

SMALL BUSINESS EXCHANGE

Vol 31, Edition 50 • March 3, 2016

Voice of Small, Emerging Diversity Owned Businesses Since 1984

• NEWS • INFO • BIDS

Black Women in the Labor Force



By Joan Farrelly-Harrigan

As Black History Month comes to a close and Women's History Month begins, it's a good time to take a look at the progress we've made toward equality in the workplace for black women and the challenges they still face.

We've undoubtedly made substantial progress over the past few decades. Black women earn more than ever and continue to be more likely than other women to participate in the labor force. In 2015, six in 10 black women were employed or actively looking for work.

However, we still face significant challenges, including a stark wage gap. The latest data on annual earnings shows that black women earn nearly 20 percent less than white, non-Hispanic women and 40 percent less than white, non-Hispanic men. This wage disparity has a detrimental effect on black women and the families they support. Black women

are raising families, often alone, or at least as a primary breadwinner. In fact, four in 10 black families with children were headed by a single working mother in 2014.

The good news is that history has shown how effective policies can make a difference. Equal opportunity and affirmative action policies put in place since the 1960s have been particularly effective in the public sector, an important source of employment for black women.

For the past several decades, women and blacks have been employed in the public sector at rates that are higher than their share of workers in the private-sector. In 2015, black women were 6.0 percent of private-sector workers, compared to nearly 1 in 10 government workers. The public sector has typically offered higher wages and more stability and upward mobility than jobs held by black private sector employees. These jobs also have a smaller wage disparity between racial groups. For black women, employment in the public

sector historically has meant greater opportunity and a pathway to the middle class.

The public sector also created opportunities for black women to rise through the ranks and meet their full potential as leaders. Women like Alexis Herman, who was the youngest person to serve as director of the Women's Bureau and the first black woman to serve as the secretary of labor. I am proud to be among those public servants, having worked in the public sector on the local, state and federal level. And now, as the deputy director of the Women's Bureau, I'm passionate about my work to ensure all women are treated fairly on the job.

The enduring inequality we see in the latest data is why our work at the Women's Bureau is so important, and why we continue to conduct research and policy analysis to inform

policy change and increase public awareness on issues disproportionately affecting black women. During Black History Month, Women's History Month, and every month, it's my privilege to be part of the administration's efforts to expand opportunity and advance equity for women of color

To learn more, check out the Women's Bureau's fact sheet, The Economic Status of Women of Color, as well as recent White House reports on Advancing Equity for Women and Girls of Color and Addressing Challenges and Expanding Opportunity.

[See page 7 for the charts](#)

Joan Farrelly-Harrigan is the deputy director of the Women's Bureau.

Source: <http://blog.dol.gov/>

Federal Government Breaks Contracting Record for Women-Owned Small Businesses

Maria Contreras-Sweet, Administrator for the U.S. Small Business Administration (SBA) and a member of President Obama's Cabinet, was joined by Valerie Jarrett, Senior Advisor to the President, Congresswoman Nydia Velazquez (D-NY-07), Ranking Member of the House Small Business Committee, Representative Judy Chu (D-CA-27) and Representative Cheri Bustos (D-IL-17) today to announce that the federal government has surpassed its five percent contracting goal for Women-Owned Small Businesses (WOSB) for the first time in history.

"Meeting this goal means five percent is no longer our ceiling but our foundation upon which to build," said Contreras-Sweet. "A recent SBA-commissioned study revealed women-owned businesses already employ eight million American workers, but when it comes to receiving contracts and capital, women are still underrepresented. That's why the SBA has added 36 new industry categories where women can now compete for set-aside contracts and sole-source awards. This will dramatically expand contracting opportunities for women-owned businesses, paving the way for new jobs and industries to be created."

Contracting accomplishments announced today include:

- In FY15, 5.05 percent or \$17.8 billion of all federal small business eligible contracting dollars were awarded to WOSBs, the first time this specific benchmark has ever been reached. Since taking over as SBA Administrator, Contreras-Sweet has made it a top priority to increase federal contracting opportunities for Women-Owned Small Businesses.



Maria Contreras-Sweet is the 24th and current Administrator of the Small Business Administration

- The federal government surpassed its 23 percent small business procurement goal for the third year in a row, awarding an all-time high of 25.75 percent, or \$90.7 billion, in federal contracts to small businesses. These contracting funds support more than 537,000 jobs and have a significant impact on job creation, innovation, and growth in communities throughout the country.

■ Continued on page 10

This is a Complimentary Copy. Paid subscribers receive first class mail.

PUBLISHED BY SMALL BUSINESS EXCHANGE, INC.
795 Folsom Street, 1st Floor, San Francisco, CA 94107

PRSRST STD
U.S. Postage
PAID
San Fran CA 941
Permit No. 820

Community Outreach

Affordable Housing Development Opportunities at Candlestick Point for Low Income & Formerly homeless Families

Mayor Edwin M. Lee announced the release of a Request for Proposals (RFP) from the Office of Community Investment and Infrastructure (OCII) for two affordable housing developments with 290 new, permanently affordable homes on key parcels located at the site of the former Candlestick stadium at Candlestick Point in the Bayview.

Located at Candlestick Point Blocks 10a and 11a, the 290 units of housing will be permanently affordable rental units, with qualifying household incomes at or lower than 60 percent of area median income (AMI). Of the 290 units, 58 units will be set aside for formerly homeless families with at least 10 units for young parents ages 18 to 24 who are transitioning out of foster care, juvenile justice systems or homelessness. The RFP outlines the units to be built with one to five bedrooms, serving a range of family sizes.

"We are building new, permanently affordable housing today for our low income and homeless families," said Mayor Lee. "This is another great step forward to meet my aggressive goal of delivering 10,000 affordable units by 2020, so that San Francisco remains home to our many diverse families."

Financing for these developments is made possible through Senate Bill 107, which was State legislation supported by Mayor Lee, sponsored by Senator Mark Leno and signed by Governor Jerry Brown, that has resulted in \$500 million in funding for affordable housing in San Francisco. SB 107 allows OCII to accelerate its delivery of 3,300 affordable units to be built in neighborhoods at Candlestick Point, Hunters Point Shipyard, Transbay and Mission Bay.

"The combination of affordable housing with resident amenities and supportive services helps guarantee solutions for our City's most vulnerable," said OCII Commission Chair Mara Rosales. "On site robust supportive services, 24-hour desk staff, and access to transportation, childcare and shopping will help ensure people integrate back into our communities."

"OCII is fulfilling our long-standing commitment to build affordable housing for the Bayview Hunters Point community," said OCII Executive Director Tiffany Bohee. "Because of the passage of SB 107 in 2015, due to the leadership of Senator Leno and Mayor Lee, OCII will secure financing

enabling us to accelerate the production of affordable housing. To meet OCII's affordable housing goals on Candlestick Point—years ahead of schedule—is exciting."

The developments fronting to-be-constructed extensions of Harney Way and Ingerson Street, are a component of the public-private partnership between OCII and Lennar Urban to create thriving new neighborhoods at the sites of the former Candlestick stadium and Hunters Point Shipyard.

The 280-acre Candlestick Point neighborhood includes the rebuilding of the Alice Griffith public housing development consistent with the City's SF HOPE program, the renovation of the Candlestick Point State Recreation Area, and multiple new transit routes, open space and community facilities space to serve the Bayview community.

OCII plans to release requests for proposals later this year for additional affordable housing developments at Hunters Point Shipyard Block 54 and Mission Bay South Block 6 West at China Basin and Merrimac Streets.



Edwin M. Lee., San Francisco Mayor

For more information on the RFP for Candlestick Point Blocks 10a and 11a, go to: <http://sfocii.org/rfps-rfq-bids>.

Source: City and County of San Francisco

Events & Seminars

Save the Date! March 16, 2016 San Francisco: The City With Heart

CityBeat Breakfast is the Chamber's largest annual event that brings together 1,000 of the Bay Area's top business and civic leaders to apply fresh thinking to today's greatest economic challenges. Attendees are the first to hear the results of the highly-anticipated annual Dignity Health CityBeat voter poll that takes the political pulse of San Francisco. With an all-star lineup of speakers and topics, CityBeat Breakfast is a must-attend business event for those who need to be in the know.

The morning includes:

- Keynote address by Daniel Lurie, Founder and CEO of Tipping Point Community and Chair of Super Bowl 50 Host Committee.
- Remarks from the Honorable Willie Brown
- Results of the annual Dignity Health CityBeat Voter Poll.
- Special recognition of John Martin, Director of the San Francisco International Airport.

CITYBEAT
2016 Breakfast Wednesday, March 16
SAN FRANCISCO: THE CITY WITH HEART

The Fairmont San Francisco, 950 Mason Street
Registration 7–8 AM, Program 8–9.30 AM
bit.do/citybeat16

Editorial Staff
President & CEO:
Gerald W. Johnson
gwj@sbeinc.com

Managing Editor:
Valerie Voorhies
vvh@sbeinc.com

Marketing Manager
Rosalie Vivanco
rvivanco@sbeinc.com

Sales & Production
Manager:
Nabil Vo
nvo@sbeinc.com

Graphics Design:
Tyler Chen
tchen1129@gmail.com

Webmaster:
Umer Farooq
umer@octadyn.com

Writer:
Cheryl Hentz
cheryl.hentz@gmail.com

CALIFORNIA CERTIFICATIONS

DGS
GENERAL SERVICES

Contact Info:

Small Business Exchange, Inc.
795 Folsom Street, 1st Flr, Room 1124
San Francisco, CA 94107
Email: sbe@sbeinc.com • Website: www.sbeinc.com
Phone: (415) 778-6250, (800) 800-8534
Fax: (415) 778-6255

EDITORIAL POLICY—The Small Business Exchange is published weekly. Publication is extended by one day for weeks in which holiday occurs on a Monday.

Copyright © 2016 Small Business Exchange, Inc.

The Small Business Exchange is adjudicated as a newspaper of general circulation by the Superior Court of the City and County of San Francisco, State of California, under the date January 29, 1988. Organized 1984.

NOTICE: SBE is not liable to any subscriber or any other user for any damages or any other costs incurred in connection with the utilization of, or any other reliance upon, any information contained in its newspapers. The information contained herein may be subject to typographical error in the transcribing and/or printing of its contents. Information contained in this publication is intended only as notification to its subscribers of available bidding and contracting opportunities. The SBE reserves all rights in connection with this publication and prohibits the duplication of the contents herein without the expressed written consent of the SBE. Subscription fees are nonrefundable.

SBE is a certified DBE - CA UCP Firm #5988

ISSN 0892-5992



SUB-BID REQUEST AD ORDER FORM

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

SUB-BIDS REQUESTED FROM QUALIFIED:

MBE WBE DBE DVBE OBE LBE UDBE SBE

PROJECT: _____

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

PROJECT NUMBER: _____

BID DATE: _____

BID TIME: _____

COMPANY NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE: _____

FAX: _____

CONTACT: _____

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

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

SBE Today E-edition (Daily) / Electronic Distribution

MONDAY _____ TUESDAY _____ WEDNESDAY _____

THURSDAY _____ FRIDAY _____

www.sbeinc.com: Beginning _____

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

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

CA SUB-BID REQUEST AD

Granite Rock Company

120 Granite Rock Way, San Jose, CA 95136 • Phone (408) 574-1400 Fax (408) 365-9548

Contact: Paul Brizzolara

Email: estimating@graniterock.com

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

Alum Rock Ave. Roadway, Busway and Station Improvements

Contract No.: C836 (C15061)

Owner: Santa Clara VTA

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

BID DATE: March 11, 2016 @ 1:30 PM

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

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

We are an Equal Opportunity Employer

MEET & GREET OUTREACH EVENT

CHASE CENTER

and

Warriors Mixed-Use Office and Retail Development

Please Join Us for the Project Tip Off!

Meeting and Networking Event for Bid Package #1



image courtesy of MANICA Architecture/Steelblue llc



image courtesy of steelblue llc

LEARN ABOUT THE PROJECT AND MEET THE PROJECT TEAM

Project Description: Chase Center, anchoring an 11-acre mixed-use project in Mission Bay, will serve as a catalyst for economic growth, and provide the San Francisco Bay Area with a vibrant and much-anticipated element - an indoor venue to host the NBA Champion Golden State Warriors, major sporting events, concerts, conventions, family shows and much more. Key features of the project include: a state-of-the-art, 18,000 seat, multi-purpose arena, including an intimate theater configuration with a dedicated entrance overlooking a new 5.4-acre public park; 580,000 gross square feet of office/lab space; over 100,000 gross square feet of retail space; and over 3.2 acres of plaza, landscaping, and other open space, with accessibility to multiple modes of public transportation, and 950 parking spaces. Construction is anticipated to begin in the first quarter of 2017. This is an Office of Community Investment and Infrastructure Project with an SBE/LBE goal of 50%.

Bid Package #1 will include the following scopes of work:

Shoring	Excavation/Earthwork
Auger Cast Piles	Structural Steel
Metal Deck	Curtain Wall and Secondary Support Structure
Precast Stadia	Metal Panels/Rainscreen Assembly/Architectural Louvers
Architectural Precast/GFRC	Elevators/Escalators
Fire Protection	HVAC & Controls
Plumbing	Electrical/Fire Alarm
Metal Stairs	Underground Utilities

When: Monday, April 4 at 2:00 p.m.

Where: First Floor Event Space
500 Terry A. Francois Boulevard
San Francisco, CA 94158

Please RSVP at (415) 767-7000 or at rspv@mortensonclarkjv.com



California Sub-Bid Request Ads

Requesting For Certified LBE
Subcontractors & Suppliers for

**The City and County of San Francisco
Public Utility Commission
Contract #JOC-50 & JOC-51**

**Job Order Contract, HVAC Energy Efficiency (C20)
San Francisco and San Mateo County
Bid Date: March 10, 2016 at 2:00 PM**

Proposals requested for the following trades:

CN031: General Contracting
AE012: Mechanical Engineering
AE006: Electrical Engineering
CN034: Electrical Contracting
CN009: Insulation
EQ129: Pipes, Valves and Fitting Supplies

Bid documents can be downloaded at:
<http://www.sfwater.org/bids/bidDetail.aspx?bidid=2988>

We will assist interested firms in obtaining bonds, lines of credit and/or insurance if necessary.

Emcor Mesa Energy Systems Inc.
24051 Amador Street • Hayward, CA 94544
Phone: 510-670-1690 • Fax: 510-670-1698
Contact: Glen Nold
An Equal Opportunity Employer

CAHILL CONTRACTORS, INC.

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

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

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

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

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

1251 Turk Street, San Francisco, CA 94115

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

BID DATE: 3/11/16 @ 2 PM

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

CAHILL CONTRACTORS, INC.

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

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

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

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

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

BID DATE: 3/11/16 @ 2 PM

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

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

McGuire and Hester

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

Sub Bids Requested From Qualified MBE/WBE/DBE Subcontractors & Suppliers for
**Alameda County Flood Control & Water Conservation District - The Channel Capacity
Enhancement Along Line K from I-880 Freeway to the Confluence of Line J**
Location: Oakland, CA • Project Number: FC 12-D-190

Bid Date: March 8, 2016 @ 2:00 PM

McGuire and Hester is seeking qualified subcontractors in the following trades: SWPPP; street sweep-
ing; fencing; traffic control; construction area signs; dewatering; clearing & grubbing; trucking; reinforcing
steel; misc. metal; and irrigation supplies. We will pay up to and including one and one-half percent
(1-1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans and specs.

McGuire and Hester

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

Sub Bids Requested From Qualified MBE/WBE/DBE Subcontractors & Suppliers for
**Alameda County Flood Control & Water Conservation District - Mission Creek (Line L)
Restoration Between UPRR and Lemos Lane**
Location: Fremont, CA • Project Number: FC 6-142

Bid Date: March 8, 2016 @ 2:00 PM

McGuire and Hester is seeking qualified subcontractors in the following trades: SWPPP; street sweep-
ing; fencing; traffic control; construction area signs; dewatering; clearing & grubbing; trucking; prefabricated
steel bridge; CIDH piling; reinforcing steel; precast; metal beam guard rail; anti-graffiti coating;
handrail; landscape & irrigation; and electrical. We will pay up to and including one and one-half percent
(1-1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans and specs.

McGuire and Hester

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

Sub Bids Requested From Qualified DBE Subcontractors & Suppliers for
County of El Dorado - Salmon Falls Road South of Glenesk Lane Replacement
Location: Pilot Hill, CA • Project Number: PW 11-30597 / CIP No. 73362

Bid Date: March 11, 2016 @ 2:00 PM

McGuire and Hester is seeking qualified subcontractors in the following trades: construction area
signs; traffic control; striping; cold plane asphalt; SWPPP; hydroseed; AC dike; fencing; guardrail; and
trucking. We will pay up to and including one and one-half percent (1-1/2%) of your bonding cost. Certi-
fication assistance is available, as well as viewing plans and specs.

O.C. Jones & Sons, Inc.

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

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:

**Adobe Road at East Washington Street
Signal and Widening
Sonoma County Dept. of Transportation & Public Works
County Project No. C02279
BID DATE: March 16, 2016 @ 2:00 PM**

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

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

With SBE you can:

FIND
Subcontractors, Vendors,
and Suppliers

REACH
Diverse Audiences

ADVERTISE
Sub-Bid Request Ad
Public Legal Notices
Job Listings

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

DeSilva Gates Construction

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

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

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

OWNER:
CITY OF SUNNYVALE
650 West Olive Avenue, Sunnyvale, CA 94086
BID DATE: MARCH 9, 2016 @ 3:00 P.M.

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

CLEARING AND GRUBBING/DEMOLITION, ELEC-
TRICAL, FENCING, UNDERGROUND, TRUCKING,
WATER TRUCKS, STREET SWEEPING.

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

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

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

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

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

City/Location: Lake Elsinore, CA
Counties: Riverside

Owner: Elsinore Valley Municipal Water District -
Purchasing Department

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

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

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

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

Kennedy/Jenks Consultants

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

Business Toolkit

The Top 5 Lessons Business Leaders Can Learn from the Golden State Warriors

By Eliot Burdett,
CEO of Peak Sales Recruiting

The Golden State Warriors, led by reigning MVP Stephen Curry, are on pace to break Michael Jordan's Bulls record of 72 wins in a season. When looking at their rosters it seems hard to believe, and as good as Curry is, he is no MJ yet. This begs the

question, how are they doing it?

Fact is, being successful in sports, in business and in life, requires many of the same traits. As the CEO of Peak Sales Recruiting, we help world-class companies build their 'teams' and there are many correlations between how a business leader runs their company, how a general manager runs their sports team, and how an all-star point guard runs his team on the court.

Here are the top 5 lessons senior business leaders can learn from the Stephen Curry and the Golden State Warriors:

1. BUILD YOUR TEAM THE RIGHT WAY:

The Warriors built a strong team the right way. They did not overspend on high-priced free agents to "get rich quick." They built a solid foundation by drafting Steph Curry and added many other pieces by looking not just at their

stats, but at their character. Business leaders can learn from this technique and bring in high quality employees by evaluating candidates' personality traits, behavioral characteristics, and competencies during the recruiting process – not just their success metrics. Everybody wants to hire a pit bull, but team chemistry and growth potential, on the court or in the board-

■ Continued on page 10

SUB-BID REQUESTS CALIFORNIA



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

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

**Digester and Thickener Facilities Upgrade
Contract No. 7382
Owner: City of San Jose
Bid Date: March 17, 2016 @ 3:00 P.M.**

Disadvantaged Business Enterprises (DBEs)

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

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

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

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

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

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

Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company to be able to receive bidding information, Plans and Specifications

Performance and Payment Bonds may be required for Subcontractors and Supply Bond for Suppliers on this project.

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

An Equal Opportunity Employer
CA Lic. #433176
DIR#100001147



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

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

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

Subcontractors and Suppliers for the following project:

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

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

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

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

**Subcontractor and Supplier Scopes are due
March 4, 2016 and Quotes NO LATER THAN
March 8, 2016 at 5 PM.**

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

All subcontractors that are registered in our SBN database will receive an invitation to bid. Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company and to be able to receive bidding information, view plans and specifications.

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

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

An Equal Opportunity Employer
CA Lic. #433176
DIR#100001147



**Pacific States
Environmental Contractors, Inc.**
CAL LIC. NO. 723241
11555 Dublin Boulevard • Dublin, CA 94568-2909
Phone: (925) 803-4333 • FAX: (925) 803-4334
Estimator: Pete Timmerman
Email: PTimmerman@pacificstates.net

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

**Mission Creek (Line L) Restoration Between
UPRR and Lemos Lane, In Fremont, Alameda
County, California, Zone No. 6 Project.**

**Owner:
Alameda County Flood Control and Water
Conservation District.**

BID DATE: March 8, 2016 @2pm

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

Concrete, Trucking, Fencing, Hydroseeding, Underground Pipe, Storm Drain, Striping, Signage, SWPPP, Erosion Control, Painting, Landscaping, Irrigation, Street Pile Shoring, Concrete Fill, Pre-Fab Steel Bridge Construction, Hand Railing, Tree Protection, Dewatering and Asbestos Abatement.

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

This will be a PREVAILING WAGE JOB.

Plans and specifications may be reviewed at our office located at 11555 Dublin Boulevard, Dublin, CA, as well as be viewed and purchased online at www.ipdservices.com/clients/eastbay?ALCO or by contacting Central blue Print at 17132 E. 14th Street Hayward, CA 94541 (510) 276-3375, East Bay Blue Print and Supply at 1745 14th Avenue, Oakland, CA 94606 (510) 261-2990, or Custom Blue Print 1944 Mt. Diablo Boulevard, Walnut Creek, CA 94596 (925) 932-3113.

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

We are an equal opportunity employer.

Kiewit Infrastructure West Co. (Kiewit)

Kiewit is seeking sub-quotes from Small Business Enterprise (SBE), Very Small Business Enterprise (VSBE), Local Small Business Enterprise (LSBE) firms; and all other business enterprises to perform as Subcontractors and Material Vendors/Suppliers. SBE/VSBE/LSBE must be certified by the City of Long Beach prior to bid opening.

**Project Owner:
City of Long Beach, Department of Public Works
Project Name: Low Flow Diversion (LFD) Systems
and Two Vortex Separation Systems (VSS)
Project Location: Redondo Beach Ave, 9th Place
and Ocean Blvd, Long Beach, CA 90802
Project Bid Date / Time:
March 23, 2016 at 10:00 a.m.**

Project Description:

The Work to be done consists of constructing two low flow diversion systems and two vortex separation systems at two specified locations in the City of Long Beach.

Kiewit is requesting quotes in the areas described, but not limited to:

Aggregates, driven pile, reinforced concrete pipe, plastic pipe, asphalt paving, curbs and gutter, landscaping, precast concrete, dewatering and electrical work.

All responsive subcontractors must possess a valid California Contractor's license and provide acceptable insurance. Responsible subcontractors and material contractors will be required to provide bonding for 100% of their contract value. Bond premium will be reimbursed by Kiewit. Subcontractors performing any on-site work must be signatory to the appropriate union labor agreements that govern its work. Plans and specifications are available at the address listed below or provided to you through Kiewit's electronic use of SmartBidNet by contacting us.

Kiewit intends to conduct itself in good faith with all DBEs and all other business enterprises regarding participation on this project. For information or questions regarding the project, project schedule, requirements of the contract, licensing, insurance or bonding, please contact Jared Shuey at the number listed below or at Jared.Shuey@kiewit.com



Kiewit Infrastructure West Co.
10704 Shoemaker Ave.,
Santa Fe Springs, CA 90670
Tel: (562) 946-1816, Fax: (562) 490-8644
Contact Jared Shuey
Email: jared.shuey@kiewit.com

Kiewit Infrastructure West Co.
is an Equal Opportunity Employer.
We encourage qualified women, minorities,
veterans, individuals with disabilities, and
other to apply.

Diversity & Inclusion

Forming partnerships in the name of diversity and inclusion

By Cheryl Hentz, SBE Writer

Approximately one year ago, a strategic partnership was announced between the San Francisco Chamber of Commerce and the San Francisco African American Chamber of Commerce to help members of both organizations share resources, build business and enhance influence.

The partnership combines the city's largest and most vibrant business organization with one of the state's most influential minority business organizations. Members of the San Francisco Chamber or the San Francisco African American Chamber will receive reciprocal membership, building the collective voice of business in San Francisco.

"We are thrilled that this partnership will give our members access to the San Francisco Chamber's many events, such as Public Policy Forums, Supes for Lunch and Business After Hours networking programs," said Fred Jordan, President and CEO of the African American Chamber. "The SF Chamber is renowned for its policy work on behalf of business. We're looking forward to this mutually beneficial relationship."

How did such a partnership get its start?

It began at a meeting convened by Tim Wennes, West Coast President of MUFG Union Bank. Attending that meeting was Matt Thomas, Vice President of the San Francisco African American Chamber of Commerce, and Bob Linscheid, President and CEO of the San Francisco Chamber. Thomas approached Linscheid at that meeting and suggested they get together to discuss forming a partnership between their two organizations. "Members of the SFAACC need access to capital, contracts and the opportunity to network with larger, successful businesses," said Thomas. "The San Francisco Chamber provided an excellent opportunity to accomplish many of those goals". Partnering with the SFCC was a "no brainer", according to Thomas.

"The San Francisco Chamber is the most inclusive business organization in San Francisco because we represent all business. But, if we're going to do that, it was important to us to create a spirit of inclusion," said Bob Linscheid. "So we began reaching out to the under-represented populations that have Chambers of Commerce (or similar business organizations) in San Francisco and started exploring in the spirit of inclusivity, what we could do to partner with organizations that are also business-driven."

In addition to the African American Chamber, they reached out to the Chinese Chamber, the Hispanic Chamber, essentially all the ethnic Chambers in San Francisco. The African American Chamber of Commerce introduced the idea and was the first to "buy in".

Since that time others have followed suit and, according to Linscheid, they now have similar relationships with the Asian Business League and the Golden Gate Business Association (which is the LGBT association).

"It takes a little while to decide how you create a mutually beneficial representation, but frankly, I'm pretty pleased thus far with what we've accomplished," he said. "It's very important for organizations to maintain their own individuality. What we've essentially done is create a partnership agreement that spells out what the San Francisco



Bob Linscheid, President and CEO of the San Francisco Chamber

Chamber's going to provide and what the ethnic or LGBT Chamber is going to provide. So it's specific to each organization."

Linscheid said they're testing it to see how it works, so each is only a year-long agreement. There's technically not any money changing hands. Some of the SF Chamber's larger organizations who have a pretty diverse workforce have invested behind the initiative, where essentially they're helping offset the cost of membership to these organizations.

"We do a reciprocal membership trade; so all of their members are also members of our Chamber. They have access to our database and resources. We provide an ex-officio seat, meaning that by virtue of their position in their organization we provide representation on our board of directors in an ex-officio manner. We do mutually authored press releases and social media announcements," Linscheid explained. "We allow them to attend our events and we cross-promote each other's events. So we're just really trying to create a spirit of inclusivity. We want to have greater representation from diverse populations in San Francisco and we felt the best way to do that was to partner with organizations of similar interests that represent a subset of who we are."

"As they opt into the membership, they're then considered an active member," added Joey Blaszczyk, Manager of Small Business for the SF Chamber. "So with that, they have full access to all of the Chamber's benefits, which includes the Member Information Center where members can log on, post their own events and share it with all the other members of the Chamber community. At the same time, that gets included in our newsletter and we'll also encourage our other partners to share their events as well."

The San Francisco Chamber has a 33-member staff, whereas the SFAACC has one staff person; they have almost exclusively volunteers.

"So it's difficult to get a lot of traction when you have no one implementing what action steps you need to do with your organization," said Linscheid. "I think that many of the ethnic or minority Chambers focus pretty much on small business and they're a new focus of ours so they feel more welcome when we extend an invitation. And



Fred Jordan, President and CEO of the African American Chamber

frankly, when they hear that they can market their companies to our larger membership base, they're thrilled with that opportunity. Their dues are covered and all they have to pay for are value-added items, such as if they go to an event or that sort of thing. They have to pay the admission, but they pay the member price, so they also save money that way."

So what do they hope will happen during this year?

"We're hoping to see engagement. We hope we see an infusion of folks from the African American Chamber feeling as though their participation was valued; that they were able to participate on committees; that they saw the opportunities to generate business," explained Linscheid. "One of the programs we work on with the City is the SF Biz Connect, where we try to connect – in the spirit of shopping local – small businesses to larger companies to whom we've encouraged to shift a certain percentage of their spend to local companies. A lot of those companies will be African American Chamber companies. So we're trying to help effect a change."

Part of the reason for doing it just one year at a time, said Linscheid, is that they really want to see how they can work well with each other, but if it's not working, there's no reason to do it. "But we believe thus far it's been very viable for both us and them."

Both Chambers have identified education as the key for the continued success of San Francisco businesses and for local youth to be prepared for the 21st Century economy. The partnership will bring collaboration between the Chambers to build upon the success of the San Francisco Chamber's UniteSF initiative.

UniteSF, announced last spring by Mayor Ed Lee, brings together businesses, the city, schools and educational institutions to work together to achieve goals such as a 100 percent graduation rate for high school students. The African American Chamber's efforts will focus on My Brother's Keeper, one of the initiatives under UniteSF to engage minority youth in education.

"Our member businesses want to give back to the community while ensuring that our city's students have opportunities for a quality education,"



Matt Thomas, Vice President of the San Francisco African American Chamber of Commerce

said Matt Thomas, Vice President of the San Francisco African American Chamber of Commerce. "With UniteSF, our students benefit and our businesses benefit by being able to hire skilled, local workers."

The San Francisco school district is doing a large push in partnership with the SF Chamber to encourage and support all of the African American students in high school to be supported either by a Community Based Organization (CBO) or another outside entity to help support them through graduation, through post-secondary pathways onto career success.

"Our work on the STEM Career Pathway dovetails with that nicely because our focus is on STEM careers and there's often an overlap in getting our African American students into STEM careers, as well," noted Taryn Taddeo Palumbo, Director of Strategic Partnerships at the SF Chamber of Commerce. "Specifically, around My Brother and Sister's Keeper — which is what we've dubbed the My Brother's Keeper program here in San Francisco — we were able to facilitate an introduction between the African American Chamber and the school district to ensure that those African American business leaders could serve as mentors and business leads to the students in the 2015-2016 academic year."

"That's incredibly important because our businesses tell us that talent for them is the number one issue," said Linscheid. "But in order to get an educated workforce, we have to get these kids through high school and two to three years of college so they can be prepared to work in today's workforce."

With everyone working toward the same goals, how can the partnerships the SF Chamber is forming with smaller, minority business alliances possibly fail? Perhaps Linscheid summed it up best by saying of the partnerships, "Together we are stronger than either organization is alone."

Founded in 1973, the San Francisco African American Chamber represents hundreds of minority-owned and operated businesses across the city. The San Francisco Chamber, founded in 1850, represents more than 1,500 businesses and organizations and is the largest business group in the Bay Area.

ABLE: Asian Black Latino Enterprises



Mexico is our neighbor, not the enemy

By Jesse Jackson



Presidential campaigns often turn raw. Politicians reach for sound bites that bite. Often they gain by playing on fears, winning by division, not by addition. In 2016, insult has become the coin

of the campaign, particularly in the Republican primaries. And too often the enemy singled out has been Mexico and Mexicans.

Mexico has been burlesqued as a source of illegal immigrants, who are slandered as rapists and criminals. Mexico is accused of taking our factories abroad and Mexican immigrants of stealing our jobs at home. Trumpets sound for building a wall across a 2,000-mile border, for deporting millions of Mexicans living in America, for booting out the Dreamers who were born here, and more.

We would be wise to step back and take a deep breath. Mexico isn't our backdoor; it is our next-door neighbor. One hundred million people live in the 10 U.S. and Mexican states along the border region, and taken together these form the equivalent of the fourth largest economy in the world. Our ties with Mexico are deep, our peoples intertwined. They should not be reduced to a sound bite or an insult.

Thirty-four million Mexicans and Mexican-Americans live in the United States; about 22 million were born here. Every day, the U.S. and Mexico exchange \$1.4 billion in two-way trade. Mexico is our second largest export market (after Canada). Mexico buys more U.S. goods than all

of the BRICS (Brazil, Russia, India, China and Singapore) combined, nearly as much as the entire EU. Mexico is the third largest supplier of crude oil to the U.S. It is the largest export market for U.S. refined petroleum products and a growing market for our natural gas.

Cooperation between our two great countries is inescapable. We must and do coordinate on transportation, on legal entry points, on international organized crime, on trans-border infectious diseases and trans-border environmental challenges. In recent years focus has necessarily been placed on criminal activity — the flow of drugs coming north and the flow of guns and contraband cash going south. We are the biggest market for illegal drugs in the world. Our appetites feed the criminal drug rings that threaten entire countries. We have an obligation and a national interest in bolstering enforcement on both sides of the border.

We don't need a wall; we need a bridge. We are neighbors, bound together by geography and by history. Now we hear all these fulminations about undocumented workers. People don't leave their homes on a lark. They flee parched earth for green grass. For too long, we have exploited Mexican workers on both sides of the border. They pick our fruit and vegetables. They clean our houses. They fight and die in our

wars, hoping for a green card and a shot at an American dream. Mexicans didn't take our jobs to Mexico; U.S. corporations used NAFTA to take our jobs to Mexico. Mexicans don't seek subminimum wages here. U.S. employers exploit the undocumented to pad their own pockets.

This furious debate about immigration is taking place as illegal immigration has virtually disappeared due to the lack of jobs in the U.S. The biggest flood of immigration came after NAFTA forced family farmers in Mexico to compete with subsidized agribusiness in the U.S. Many lost their lands and their livelihood and came north to survive. We need economic policies that work for working people on both sides of the border, not a policy of division and insult that allows employers to keep exploiting workers in both countries.

America's strength is its diversity. And our security is enhanced by having close relations with our neighbors. American workers have every reason to be angry about an economy that is rigged to work against them and a politics that is corrupted by big money. But our Mexican neighbors didn't do that, and building a wall won't change it. The politics of insult ends up insulting us.

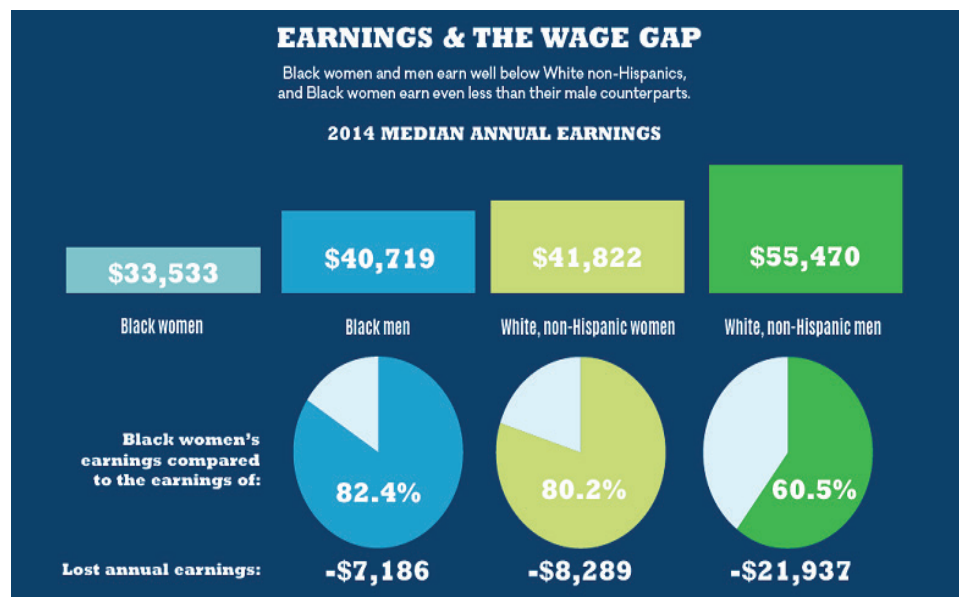
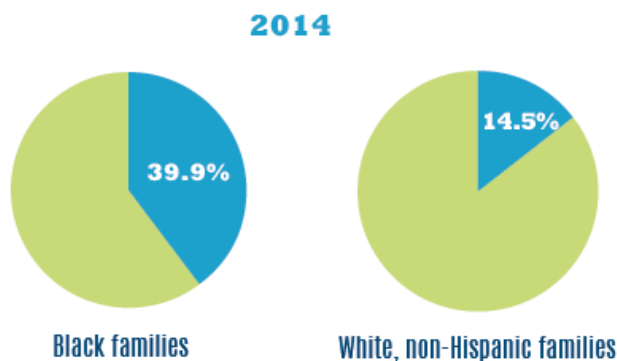
Source: Rainbow PUSH Coalition

Black Women in the Labor Force

Continued from page 1

FAMILIES WITH CHILDREN HEADED BY SINGLE WORKING MOTHERS

In 2014, 4 in 10 Black families with children under 18 were headed by a single working mother.



Public Legal Notices

Hunters Point Shipyard Hazardous Material Abatement Project

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

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

For more information, please visit: <http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=10575>

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

Respondents are encouraged to check this website regularly for updates.

Pre-Bid Meeting:

February 23, 2016 @ 2:00 PM
Building 101, 101 Horne Ave.
San Francisco, CA 94124

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

Treasure Island in San Francisco

Opportunity to Provide

Abatement and Demolition Construction Services as part of the Treasure Island Project
Lennar Urban is requesting qualified, interested construction firms to respond to a public request to provide

Abatement and Demolition Construction Services as part of the Treasure Island Project

For more information, please visit: <http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=10615>

Treasure Island Development Authority (TIDA) has established the 41% Small Business Enterprise (SBE) Participation goal for construction firms. Respondents are encouraged to check this website regularly for updates.

Pre-Bid Conference:

March 10, 2016 @ 10:00 AM
Casa de la Vista
191 Avenue of Palms
San Francisco, CA 94130

Proposals must be submitted by
March 29, 2016 @ 2:00 PM (PST)



CALIFORNIA LOTTERY
Request for Proposal (RFP) #50054
Graphic Design Services

The California State Lottery (Lottery) is inviting proposal responses from qualified vendors to provide Graphic Design Services to the Lottery headquarters in Sacramento. Qualified bidders must have a minimum of five years of experience performing the services specified in Exhibit A, Scope of Services; have a minimum of five graphic designers, one of whom is a senior graphic designer to service the account; have a minimum of five years combination of marketing/sales, communications or corporate experience; an office located in California at the time of contract execution; satisfy the requirements set forth in Section II, A. Mandatory Submittals Review.

The solicitation document is anticipated for release in March 2016, and will be available to download on the Lottery Website at www.calottery.com under Vendor Opportunities. or a copy may be obtained by calling (916) 822-8060 or in writing by facsimile at (916) 737-5984. Request RFP #50054.

CNS-2852524#

SUB-BID REQUEST ADS

CAHILL CONTRACTORS, INC.

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

HUNTERS POINT SHIPYARD PHASE I, BLOCK 52 BUILDING 3 & 4

Building 3: 300, 312, 324, 336, 350, 362,
374, 386, 398 Avocet Way,
San Francisco, CA 94124

Building 4: 301, 311, 323, 337, 351, 363,
375, 387, 399 Avocet Way,
San Francisco, CA 94124

HUNTERS POINT SHIPYARD PHASE I, BLOCK 52 BUILDING 5

11 Jerrold Avenue, SF, CA 94124
BUILDING 3 & 4

CAHILL CONTRACTORS, INC. requests bids from Certified SBE/LBE/WBE/MBE Subcontractors and Suppliers for ALL Trades EXCEPT the following Design Build trades:

***Already Bid out: Structural Concrete / Fire Sprinkler / Plumbing / HVAC / Electrical / Site Security

BUILDING 5

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

Site Concrete / Striping / Landscape & Irrigation / Structural Steel & Misc. Iron / Metal Panels / Siding / Finish Carpentry / Insulation / Sheet Metal & Flashing / Sealants & Caulking / Doors, Frames, Hardware / Overhead Doors / Windows, Storefronts & Glazing / Plaster / Misc. Specialties / Exterior Building Maintenance

These projects are OCII projects with construction workforce, PLA Agreement, and prevailing wage requirements.

BID DATE: 3/28/16 @ 2 PM

VOLUNTARY PRE-BID MEETING:
3/10/16 @ 10AM at

Hunters Point Shipyard Auditorium
Building 101, 101 Horne Ave. SF, CA 94124

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

Visit www.sbeinc.com
to download the latest SBE
Newspaper and Newsletter



ADVERTISEMENT FOR SUBCONTRACTOR PRE-QUALIFICATION

Hunt Construction Group, Inc.

SJSU Student Recreation and Aquatic Center – BP #5 Utilities, Landscaping, Paving,
Electrical/Telecom and Misc. Metals
Hunt Construction Project # 0340260

Documents Due 12:00 PM, Friday, March 25, 2016

DOCUMENT DUE: Sealed document will be received by Hunt Construction Group for the SJSU Student Recreation and Aquatic Center – BP #5 at Hunt Construction San Francisco Office – 100 Pine Street, Suite 725, San Francisco, CA 94111, until 12:00 p.m. local time, on the due day indicated above.

Subject to conditions prescribed by California State University – San Jose, Project Specific Prequalification documents are sought from Subcontractors for the following work:

SJSU Student Recreation and Aquatic Center

Bid Package #5 – Utilities, Landscaping, Paving, Electrical/Telecom and Misc. Metals

PROJECT DESCRIPTION: Hunt Construction Group, Inc. is the Design Build Contractor for the new building of approximately 123,500 sf within San Jose State University. The project will provide instructional space, training facilities, basketball courts, pools, locker rooms and coaches' offices. Included in this project, there are underground utilities that need to be installed and/or relocated including domestic water, chilled water, reclaimed water and a new electrical/telecom service and substation. Due to the underground work we will need to replace the landscape and hardscape including grasses, trees, pavers, sidewalk and street paving and striping. This project is a public works project and is subject to Prevailing Wage Rate laws.

DELIVERY OF PRE-QUALIFICATION DOCUMENTS: Prequalification Process must be completed on or before March 25, 2016 by 12:00 pm. All pre-qualification documents are to be **hand delivered to the address above or via Fed-Ex/UPS to: Hunt Construction Group Inc., at 100 Pine Street, Suite 725, San Francisco, CA 94111.** Subcontractors are responsible for delivery of pre-qualification documents prior to the time of closing. Contractors shall use the pre-qualification form included in the pre-qualification documents. Pre-qualifications which do not respond fully to the requirements may be rejected as non-qualified. Specialty subcontractors and suppliers should not submit pre-qualification documents to Hunt Construction Group, Inc. for individual components of above listed Bid Packages.

PROCUREMENT OF PRE-QUALIFICATION DOCUMENTS: Each prospective subcontractor will be provided, one (1) Hunt Construction Group Pre-Qualification Document. Pre-qualification Documents will be available March 3, 2016. Subcontractor should request Pre-Qualification Documents for Bid Package #5 Utilities, Landscaping and Paving. Subcontractors may obtain documents by contacting Shawnda Bowman (Tel 415-391-3930) (Fax 415-391-3942) (email:Shawnda.bowman@aecom.com).

Please direct questions to Hunt Construction Group, Inc., Shawnda Bowman (Tel 415-391-3930) (Fax 415-391-3942) (email:Shawnda.bowman@aecom.com).

Project: Central Bay Operations & Maintenance Facility

Project #: 2015218

Water Emergency Transportation Authority
Alameda, California

Bid Date and Time: March 08, 2016 at 2:00pm

Project Description

A design/build project of the Central Bay Operations and Maintenance Facility and related improvements. This project includes dredging and in-water construction of berth facilities, shoreline protection ground improvements, and re-grading of the project site for sea level rise. It includes the extension and relocation of utilities and the construction of street, park, and parking lot improvements. Project includes a 3 story- 28,000 sf maintenance facility and operations control center, fuel storage and maintenance yard improvements. The scope and extent of the improvements that are required as part of the project is described in the Bridging documents, which are provided in conjunction with the RFP. This is a LEED Silver certification project.

Bid Documents

Contacts: Wendy Tam at WendyT@plantco.com to have our Smart Bid Invitation, Invitation to Bid sent to you with access to all Bid Documents. Questions pertaining to the project please email Estimator: Greg Bonderud at gregb@plantco.com and Project Manager: Darrell Petray at darrellp@plantco.com.

Please submit bids to: Mike Cashman at mikec@plantco.com or Fax at (415) 550-1357

We are requesting bids from qualified subcontractors including those SBE/DBE certified firms with valid contractor license and DIR registration: Demolition, concrete and shotcrete, rebar, structural steel, metal deck, decorative metalwork, metal stairs, Interior and exterior carpentry, base cabinets and countertops, storage cubbies, waterproofing membranes, thermal and acoustic insulation, built-up roofing, sheet metal flashing, Doors frames and hardware, windows, metal wall paneling, glazing and store fronts, skylight, exterior plaster, exterior framing & sheathing, Interior partitions, ceilings, drywall and taping, tile floors, acoustic ceiling tiles, painting, shades, locker room benches, hydraulic elevator, earthwork, shoring, asphalt paving, site utilities, landscaping, surveying, solar panels, fuel oil storage tanks and pump controls.

PLANT CONSTRUCTION COMPANY, L.P.

300 Newhall Street • San Francisco, California 94124-1426
California State Contractor's License Number 995375

Public Legal Notices



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

**Contract No. 2595J
(ID No. FCE16079)**

**PEDESTRIAN COUNTDOWN
SIGNALS CONTRACT NO.3**

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30 p.m. on February 24, 2016**, 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.sfdpw.org/biddocs. Please visit the Contracts, Bid Opportunities and Payments webpage at www.sfdpw.org for more information. Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is located at San Francisco City Hall and includes the design, replacement and/or removal of existing fire alarm devices, installation of new fire alarm initiating & notification devices, testing of new devices & all related & incidental work. The time allowed for completion is 200 consecutive calendar days. The Engineer's estimate is approximately \$600,000. For more information, contact the Project Manager, Glenn Hunt at 415-557-4782.

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)].

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

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

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

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 Kelly Dwyer at 415-554-

4080 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 **February 10, 2016 at 10:00AM** at 30 Van Ness Ave, 4th Floor Main Conference Room, followed by a site walk-thru.

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 "C-10" 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.

2/11/16
**CNS-2843101#
SMALL BUSINESS EXCHANGE**



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

**Contract No. 2497J
(ID No. FCE16080)**

**BOWDOIN STREET, BRYANT STREET,
AND HALE STREET
PAVEMENT RENOVATION
AND SEWER REPLACEMENT**

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30 p.m. on March 30, 2016**, 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.sfdpw.org/biddocs. Please visit the Contracts, Bid Opportunities and Payments webpage at www.sfdpw.org for more information. Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is located along Bowdoin, Bryant and Hale Streets in San Francisco, California and consists of pavement renovation, curb ramp construction, sewer replacement, traffic routing and all associated work. The time allowed for completion is 300 consecutive calendar days. The Engineer's estimate is approximately \$2,500,000. For more information, contact the Project Manager, Ramon Kong at 415-554-8280.

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)].

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

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

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

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 Lupe Arreola at 415-558-

4059 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 16, 2016 at 10:00AM** at 1680 Mission Street in 3rd Floor 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.

3/3/16
**CNS-2851679#
SMALL BUSINESS EXCHANGE**

CSU MONTEREY BAY

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

The Trustees of The California State University, through this Request for Qualifications (RFQ), is requesting Statements of Qualifications (SOQ) from interested and qualified design-builders (Respondents) to provide design and construction services for the above-reference Project. The Trustees will select a design-build team consisting of a general contractor and architect (Design-Builder) based on qualifications and proposed fees (a design competition is not utilized). This is a two-phased delivery process: Design Phase (Phase 1), and Design-Build

Phase (Phase 2), and there will be a separate contract for each phase. Respondents shall be prequalified with the Trustees, and shall submit their prequalification application no later than March 4, 2016, end of business. A technical review committee shall review the respondents' SOQ and, based on the criteria identified in the RFQ, the committee shall select no more than four (4) finalists to receive the Request for Proposals.

SOQ Submittal Due Date: March 22, 2016 Deadline for Submittal of SOQ: 3:00 P.M. Estimated Design and Construction Cost: \$ 40,000,000.00 License Requirement: B RFQ documents will be available February 23, 2016 at the Department of General Services, CaleProcure Online Marketplace Website at: <https://caleprocure.ca.gov/pages/index.aspx> Go to: Get Public Procurement Information and

then Public Procurement Data, Search California State Contracts Register, Search Department 6756 for CSU Monterey Bay, Event ID No.: 0000000502 Please contact the office after February 23, 2016 if you have any questions. California State University, Monterey Bay Business and Support Services Attn: Reyola Carlisle Mountain Hall (84B) Seaside, CA 93955 Email: rcarlisle@csUMB.edu

The Trustees require a three percent (3%) Disabled Veteran Business Enterprise participation. When it nears time to bid trades, the selected Design-Builder shall contact the Trustees' DVBE Coordinator Reyola Carlisle at (831) 582-3506. This project is a public works project and is subject to prevailing wage rate laws (see Contract General Conditions, Article 35.02-c). All contractors and all tiers of subcontractors submitting proposals or bids on this

project shall register to bid public works projects with the Department of Industrial Relations, and maintain current this registration pursuant to Labor Code Section 1725.5. Please go to <http://www.dir.ca.gov/Public-Works/PublicWorks.html> for more information and to register.

3/3/16
**CNS-2849786#
SMALL BUSINESS EXCHANGE**



Fictitious Business Name

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

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

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

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

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

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

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

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0369336-00

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

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

Signed: **Dion Jay Brookter**

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

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

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

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

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0368984-00

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

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

Signed: **Virginia Lopez**

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

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

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

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

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0369298-00

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

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

Signed: **Eric Lindstrom**

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

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

Filed: **Maribel Jaldon
Deputy County Clerk
2/9/2016**

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

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0368938-00

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

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

Signed: **Tran Cam Dam**

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

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

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

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

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0368841-00

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

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1/14/16**

Signed: **Allan S. Castro**

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

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

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

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

Contracting Record

Continued from page 1

- Federal contract dollars awarded to Service-Disabled Veteran-Owned Small Businesses (SDVOSBs) and Small Disadvantaged Businesses (SDB) also reached historic highs. For the 4th consecutive year, the federal government exceeded the goal for SDVOSBs, achieving 3.93 percent or \$13.8 billion of all federal small business eligible contracting dollars. SDBs received 10.06 percent or \$35.4 billion of all small business eligible contracting dollars, the highest percentage in history.

A recent report commissioned by Contreras-Sweet showed that WOSBs are underrepresented or substantially underrepresented in 113 North American Classification System (NAICS) groups. These findings will be used to expand opportunities for women-owned businesses and provide a broader range of industries for contracting officers to find eligible women-owned businesses.

In April 2013, WIPP, American Express OPEN and the SBA partnered to launch ChallengeHER, a national initiative to help boost government contracting opportunities for women-owned small businesses.

"Small businesses often get too little credit for their work as our nation's leading job-creators, generating nearly two out of three net new jobs in our economy," Contreras-Sweet added. "Last fiscal year the federal government awarded its highest percentage of contracting dollars to small businesses in the history of the United States, totaling more than \$90 billion. Those resources supported more than half a million jobs in communities across this country. When these federal dollars churn in local communities, they create a multiplier effect that strengthens the local tax base and leads to better government services and better schools. That's the promise of our work."

More information about these contracting figures can be found here - <https://www.sba.gov/sites/default/files/record-year-for-diversity-in-sb-fed-contracting.pdf>

The SBA's complete Annual Procurement Scorecard will be released later this year. To learn more about the Women-Owned Small Business (WOSB) Federal Contract Program, visit: <http://www.sba.gov/wosb>. For more information on ChallengeHER, visit: <http://www.wipp.org/ChallengeHER>.

ABOUT THE U.S. SMALL BUSINESS ADMINISTRATION (SBA)

The U.S. Small Business Administration (SBA) was created in 1953 as an independent agency of the federal government to aid, counsel, assist and protect the interests of small business concerns, to preserve free competitive enterprise and to maintain and strengthen the overall economy of our nation. The SBA helps Americans start, build and grow businesses. Through an extensive network of field offices and partnerships with public and private organizations, the SBA delivers its services to people throughout the United States, Puerto Rico, the U.S. Virgin Islands and Guam. www.sba.gov

SBA was officially established in 1953, but its philosophy and mission began to take shape years earlier in a number of predecessor agencies, largely as a response to the pressures of the Great Depression and World War II.

Source: www.sba.gov

U.S. Small Business Administration



Your Small Business Resource

Golden State Warriors

Continued from page 5

room, is as important as points per game or quarterly numbers in the long term.

2. SHARE THE BALL: The Warriors lead the league in assists with 27.3 per game. Nobody likes a ball hog in sports and the same applies in the office. Management must instill a culture where employees are not pitted against each other but are rewarded for "passing the ball" and helping fellow co-workers achieve their goals. Smart business leaders implement strategies where the entire team is rewarded if the goal is met. Not only does this incentivize employees to work harder, but it helps increase morale through team building.

3. BE FINANCIALLY SOUND: At the end of the 2015 season, the Warriors chose not to resign all-star David Lee. This was a tough decision akin to giving up one of your biggest producers in business. While he would be missed, the cost would have crippled the Warriors who had other needs to fill. Business leaders need to also fight temptation to over spend on a good candidate if there is not a net benefit. A leader can see the forest through the trees and is not afraid to make the tough decisions.

4. BUILD A DEEP BENCH: When asked why the Warriors are so dominant, New Orleans Pelicans coach Monty Williams said, "They've got two starting line-ups, there is no letdown." The warriors have made it a priority to not only build a great starting line-up but have a bench as deep as any team in the NBA. This not only gives them fresh legs on the court every game, but if a star like Curry, Thompson, or Green gets injured, the coaching staff knows they have reliable producers like Marreese Speights, Shaun Livingston, or Andre Iguodala to step in and immediately contribute. Great companies take the same approach to their teams by being built around a mantra we like to call "ABR: Always Be Recruiting." The best business leaders make recruiting a top priority because they understand that finding the right person takes time and if a replacement is needed on short notice – they are ready.

5. CREATE A CULTURE OF WINNING, BE AN EMPLOYER OF CHOICE: As reigning NBA champions and one of the favorites to repeat, what player wouldn't want to play for the Warriors? In business, the same goes – winning businesses attract 'winning' employees. Business leaders who want to attract great talent must present their company as an 'employer of choice' where great people come to achieve their professional and personal goals.

About Eliot Burdett:

Eliot Burdett is an author, sales recruiting expert and the Co-Founder and CEO of Peak Sales Recruiting, a leading B2B sales recruiting company launched in 2006. Under his direction, the company leads the industry with a success rate 50% higher than the industry average, working with a wide-range of clients including boutique, mid-size and world-class companies including P&G, Gartner, Deloitte, Merck, Western Union and others.

Eliot has more than 30 years of success building companies, recruiting, and managing high performance sales teams, is a top 40 Under 40 winner, and has been widely featured in top publications including the New York Times, Fortune, Forbes, Inc., Reuters, Yahoo!, CIO, the American Management Association and HR.com. Eliot co-authored Sales Recruiting 2.0, How to Find Top Performing Sales People, Fast

Source: Rick Neil Public Relations



Access to Capital



Black-owned banks are dying. Here's why it matters.

By Dan Weissmann

Just three years ago, Chicago had four black-owned banks. Now there are two, and regulators have told one of them — Illinois Service Federal Savings and Loan — to raise more capital or risk a shutdown. The decline is part of a national trend. Unlike the more-segregated days when these banks were founded, African-American customers can now take their business elsewhere.

However, black-owned banks provide a link to a proud history — and, research says, they may do something a lot more important.

At its height, in the 1920s, '30s and '40s, the South Side's Bronzeville neighborhood was Chicago's version of Harlem.

"Bronzeville used to be known as the Black Metropolis," says chef and entrepreneur Clifford Rome at his new restaurant, Peach's, across the street from Illinois Service.

"You had all these pioneers who put their businesses on the South Side of Chicago. So you could go to the butcher, the baker, the candlestick-maker, right?" he says. "You had these great banks, you had all these entertainers."

For example, pianist Earl Hines — who started playing in Bronzeville with Louis Armstrong in the 1920s — spent the '30s playing national broadcasts from 39th Street. By the middle of that decade, a local teenager named Nat Cole — later nicknamed "King" — started getting some notice.

"Having all that meant you didn't have to go anywhere else," Rome says.

Nor did Bronzeville residents have the opportunity to go anywhere else. Segregation was in full force, and white-owned banks did not cross the color line to make loans.

That's where Illinois Service Federal came in. As the bank's CEO, Norman Williams, tells the story: "We were started in 1934 by 13 African-American men with \$7,000."

One of those 13 founders was his father.

"The bank grew very slowly," Williams says. "Its mission was simply to provide home loans and help people open savings accounts."

Today, with around \$110 million in assets, the bank still has deeply loyal customers — like Clifford Rome. In addition to Peach's, he runs a catering business, an art gallery and another restaurant on King Drive — and Rome says he has kept multiple accounts with Illinois Service for years.

He recalls his first visit to the bank. "Once I walked in the doors, it's like a throwback," he says, laughing. The bank's current headquarters looked ultra-modern when it was built almost 50 years ago. "But it has this unique quality. It feels community."

Rome says he banks with Illinois Service for the same reason he uses the dry cleaner next door and the bakery down the street: to support neighborhood institutions.

"You need a community bank — you do," he says. "Even if that community bank doesn't have the band-



Norman Williams, CEO of Illinois Service Federal Savings and Loan on Chicago's South Side, stands outside the institution his father helped establish in 1934. - Dan Weissmann/Marketplacewoman in banking.

width to do everything larger banks do. It's here."

However, the financial crisis and the recession hit banks like Illinois Service especially hard. African-Americans, like Norman Williams's borrowers, were more likely than others to lose their jobs. And miss mortgage payments.

"People didn't abandon their home — they just got behind," he says. "Good, decent people, but..." thanks in part to new banking regulations, their problems became Illinois Service's problems. And that's why regulators have the bank in their sights.

John Taylor, who runs the Community Reinvestment Coalition, sees community banks like Illinois Service disappearing all over the country.

"That's really the challenge," he says. "Disappearing with them is the personal commitment of boards of directors to make sure that those communities, those neighborhoods, prosper."

Taylor believes the issue here is not losing black banks but losing community banks. "The local is more key than the race of the bank president," he says.

However, research shows that race plays a role too.

For a study published last year in a journal from Oxford University Press, a team of researchers from Rutgers, Brigham Young and Utah State universities sent "mystery shoppers" into about 80 banks. They posed as small business owners looking for a loan. They all had the same story and the same outfit — and were even selected to be equally tall and good looking — but some were black, some were white and some were Latino.

As one of the researchers, Rutgers business professor Jerome Williams, puts it: "We found significant differences." The study found bank officers asked tougher questions of minority applicants. For in-

stance, they wanted to see more years of financial records.

The mystery shoppers also used hidden cameras. According to the study, everybody who saw the tapes agreed: bank officers were just nicer to white applicants.

With white applicants, Williams says, "There was a lot of bantering, interaction, jokes — being very, very friendly."

With the black and Latino mystery shoppers, not so much.

It led to a simple conclusion. For black and Latino entrepreneurs looking for a bank loan, "The playing field is not level," Williams says. "There's already a mark against you in terms of your background in applying for a loan."

In that context, banks like Illinois Service seem even more important.

CEO Norman Williams says he is looking for community-minded investors, and thinks he'll make it. "But it's certainly something that does keep me up at night," he says. "I do think how much good we could do, how much work needs to be done on the South Side of Chicago."

Right now, he needs about \$7 million in new capital to keep Illinois Service doing that work.

About Illinois Service Federal Savings & Loan

Thirteen African-American men, and their many supporters, had a dream to establish a savings and loan association sensitive to the needs of Black residents of Chicago.

The story begins in the early 1930's when it was all but impossible for people of color to obtain mortgage loans.

There has always been an undeniable connection between "where" one lives and "how" one lives. As a rule, access to quality housing and a good neighborhood also translates to improved educational and employment opportunities. In the 30's, the future looked quite bleak due to a lack of access to better housing for Black citizens. However, "No" was not an option the founders of Illinois Service Federal were willing to accept.

From the beginning, they worked closely with the Federal Home Loan Bank of Chicago, drawing heavily on the experience and advice of that Federal agency. The founders also enlisted the counsel of savings and loan executives with "general market" experience who were sympathetic to the cause.

It was common knowledge that this endeavor was to be complex and even tedious; one that would take careful planning and a single-minded focus on the dream. Their persistence paid-off when in 1934, Illinois Service Federal was founded.

The doors opened to a one-room office on 70 East 47th Street with deposits of \$7,000.00. The first few depositors had balances ranging from \$4.00 to \$50.00. Our first employees were women black owned and managed S&L and began to make deposits in earnest. As assets grew, so did our ability to help the local communities grow and prosper.

We have continued to grow and prosper. In the Fall of 2000, we opened a new, state-of-the-art facility at 8700 S. King Drive. In combination with the main branch at 4619 S. King Drive the association today serves over 14,000 customers and has assets of more than \$133 million dollars.

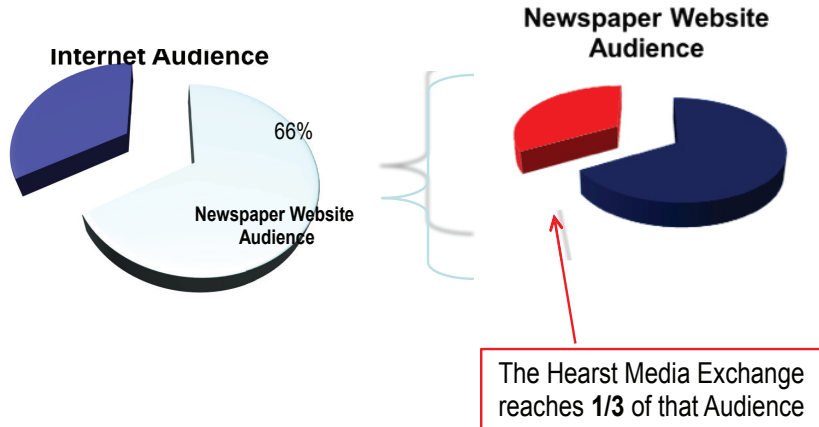
Source: <http://www.marketplace.org>

THE SMALL BUSINESS EXCHANGE ANNOUNCES AN INCREDIBLE WAY TO INCREASE THE REACH AND EFFECTIVENESS OF YOUR ADVERTISING— AND SAVE YOU MONEY



NEWSPAPER WEBSITES: A DRIVING FORCE

NEWSPAPER WEBSITES REACH 110 MILLION UNIQUE VISITORS: 2/3 OF THE INTERNET AUDIENCE



Grow Your Business! Subscribe to SBE

Choose an option that meets your needs...

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

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

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

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

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

Company Name _____

Contact _____

Address _____

City/State/Zip _____

Phone _____ Fax _____

Email _____

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

795 Folsom Street, 1st Floor, Room 1124 • San Francisco, CA 94107
Fax your subscription form to (415) 778-6255

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

Account #

Exp. Date

ABOUT SBE

Since we started the **Small Business Exchange** 31 years ago, we've dedicated ourselves to making it easier for prime contractors and major subcontractors to get the maximum effect from their advertising dollar. Now we've taken our efforts one giant step further. Through an exclusive arrangement with Hearst Corporation, we're offering a whole new level of advertising to clients like you.