
**Restaurant TZ, Inc. (CA)**  
Address of Registrant # 1  
**3450 3rd Street #4D, San Francisco, CA 94124**

This business is conducted by **A Corporation**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **8/23/2005**

Signed: **Janet W. Griggs**

This statement was filed with the County Clerk of San Francisco County on **2/26/2018**

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

Filed: **Susanna Chin**  
**Deputy County Clerk**  
**2/26/2018**

**3/1/2018 + 3/8/2018 + 3/15/2018 + 3/22/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0380283-00

Fictitious Business Name(s):  
**1.) The Pot Luck Club**  
**2.) The Pink Pot Party**  
Address  
**176 Forest View Dr., San Francisco, CA 94132**  
Full Name of Registrant #1  
**Hana Ventures LLC (CA)**  
Address of Registrant # 1  
**176 Forest View Dr., San Francisco, CA 94132**

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 **3/1/18**

Signed: **Lan Vu**

This statement was filed with the County Clerk of San Francisco County on **3/1/18**

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

Filed: **Susanna Chin**  
**Deputy County Clerk**  
**3/1/2018**

**3/15/2018 + 3/22/2018 + 3/29/2018 + 4/5/2018**

## ABANDONMENT OF FICTITIOUS BUSINESS NAME

### STATEMENT OF ABANDONMENT OF USE OF FICTITIOUS BUSINESS NAME

The registrant(s) listed below have abandoned the use of the fictitious business name(s):

1.) **Panacea's Wellness**  
Located at **176 Forest View Dr., San Francisco, CA 94132**

This fictitious business name was filed in the County of San Francisco on **07/25/17** under file **0376988**

Name and address of Registrants (as shown on previous statement)

Full Name of Registrant #1  
**Hana Ventures LLC (CA)**  
**176 Forest View Dr., San Francisco, CA 94132**

This business was conducted by a **A LIMITED LIABILITY COMPANY.**

Signed: **Lan Vu**

This statement was filed with the County Clerk of San Francisco County on

Filed: **Sonya Yi**  
**Deputy County Clerk**  
**3/8/2018**

**3/5/2018 + 3/22/2018 + 3/29/2018 + 4/5/2018**

## CHANGE OF NAME

### CHANGE OF NAME

ORDER TO SHOW CAUSE FOR CHANGE OF NAME  
CASE NO. **CNC 18-553718**

PETITIONER OR ATTORNEY  
**Katryn Parchaso Wiese**  
**1000 North Point Street, San Francisco, CA 94109**

TO ALL INTERESTED PERSONS:  
1. Petitioner **Katryn Parchaso Wiese** for a decree changing names as follows:

**Katryn Parchaso Wiese** changed to **Katryn Wiese**

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

NOTICE OF HEARING  
Date: **April 18, 2018** Time: **9:00 AM**  
Dept: **514** Room: **514**

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

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

NEYL WEBB, Clerk  
DATED - February 28, 2018

**3/1/2018 + 3/8/2018 + 3/15/2018 + 3/22/2018**

SMALL BUSINESS EXCHANGE

# Public Legal Notices



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

### Contract ID No. 1000007914 PW TRANSBAY FOLSOM IMPR TRANSBAY FOLSOM STREETScape IMPROVEMENTS

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30:00 p.m. on April 11, 2018**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Public Works Electronic Bid Documents Download site at [www.sfpublishworks.org/bid-docs](http://www.sfpublishworks.org/bid-docs). Please visit the Contracts, Bids and Payments webpage at [www.sfpublishworks.org](http://www.sfpublishworks.org) for more information (click on Resources > Contractor Resources). Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is located along Folsom Street, from 2nd Street to Spear Street, in San Francisco, California and consists of pavement renovation, curb ramp construction, sewer, water, AWSS, hazardous material removal, landscaping, green infrastructure, street lighting, traffic signal, traffic control and all associated work. The time allowed for completion is 650 consecutive calendar days. The Engineer's estimate is approximately \$10,700,000. For more information, contact the Project Manager, Oscar Gee at 415-558-4582.

**On July 1, 2014, the registration program under section 1725.5 of the California Labor Code went into effect. The program requires that all contractors and subcontractors who bid or work on a public works project register and pay an annual fee to the California Department of Industrial Relations ("DIR").**

**No contractor or subcontractor may be listed in a bid or awarded a contract for a public works project unless registered with the DIR as required by Labor Code section 1725.5 [with limited exceptions from this requirement for bid purposes only under Labor Code section 1771.1(a)].**

Experience Requirement for Installation of Water Work include the following:

This Contract may require pre-qualification by the City for the Bidder or Bidder's subcontractor to perform the water work. Only Bidders or Bidders with

subcontractors who have successfully completed the pre-qualification process for the applicable category of Work, as posted at <http://sfwater.org/pre-qualify> and active on list at time of Bid Opening, are allowed to submit Bids for this Contract. The applicable pre-qualification category for this Contract is: Local Water Projects - Small (<48") Water Pipelines. For questions on pre-qualification, please send an email to [prequal@sfwater.org](mailto:prequal@sfwater.org) or leave a voicemail at (415) 551-4603.

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

Pursuant to San Francisco Administrative Code ("Administrative Code") Section 6.25 and Chapter 25 of the Environment Code, "Clean Construction" is required for the performance of all work.

This Contract is subject to the requirements of Administrative Code Chapter 12X, which prohibits the City from entering into any Contract with a Contractor that has its United States headquarters in a state ("Covered State") with laws that perpetuate discrimination against LGBT populations or where any or all of the work on the contract will be performed in any of those states. A list of states on the Covered State List can be found at: <https://oag.ca.gov/ab1887>.

The Specifications include liquidated damages. Contract will be on a Unit Price basis. Progressive payments will be made.

The Contract will be awarded to the lowest responsible bidder.

A bid may be rejected if the City determines that any of the bid item prices are materially unbalanced to the potential detriment of the City.

Bid discounts may be applied as per Administrative Code Chapter 14B. LBE Subcontracting Participation Requirement is 25%. Call Selormey Dzikunu at 415-554-8369 for details. In accordance with Administrative Code Chapter 14B requirements, all bidders shall submit documented good faith efforts with their bids, except those who exceed the above stated LBE Subcontracting Participation Requirement by 35%. Bidders must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference, if scheduled. Refer to CMD Form 2B.

**A pre-bid conference will be held on March 22, 2018 at 10:30 a.m., at 1680 Mission Street, 5th Floor Electrical Conference Room.**

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

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

**Class "A"** license required to bid.

In accordance with Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$600,000 is awarded by the City and County of San Francisco until such time as the Mayor or the Mayor's designee approves the contract for award, and the Director of Public Works then issues an order of award. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

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

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

Bidders are hereby advised that the Contractor to whom the Contract is awarded must be certified by the Contract Monitoring Division as being in compliance with the Equal Benefits Provisions of Chapter 12B of the Administrative Code within two weeks after notification of award.

If a bidder objects on any ground to any bid specification or legal requirement imposed by this Advertisement for Bids, the bidder shall, no later than the 10th working day prior to the date of Bid opening, provide written notice to the Contract Administration Division, San Francisco Public Works, setting forth with specificity the grounds for the objection.

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

3/22/18  
CNS-3110507#  
SMALL BUSINESS EXCHANGE

## Top Small Business Grants for Women and Minorities

### Continued from page 3

\$1,000 by the end of the year. The grant has been awarding women with entrepreneurial dreams since first launching in 1998.

#### The Halstead Grant

This is a much more specific grant, as it is open only to women involved in making and selling jewelry. The award includes \$7,500 in cash, \$1,000 to spend on supplies and an all expenses paid trip to Arizona. The 10 runners-up are awarded prizes as well.

#### Minority Business Development Agency

If you are a minority business owner, be sure to regularly check out the MBDA for grant opportunities. They also provide a number of other educational resources for minority entrepreneurs.

#### MillerCoors Urban Entrepreneurs Series

While not explicitly for minority business owners, this grant program awards big payouts

(\$150,000 total spread out to five winners) and focuses specifically on diversity in entrepreneurship.

Even though the alternative lending space is working to eliminate bias from small business lending, securing business financing can still be a difficult undertaking. If you fit the criteria, try applying for one of these well-deserved grants to lessen the burden.

*While minorities own about 15 percent of small businesses in the U.S., and women own about 29 percent, it can still be more difficult for these individuals to secure small business financing*

SOURCE: [startupnation.com](http://startupnation.com)

## Building A Diverse Workforce In A Small Business

### Continued from page 2

and collaborate increases engagement and allows for more contact than they may make when left to themselves.

In order to succeed in a global market, a tech organization must move past using "diversity" as a meaningless buzzword and step into action by developing and implementing an equal opportunity employment policy, following the Federal EEOC guidelines. Building and maintaining a diverse workforce is essential to growth and innovation in any industry, especially tech. But when handled poorly, or forced upon employees, it will cause more than a few headaches or even lawsuits. It requires change, a new take on leadership and creating a company culture based the business or service rather than a culture based on individual preferences or ideas.

SOURCE: [www.forbes.com](http://www.forbes.com)



# SBE PROJECT PARTNERS IN BUSINESS & COMMUNITY OUTREACH

- 33 years of history in connecting Primes, Corporations and Agencies with Small, Minority-Owned, Women-Owned, Disabled Veteran-Owned and DBE firms.
- “Vetted” Database including businesses certified by federal, state or local jurisdictions
- National trade / focus publications to community businesses and stakeholders
- Expertise in Diversity Outreach to identify firms, promote outreach events, and handle registration details.
- Archived search results

**LINK TO OUTREACH ORDER FORM:**

[http://e8.octadyne.net/clientFiles/8023/SBE\\_Diversity-Outreach-Form.pdf](http://e8.octadyne.net/clientFiles/8023/SBE_Diversity-Outreach-Form.pdf)

**For more information contact:**

Small Business Exchange, Inc. • 795 Folsom Street, 1st Floor, San Francisco, CA 94107  
Phone: 415-778-6250 • Toll Free: 800-800-8534  
Fax: 415-778-6255 • Email: [sbe@sbeinc.com](mailto:sbe@sbeinc.com) • Website: [www.sbeinc.com](http://www.sbeinc.com)