

Color-Coded Chart of U.S. Jobs Growth Since the Recession

[Article was originally posted on www.constructconnect.com]

By Alex Carrick,

Two-tier Table 1 accompanying this article ranks employment changes in the U.S. economy, first by major industry sector, then by selected sub-sectors, over the period stretching from the end of the recession (July 2009) to the present.

The percentage increase in total employment during the past nine and a half years has been +15.2%. In the lower portion of the table, a thick horizontal line has been drawn to separate sub-sectors with jobs growth greater than +15.2% from those that have underperformed.

All major industry sectors, – i.e., the same as those highlighted in the monthly Employment Situation Report from the Bureau of Labor Statistics (BLS), – are included in the table. But only a limited number (59) of subsectors are shown. While 59 may seem like a big number, it's only a fraction of the total number of work-place categories that are available in the jobs market.

Most of the jobs categories that have been left out, however, have relatively unexciting results to report. Their jobs growth has been lackluster or closely aligned with the national gain. (Two examples are 'household appliance manufacturing,' where the jobs change has been +6.7%, and 'natural gas distribution,' +2.8%.)

Color-coding has been adopted for the industry and subsectors designations. Yellow is for the kind of private sector work that will mainly take place in offices; orange is for manufacturing; gray for institutional; blue is for jobs serving consumers in wholesale, retail, leisure, and amusement pursuits; and green is for resource extraction and nonmanufacturing industrial work.

In many instances, the color coding is a judgment call and overlapping is unavoidable – e.g., jobs with 'couriers and messengers services'

could just as reasonably be categorized to 'wholesale/retail' or 'private office-related' as to 'nonmanufacturing industrial'.

Nevertheless, it's important to take the material and establish order as there are implications for the kinds of construction that will be required based on where the hottest jobs growth is happening. Pickups in 'professional and business services' jobs will mean a need for office space. Gains in 'institutional' work require educational, medical, and transit capital spending.

Private Office-Related Employment (yellow shading):

The dominant color in the table is yellow, representing 'private office-related' employment.

There have been many office-related type-of-job categories where the June 2009 to February 2019 percentage increases in employment have been outsized. Especially striking has been the hike in staffing undertaken by 'companies offering temporary help services,' +73.3%. This reflects a sea change in the labor market. Employers have become more willing than in the past to fill job openings with part-time personnel.

Other subsector leaders in private office-related jobs creation have come from the burgeoning high tech sector: 'software publishing,' +61.7%; 'computer systems design services,' +52.2%; and 'data processing and hosting services,' +34.0%.

Strong jobs advances requiring larger office footprints (or more working-from-home, it has to be admitted) have also occurred with: 'public relations agencies,' +28.3%; 'interior design firms,' +28.2%; 'telemarketing bureaus,' +25.6%; 'telephone call centers,' +21.9%; and 'investigation and security services companies,' +19.7%.

The prevalence of old style storefront travel agencies has been drastically reduced, but in shifting sales venues to the internet, the 'travel arrangement and reservation services' subsector

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Table 1: Color-Coded Chart of U.S. Jobs Growth Since End of Recession: By Industry Sector (Fastest to Slowest)

RANK ACCORDING TO % CHANGE:		JUL 09 JOBS (000S)	FEB 19 JOBS (000S)	% CHANGE
Total Nonfarm		130,685.0	150,606.0	15.2%
1	Transportation & Warehousing	4,214.0	5,537.6	31.4%
2	Professional & Business Services	16,474.0	21,311.0	29.4%
3	Leisure & Hospitality	13,078.0	16,643.0	27.3%
4	Construction	5,932.0	7,422.0	25.1%
5	Health Care & Social Assistance	16,544.2	20,225.9	22.3%
6	Educational Services	3,085.1	3,753.8	21.7%
7	Durable Goods Mfg.	7,146.0	8,064.0	12.8%
8	Financial Activities	7,807.0	8,630.0	10.5%
9	Retail Trade	14,488.9	15,828.6	9.2%
10	Wholesale Trade	5,488.4	5,922.2	7.9%
11	Nondurable Goods Mfg.	4,522.0	4,770.0	5.5%
12	Information	2,780.0	2,815.0	1.3%
13	Government	22,521.0	22,483.0	-0.2%
14	Utilities	558.8	555.4	-0.6%

By Selected Industry Detail (Fastest to Slowest)

RANK ACCORDING TO % CHANGE:		JUL 09 JOBS (000S)	FEB 19 JOBS (000S)	% CHANGE
1	Warehousing & Storage	639.5	1,185.3	85.3%
2	Companies Offering Temporary Help Services	1,762.3	3,054.1	73.3%
3	Electronic Shopping & Electronic Auctions	246.0	398.5	62.0%
4	Software Publishing	258.9	418.7	61.7%
5	Beverages Mfg.	168.1	263.6	56.8%
6	Machinery & Equipment Rental	113.5	175.7	54.8%
7	Motor Vehicle & Parts Mfg.	652.9	1,006.0	54.1%
8	Computer Systems Design Services	1,424.0	2,167.7	52.2%
9	Home Health Care Services	1,029.1	1,510.4	46.8%
10	Caterers & Mobile Food Services	153.6	212.0	38.0%
11	Couriers & Messenger Services	550.3	754.6	37.1%
12	Veterinary Services	292.2	394.2	34.9%
13	Data Processing & Hosting Services	247.9	332.1	34.0%
14	Community Care Facilities for the Elderly	718.1	953.0	32.7%
15	Performing Arts & Spectator Sports	396.7	520.4	31.2%
16	General Merchandise Stores*	1,510.2	1,958.7	29.7%
17	Amusement, Gambling, & Recreation	1,374.7	1,777.2	29.3%
18	Waste Management & Remediation Services	349.8	450.5	28.8%
19	Food Services & Drinking Places	9,431.0	12,126.4	28.6%
20	Elementary & Secondary Schools	852.3	1,094.6	28.4%
21	Public Relations Agencies	49.1	63.0	28.3%
22	Interior Design Services	34.4	44.1	28.2%
23	Telemarketing Bureaus	383.3	481.3	25.6%
24	Motor Vehicles & Parts Dealers	1,626.5	2,037.4	25.3%
25	Pet & Pet Supplies Stores	100.5	125.2	24.6%
26	Telephone Call Centers	424.9	518.1	21.9%
27	Motion Picture & Sound Recording	350.2	424.9	21.3%

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Visit the link below to view the FULL chart:
<https://www.constructconnect.com/blog/economy/color-coded-chart-u-s-jobs-growth-since-recession/>



Public Policy

Treasurer José Cisneros Announces Release of Municipal Bank Feasibility Task Force Report

Treasurer José Cisneros announced the release of the Municipal Bank Feasibility Task Force Report, the first report of its kind to provide detailed analysis of the financial costs and benefits of creating a municipal public bank. The Municipal Bank Feasibility Task Force (Task Force) worked for more than a year to identify and prioritize the goals of a municipal bank and the associated lines of business. The Report outlines three potential models for a municipal bank as well as other opportunities to leverage the City's banking and investment practices to promote community goals.

"I understand the urgency of the public banking movement: Wall Street banks have been bad for all but the wealthiest Americans," said Treasurer José Cisneros. "As the City's banker and chief investment officer, I am proud that this Task Force successfully balanced fiduciary responsibility and visionary leadership. Now, our policymakers and the public have clear financial models for municipal banks to help them determine how best to proceed."

The formation of the Task Force was recommended by the Board of Supervisors in resolu-

tion 152-17 to "advise the Treasurer... the Mayor, the Board of Supervisors and relevant City Departments regarding the creation of a Municipal Public Bank." The Task Force brought together advocates working to improve access to credit for low-income, communities of color; finance professionals with years of experience in traditional consumer banks, credit unions and community development financial institutions; and government officials with expertise in banking, investment, affordable housing and public finance. The Task Force met eight times over the course of about a year to investigate the concept of a public bank. Using a consensus-based process, they created and finalized a set of guiding principles to inform the work of the Task Force and enumerated and prioritized the goals they wanted to see a municipal bank achieve. After laying this framework, the Task Force and staff researched and discussed various bank and governance structures, lines of business, and options for bank capitalization and deposits.

"The Task Force has provided a report which adds significant research and input into the discussion of a public bank both in the Bay Area and elsewhere," said Marc Franson, Partner at Chapman and Cutler

LLP. "While each member may come to the table looking through a different lens, the report reflects all points of view and digests and summarizes an enormous amount of material and viewpoint in providing guidance on if, and how, to proceed."

Given the diversity of expertise and opinion on the Task Force, this report does not opine on whether a municipal bank, or a particular municipal bank model, is the right option for the City. Instead, the report seeks to provide enough specifics to guide future policy decisions by the Board of Supervisors and the Mayor. Members of the Task Force were given the opportunity to opine on their recommendations via letters, which will be transmitted to the Board of Supervisors with the final report.

In a letter to the Board of Supervisors, Task Force members Sushil Jacob (Lawyers' Committee for Civil Rights of the San Francisco Bay Area), Paulina Gonzalez-Brito (California Reinvestment Coalition), Ky-Nam Miller, and former Supervisor John Avalos wrote, "The report gathers critical data, provides initial analysis and is the beginning of the conversation about how the City can create a safe, accountable and transfor-

mative banking solution that will benefit all of its residents."

The centerpiece of the report is the presentation of three financial models for a municipal bank:

Model One: Reinvest

A \$1.1 billion bank that performs affordable housing and small business lending and requires \$184 million in funding before it achieves financial sustainability.

Model Two: Divest

A \$3.1 billion bank that performs the City's cash management and commercial banking functions and requires \$1.6 billion before it achieves financial sustainability.

Model Three: Combination

A \$10.4 billion combined divestment and reinvestment bank that requires \$3.9 billion before it achieves financial sustainability.

"I agree with our models' results, namely that the cost of establishing and running a municipal bank can be quite large and persistent, depend-

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Smart Ways TO WORK

by Odette Pollar

How to be a Successful Telecommuter

As more employees look for ways to resolve work-family conflicts by requesting more flexibility in scheduling, many more jobs are being done via telecommuting. Other factors that have encouraged this trend include longer commute time, increased cost of office space, pollution, and traffic congestion. As technological advances continue to provide methods for remote working, more jobs over the next decade will be performed away from the

office. According to estimates of the Department of Transportation, telecommuters will comprise 15% of the entire U.S. workforce by the year 2002. Although telecommuting can be a boon, not everyone is cut out to work in this manner. Here is a test to determine whether it is for you. Are you:

- Self-motivated and a self starter? Are you able to make that first sales call at 8:01 a.m. without the impetus of the hustle and bustle of colleagues around you? Can you take initiative, rather than wait for directions from others?
- Self-assured with a solid knowledge of your job? Telecommuting is not an ideal choice if you are new to the position and the organization.
- Able to work alone with no supervision? It takes self-discipline and focus to work independently without any regular feedback whether from a supervisor or colleagues.

- Able to block out distractions? Although offices are busy, often your home has more seductive distractions. Whether that is the need to do errands, too much easily available food, pets requiring attention, or repair projects, a successful telecommuter must remain focused.
- Comfortable with technology? Computer literacy and excellent oral and written communication skills are important. You should be comfortable with new meeting styles, including conference calls, video conferences, e-mail, etc.
- An excellent manager of time? You must be able to set priorities, plan, and schedule your time. This style of working requires that you be well organized and flexible enough to adjust to change, last-minute problems and shifting deadlines
- Are you able to consistently produce the same amount and quality of work as your peers?

- A creative problem solver? You must be able to function without administrative support at hand or immediate technical assistance.
- Confident that you will not be left out of the informational loop and therefore miss out on key issues? Being away from the office can make you feel as though you are invisible.

What companies can do:

1. Set policies—who pays for the equipment and supplies, what are the duties and responsibilities of the position, along with salaries, insurance and benefits for telecommuting employees?
2. Provide opportunities for off-site workers to get together with peers. This helps people share the intangible rewards and feel they are in the "loop". Face-to-face meetings are an important way for people to retain a sense of connectedness.

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Access to Capital

Ready to Grow Your Business?

How to Build Business Credit from Scratch

[Article was originally posted on www.nav.com]

By Michelle Black

Building credit for your company is a wise use of your time as a business owner. There's a lot of value in establishing good credit for your business.

Having solid business credit can help you to qualify for a business loan or credit card. It can make it easier to take out leases and commercial rentals. Good business credit might even help you save money on your monthly insurance premiums and contracts with suppliers. Perhaps most importantly, building credit in your business' name can help you to separate your personal credit from your business credit, reducing your individual risk when you borrow.

The bottom line is this. When you put forth the effort to build credit for your company, it has the potential to open doors and save you money.

Building Business Credit from Scratch

Of course, knowing that you should establish good credit for your business and understanding how to do it are two very different animals. Unfortunately, it can sometimes be challenging to find lenders who are

willing to take a chance on doing business with your company when you're still a credit unknown.

But challenging doesn't equal impossible.

If you can be patient and consistent, it's completely possible to establish or improve your business' credit profile. Check out the five steps below and learn real, actionable ways you can build your business' credit from scratch.

Step One: Make sure your business is properly established.

Before you can establish business credit, you need to make sure your company itself is properly established first. Translation: Your business needs to appear legitimate in the eyes of a lender.

To establish credibility for your company, you'll need to:

- Create a separate legal entity for your company (S Corp, C Corp, LLC, etc.).
- Get a federal employer identification number (EIN) from the IRS.
- Open a business checking account in your company's full legal name.

- Get a dedicated business phone number and address.

- Register for your DUNS Number with Dun & Bradstreet.

Step Two: Consider starting with a business credit card.

There are several reasons you may want to open a credit card in your business' name. First and foremost, if you open a business credit card and manage it well, it has the potential to help you build credit for your company.

Keep in mind, your personal credit is likely going to be a key factor in your ability to qualify for a business credit card account. If your personal credit isn't in great shape, that doesn't mean you can't open a credit card for your company. It just means that you may need to adjust where you apply for the account. For example, a secured business credit card or an account which doesn't require good credit to qualify might be a better fit for you.

Additionally, it's important not to overutilize your new account. With certain business credit scoring models, such as Experian's Intelliscore Plus, utilizing a high percentage of your credit limit could

impact your credit scores negatively. This can be true even if you keep all of your payments on time.

Step Three: Establish vendor accounts.

Vendor accounts (also known as supplier accounts) can be another smart place to begin when you're trying to build business credit for the first time. The Small Business Administration recommends this approach and suggests starting out with companies who will offer net 30 to net 60 day payment terms for products like office supplies, computers, etc.

Here's the catch. You should establish accounts with companies who will report your payments to the business credit reporting agencies — Dun & Bradstreet, Experian, and Equifax. Otherwise, the payments you're making to that vendor won't help you establish credit in your company's name.

How do you find vendors who can help you to build business credit? Here's a helpful list from Nav to make your search a little easier.

Be sure to establish enough accounts so that you'll be eligible to receive a business credit score. With Dun & Bradstreet's PAYDEX score, for example, you need a bare minimum of two tradelines with

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California Sub-Bid Request Ads



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

REQUEST FOR DBE
SUBCONTRACTORS AND SUPPLIERS FOR:
Roadway Excavation and Minor Concrete Paving
Hwy 680 San Jose/Milpitas
Santa Clara County
Caltrans #04-0J6604
BID DATE: April 9, 2019 @ 2:00 PM

We are soliciting quotes for (including but not limited to):

Trucking, Lead Compliance Plan, Temporary and Permanent Erosion, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Temporary Crash Cushion, Portable Changeable Message Sign, SWPPP, Rain Event Action Plan, Storm Water Sampling & Analysis, Sweeping, Treated Wood Waste, Clearing & Grubbing, Roadway Excavation (Aerially Deposited Lead), Haul & Dispose Type Com, Z-2, & Z-3 ADL, Check and Test Existing Irrigation Facilities, AC Dike, Minor Concrete, Roadside Signs, Maintain Traffic Management Systems, and Construction Materials

An Equal Opportunity Employer

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



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

REQUEST FOR DVBE & SBE
SUBCONTRACTORS AND SUPPLIERS FOR:
Cold Plane Asphalt Concrete Pavement and A Place HMA (A)
Hwy 12 Rio Vista/Solano County
Caltrans #04-0P7504
BID DATE: April 11, 2019 @ 2:00 PM

We are soliciting quotes for (including but not limited to):

Trucking, Temporary and Permanent Erosion, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, Water Pollution Control Program, Sweeping, Noise Monitoring, Crack Treatment, Tack Coat, Cold Plane AC, Pavement Marker, Striping & Marking, and Construction Materials

An Equal Opportunity Employer

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

Sub-Bids Requested from qualified DBE Subcontractors and Suppliers For:

NORTH CITY PURE WATER FACILITY
Owner: City of San Diego
Location: San Diego, CA
Bid Date: May 1, 2019 @ 2:00 P.M.

J.F. Shea Construction, Inc.
667 Brea Canyon Road, Suite 30 • Walnut, CA 91789
Phone: (909) 595-4397, Fax: (909) 444-4268
Contact: Lori Olivas, lori.olivas@jfshea.com

J.F. Shea Construction, Inc. is soliciting your participation in the preparation of this bid. We are particularly interested in bids from subcontractors/suppliers for the following work items:

Aggregates, Drilled Concrete Piers, Landscaping, Geotextiles, AC Paving, Decorative Concrete Paving, Curb & Gutter, Fencing, Ready-Mix Concrete, Reinforcing Steel, Precast Concrete, Welding, Structural Steel, Steel Decking, Metal Stud Framing & Drywall, Miscellaneous Metals, Decorative Metal Stairs & Railings, Wire Rope Decorative Metal Railings, Cabinetry, Waterproofing, Insulation, Metal Wall Panels, Composite Wall Panels, Roofing, Sheet Metal, Metal Doors/Frames/Hardware, Wood Doors, Access Doors, Overhead Coiling Doors, Aluminum Storefront, Glazing, Skylights, Louvers, Acoustic Plaster Systems, Ceramic Tiling, Acoustical Panel Ceilings, Flooring, Terrazzo Flooring, Tile Carpet, Metal Faced Acoustical Panels, Sound-Absorbing Wall Units, Painting & Coatings, Signage, Toilet Compartments, Toilet Accessories, Fire Protection Specialties, Metal Lockers, Window Treatments, Lab Casework, Dumbwaiters, Elevators, HVAC, Equipment, Cranes & Hoists, Electrical and Instrumentation, Cathodic Protection.

Plans and Specifications: Contract Documents may be obtained free of charge by visiting the City's website: <http://www.sandiego.gov>. Plans may also be viewed at the Dodge Plan Rooms or at our Walnut Office.

J.F. Shea Construction, Inc. is an equal opportunity employer and intends to negotiate in good faith with interested DBE firms and intends to utilize the lowest responsive bidder. J.F. Shea expects potential subcontractors to be bondable. J.F. Shea will pay for up to 1% for subcontractor bond costs. Subcontractors and Suppliers are expected to bid per plans and specifications, including requirements for warranties. Standard manufacturer's warranties, if not in conformance with owner's specifications, will not be accepted.



California Sub-Bid Request Ads

REQUESTING BIDS FROM DBE/MBE/WBE/SBE/LBE/DVBE/OBE Subcontractors and Vendors

Project: VTA Montague Pedestrian Overcrossing Project, Milpitas, CA
Reference #: C18231F

Owner: Santa Clara Valley Transportation Authority (VTA)
Bid Date: April 22, 2019 @ 2:00 pm

DMZ Builders is bidding the above referenced project as a Prime Contractor. We are requesting bids from the following trades/vendors/suppliers:

Project Scheduling, Construction Staking, Erosion and Sedimentation Control Action Plan Element (ESCAPE), Temporary Construction Fencing, Flagger, Construction Area Signs, Changeable Message Sign, Flashing Arrow Board, Traffic Control System, Type III Barricade, Temporary Type K Railing, Temporary Crash Cushion Module, Portable Delineator, Temporary Drainage Inlet Protection, Street Sweeping, Temporary Entrance/Outlet Tire Wash, Temporary Concrete Washout, Temporary Fiber Roll, Job Site Management, Remove Concrete Sidewalk and Curb, Tree Protection Fence, Temporary High-Visibility Fence, Clearing and Grubbing, Grading, Dewatering, Roadway and Structure Excavation, Structure Backfill, Soil Management Report, Irrigation Audit and System, Planting, Remove Tree, Remove/Replace Concrete Pavers, Plant Establishment, Class 2 & 3 Aggregate Subbase, Crusher Fines Aggregate Base, 24" and 30" Cast-in-Drilled Hole Concrete Piling, Remove Concrete, Structural Concrete, Steel-Reinforced Elastomeric Bearing Pads, Garage Fin and Cable Modifications, Oldcastle Precast Christy Bos N40 Expansion Joint Assemblies, Bar Reinforcing Steel, Headed Bar Reinforcement, Furnish and Erect Structural Steel, Metal Decking, Paint Structural Steel, Area Drain, Pop-up Emitter, 6" PVC Pipe, 3" PVC Conduits, 12" Reinforced Concrete Pipe, 18" x 18" inlet, Concrete Splash Block, Abandon Pipe, Remove 12" Pipe, Cobble at Splash Blocks, Minor Concrete, Miscellaneous Metals, Electrical System, Transformer Pad Protective Bollards, Communication System, Closed Circuit Television System, Fire Alarm System, 2" Copper Pipe, Water Meter Box, Cleaning/Testing/Disinfecting Water Lines, Midwest Guardrail System, End Anchor Assembly (Type SFT), Alternative In-Line Terminal System, Refresh Pavement Delineation and Markings, Remove Temporary Pavement Delineation Tape, Paint Gypsum Board/Metal Deck/Piping/Conduit Boxes, Epoxy Coating, Rigid Insulation, (POC, Landing Area Elevator Shaft, Elev/Mach/Elec Room), Metal Roof (POC, Landing Area, Elevator Shaft, Elev Mach/Elec Room), Metal Wall (Elevator Shaft, Elev Mach/Elec Room) Firestopping, Metal Door and Frames (Mach/Elec Room), Aluminum Framed Storefront, Door Hardware (Mach/Elec Room), Glazing (Elevator Shaft), Louvers (Mach/Elec Room), Gypsum Board, Woods/Plastics/Composites, Bird Control Devices, Waterproofing Membrane, Static-Resistant Flooring Treatment, Hydraulic Elevator, Exterior 2-hr Access Panel, Safety Specialties, Dimensional Letter Signage, Stainless Steel Mesh (Bridge), Guardrail (North Landing and Stair), Stainless Steel Handrail (North Landing Stair), Powder-Coated Steel Mesh, Stainless Steel Mesh at Underside of Stairs, Plumbing/Heating/Ventilation/Air-Conditioning and Fire Protection.

Plans and specifications are available to interested firms via VTA's procurement website (<http://www.vta.org/about-us/procurement>) and/or can be viewed at DMZ Builders Concord, CA office, by contacting DMZ office to make an appointment.

Requirements: DMZ Builders, an Equal Opportunity Employer, is requesting quotations from all qualified subcontractors, suppliers, and service providers, including DBEs, for the Santa Clara Valley Transit Authority (VTA) Montague Expressway Pedestrian Overcrossing (Contract C18231F). To be counted toward the Project's DBE Participation Goal, DBE firms must be certified by the California Unified Certification Program (CUCP). Subcontractors must provide their active contractor's license number and Department of Industrial Relations (DIR) registration number with their quote. Subcontractors will be required to execute DMZ Builders Standard Subcontract Terms and Conditions and meet insurance requirements, including Worker's Compensation Waiver of Subrogation. A copy of our Standard Subcontract Terms and Conditions and Purchase Order Agreement (for suppliers) are available for review in electronic format, upon request. Subcontractors may be required to provide payment and performance bonds in the amount of 100 percent of Subcontract value. DMZ Builders will reimburse Subcontractors for bond premium at actual cost, not to exceed 2.0%. DMZ Builders is a union signatory contractor. This Project is subject to specific Federal Requirements, including but not limited to Buy America certification(s). For any assistance in obtaining bonding, lines of credit, insurance, equipment, supplies, materials, technical assistance, and/or any other coordination required for the project, please contact Adam Sheldon: Phone # 925-826-5387, Fax # 925-826-5766, or e-mail estimating@dmzbuilders.com. DMZ will work with interested subcontractors, suppliers, service providers, and truckers to identify opportunities to break down items/work into economically feasible packages. DMZ Builders intends to work cooperatively with all qualified firms seeking work on this project.

DMZ BUILDERS
4070 Nelson Avenue, Ste A,
Concord, CA 94520
Phone 925-826-5387 • Fax: 925-826-5766
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Request For Qualified
MBE/WBE/OBE/SBE/LBE & DVBE
Subcontractors, Consultants, Suppliers, Manufacturers & Truckers For:

Contra Costa County Public Works Department
Project No. 0662-6U4134
Jersey Island Road Bridge Repair
In Oakley, CA
Bid Date: April 16, 2019 at 2:00 PM

Requesting quotes for but not limited to:

Lead Compliance Plan, Construction Area Signs, Temporary Fence (Type ESA), Fiberglass Jacket, Hydroseed, Bar Reinforcing Steel, Miscellaneous Metal (Bridge)

CEC is willing to breakout any portion of work
to encourage MBE/WBE/OBE/SBE/LBE & DVBE participation.

Plans and specs are available for viewing at our Pleasanton office or at the Contra Costa Public Works Department 255 Glacier Dr. Martinez, CA 94553 or they Are available for purchase online at www.cccounty.us/pwprojects.

If you are interested in bidding on this project, please contact Jeff Hollfelder at The contact information below

100 % Payment & Performance Bonds will be required from a single, treasury-listed surety subject to our approval. CEC will pay bond premiums up to 1.5%. Subcontractors awarded on any project will be on CEC's standard form for subcontract without any modifications. Please call for assistance in bonding, insurance, lines of credit, technical info, equipment and supplies or if any other assistance is needed.

California Engineering Contractors, Inc.
20 Happy Valley Road, Pleasanton, CA 94566
Phone (925) 461-1500 Fax (925) 461-0510
Email: estimator@cecmain.com
Estimator-Jeff Hollfelder

AN EQUAL OPPORTUNITY EMPLOYER

CAHILL CONTRACTORS LLC
requests bids from Certified SBE Subcontractors
and Suppliers for the following SELECT trades:

Driven Piles / Elevators / Solar Hot Water
(Design-Build) / Photo Voltaic (Design-Build) /
Fire Sprinklers (Design-Build) / Fire Alarm (Design Only) /
Exterior Building Maintenance (Design-Build)

MISSION BAY SOUTH BLOCK 9 - EARLY TRADES
410 China Basin Street, San Francisco, CA 94158

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

BID DATE: 4/19/19 @ 12 PM

BID DOCUMENTS:

Please contact Colby for access to documents on
BuildingConnected.

CONTACT:

Colby Smith at estimating@cahill-sf.com,
(415) 677-0611.



5225 Hellyer Avenue, Suite #220
San Jose, CA 95138
Phone (408) 574-1400 Fax (408) 365-9548
Contact: Bryan Jones
Email: estimating@graniterock.com

**REQUESTING SUB-QUOTES
FROM QUALIFIED DBE FIRMS
SUBCONTRACTORS/SUPPLIERS/
TRUCKERS FOR:**

**Rebid -
Light Rail Track Intrusion Prevention
Contract C19003F
Owner: Santa Clara Valley
Transportation Authority
Engineers' Estimate: \$3,500,000.**

**REVISED BID DATE:
April 9, 2019 @ 1:00 PM**

Items of work include but are not limited to:
Traffic Control, Remove Striping & Markings,
Concrete Barrier Wall, Slurry Seal, Chain Link Fence & Swing Gate, Metal Picket Fence & Sliding Gate, Signs, Striping & Markings, Electrical, Irrigation and Trucking.

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, DIR number, 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

Zolman Construction & Development, Inc.
as a "GENERAL CONTRACTOR"

is requesting quotations on "ALL TRADES" from
all qualified subcontractors & suppliers, including
LBE, DBE, SBE, MBE, WBE firms for the following
project:

**PROJECT TITLE: CCSF OCEAN CAMPUS
DEMOLITION PROJECT
INVITATION FOR BID #243**

**PROJECT LOCATION: 50 FRIDA KAHLO WAY,
SAN FRANCISCO, CA**

**ESTIMATED CONSTRUCTION VALUE
OF THE WORK: \$ 220,000.00**

OWNER: CITY COLLEGE OF SAN FRANCISCO

BID DATE/TIME: April 11, 2019 AT 2:00 PM

ZOLMAN CONSTRUCTION & DEVELOPMENT, INC.
(Signatory to the Carpenters & Laborers Union)
90 GLENN WAY, UNIT 2,
SAN CARLOS, CA. 94070

Please Submit & Fax all proposals to
650-802-9902

For more information, please call
Milu Magsombol at (650) 802-9901



5225 Hellyer Avenue, Suite #220
San Jose, CA 95138
Phone (408) 574-1400 Fax (408) 365-9548
Contact: Sheree Schoenherr
Email: estimating@graniterock.com

**REQUESTING SUB-QUOTES FROM
QUALIFIED MBE, WBE, DVBE, SBE,
LBE, OBE FIRMS
SUBCONTRACTORS/SUPPLIERS/
TRUCKERS FOR:**

**Camino Tassajara Bike Lane
Gap Closure**

**Project No. 0662-6R4010
Owner: County of Contra Costa
Engineers' Estimate: \$1,714,000.**

BID DATE: April 9, 2019 @ 2:00 PM

Items of work include but are not limited to:
Construction Staking, Lead Compliance
Plan, Clearing & Grubbing, Cold Plane AC,
Survey Monument, Landscape, Construction Area Signs, Traffic Control, PCMS,
Water Pollution Control, Seal Coat, Slurry Seal, Roadside Sign, Striping & Markings,
Temporary Wildlife Exclusion Fence, Erosion Control including Hydroseed, Minor Concrete, Adjust Utilities, Fencing, Electrical and Trucking.

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, DIR number, 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

SMALL
BUSINESS
EXCHANGE



California Sub-Bid Request Ads

DESILVA GATES CONSTRUCTION

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

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

CALTRANS ROUTE 70 – CONSTRUCTION ON STATE HIGHWAY IN BUTTE COUNTY NEAR OROVILLE FROM 0.1 MILE SOUTH OF PALERMO ROAD TO 0.6 MILE NORTH OF OPHIR ROAD
Contract No. 03-3H71U4,
Federal Aid Project No. ACNH-P070(135)E
Disadvantaged Business Enterprise Goal Assigned is 14%

OWNER

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

BID DATE: APRIL 18, 2019 @ 2:00 P.M.

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

AC DIKE, BIOLOGIST CONSULTANT, CLEARING AND GRUBBING/DEMOLITION, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, EROSION CONTROL, FENCING, LEAD COMPLIANCE PLAN, METAL BEAM GUARDRAIL, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, RUMBLE STRIP, STRIPING, SURVEY/STAKING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, IMPORTED BORROW, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (OPEN GRADE) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.

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

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

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

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.

JOHNSTONE MOYER INC. PROFESSIONAL CONSTRUCTION SERVICES

Johnstone Moyer Inc.
2102 Business Ctr Dr. Irvine, CA 92612
MBE/DBE SUBCONTRACTORS/SUPPLIERS
NOTICE OF BIDS REQUEST

HOLLYWOOD PARK MU10/MU2C RESIDENTIAL PROJECT

Johnstone Moyer (JMI) is preparing a bid as a Prime Contractor for the project listed below and specifically looking for bids from all trades from Minority (MBE)/Disadvantaged (DBE).

This project consists of two separate podium buildings, complete unit finishes and all associated site work and landscape.

MU-10 is a 5 story with 4 stories of Type V-A construction over 1 story of Type IA Podium above 1 story subterranean parking structure. There are 213 dwelling units with 426 parking stalls and amenity space.

MU-2C is a 5 story apartment building with 3 stories of Type V-A construction over 2 stories of Type IA Podium parking structure and apartments. There are 101 dwelling units (R-2) with 203 parking stalls and amenity space.

This is not a Prevailing Wage or PLA project, this is an open shop bid. All bids must be Per Plans and Specifications.

For project specific questions concerning the bidding of this project, please email:

John Lonero at jlonoero@johnstonemoyer.com

Additional information relative to resources available to certified MBE/DBE firms seeking assistance in bonding, financing and insurance, please contact Evan Simmons at evan.simmons@pdaconsultinggroup.com, or (310) 680-3740.

ALL BIDS ARE DUE 4/25/19 AT 2:00 pm.

All bids must be submitted to Johnstone Moyer via email; jlonoero@johnstonemoyer.com and to rdav@johnstonemoyer.com by 2:00pm on April 25, 2019.

Please note there is a MBE/DBE Outreach Event and Prebid Conference on April 4th, 9-11 AM 2019. This event will be held at Rogers Park Auditorium, located at 400 West Beach Ave, in Inglewood. The job walk is at 1:00 PM, meet at the top level of the Hollywood Park Casino Parking Structure, located at 3883 West Century Boulevard in Inglewood.

Johnstone Moyer is an Equal Opportunity Employer, committed to; and encourages participation of MBE/DBE subcontractors and suppliers on the HOLLYWOOD PARK RESIDENTIAL PROJECT.

BERNARDS BUILDERS • MANAGEMENT SERVICES

MBE/DBE SUBCONTRACTORS/SUPPLIERS
NOTICE OF BIDS REQUEST

HOLLYWOOD PARK MU10/MU2C RESIDENTIAL PROJECT

Bernards intends to accept bids from Minority (MBE)/Disadvantaged (DBE) firms regarding participation on the HOLLYWOOD PARK RESIDENTIAL.

The Project consists of new construction for two mixed-use, 5-story buildings: MU-2C and MU-10. The buildings total over 400,000 gsf with 314 resident units and 629 parking spaces. Both buildings include Type I construction for the above/below grade parking garages and Type V-A construction for the residential space over the concrete podium parking structures. There is significant amenity space, including outdoor courtyards, pools, spas, fitness areas, roof decks and other amenities. Buildings MU-2C and MU-10 are located on 2.4 acre and 3.0 acre sites, respectively. Sitework includes earthwork, shoring, underground utilities, site walls, landscaping, railings, fencing, site concrete, pavers, asphalt paving and site furnishings, etc.

- An MBE/DBE Outreach Meeting for all prospective bidders is scheduled on **Thursday, April 4, 2019 from 9:00 – 11:00 AM at Rogers Park Auditorium, 400 W. Beach Avenue, Inglewood, CA 90302.** A Pre-Bid Conference will be held at 10 a.m. at the same place.
- A Pre-Bid Job Walk will follow on **April 4, 2019, starting at 1:00 PM, at the Hollywood Park Casino, 3883 W. Century Blvd., Inglewood, CA 90303.** Meet at the casino parking structure, top level, to view the project site.

Additional information relative to resources available to certified MBE/DBE firms seeking assistance in bonding, financing and insurance, please contact **Evan Simmons** at evan.simmons@pdaconsultinggroup.com, or (310) 680-3740.

The following trades are scheduled to bid on April 25, 2019: Supplies, cleaning, demo/earthwork, shoring, landscape, concrete, shotcrete, masonry/stone, structural steel, rough carpentry, millwork, waterproofing, insulation, roofing, panels, doors, glazing, drywall, ceramic tile, wood flooring, carpeting, painting, signage, awnings, fireplaces, appliances, pools, fire protection, plumbing/site utilities, HVAC and electrical.

Both union signatory contractors and open shop contractors are welcomed and encouraged to bid.

All bids may be emailed to bid@bernards.com or faxed to (818) 898-4909 by **April 25, 2019 at 2:00 PM.**

Please contact Scott Huh or Eileen Roe at (818) 898-1521, or by email at bid@bernards.com if you have any questions about this project.

Bernards is an Equal Opportunity Employer, committed to; and encourages participation of MBE/DBE subcontractors and suppliers on the HOLLYWOOD PARK RESIDENTIAL PROJECT.

ADVERTISE YOUR AD HERE

Advertise your Sub-Bid Requests in the Small Business Exchange

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



How to be a Successful Telecommuter

Continued from page 2

3. Get tech support in place. To minimize downtime, equipment breakdowns need immediate attention. The more fail-safe equipment and software that can be installed initially, the better.
4. Thoroughly train telecommuting employees on how to set up and run all equipment. Teach them how to do some troubleshooting since they can't lean over and ask a colleague for assistance.
5. Set up performance standards. These objective measures must be in place and understood by everyone to prevent in-office staff from feeling that off-site workers are slacking off or in some other way receiving extra benefits.
6. Plan how the office, remote workers and managers will coordinate work. What is the protocol for working together when they will not see each other for days at a time?
7. Track results. What are the productivity gains and cost savings of telecommuting? Has it reduced turnover and increased retention? How well is this incentive working?

Odetta Pollar is a nationally known speaker, author, and consultant. President of the management consulting firm, Smart Ways to Work based in Oakland, CA, her most recent book is *Surviving Information Overload*. Email to share your comments, questions and suggestions: odette@SmartWaysToWork.com.

Visit us at:

www.smartwaystowork.com

call: 1-800-599-8463.

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Color-Coded Chart of U.S. Jobs Growth Since the Recession

Continued from page 1

has achieved a respectable +14.5% gain in employment over nearly ten years.

Severely underperforming in private office-related employment have been 'legal services,' only +1.9%, and 'commercial banking,' stalled at +0.1%.

Manufacturing Jobs (orange shading):

During the past nine and a half years, hiring by durable goods manufacturers, at +12.8%, has outpaced personnel additions by nondurables manufacturers, +5.5%.

Many manufacturing subsectors have registered employment gains below the +15.2% for all jobs in the economy. Several have even experienced declines. Showing weakness, on a percentage-change basis, have been: 'semiconductors and components manufacturing,' +1.6%; 'computer and peripheral equipment manufacturing,' -1.2%; and 'apparel manufacturing,' -35.8%. All three of those subsectors have seen diminished activity levels due to competition from emerging nations.

On the upside, there have been two manufacturing subsectors with sizable percentage increases in employment, 'motor vehicles and parts,' +54.1%, and 'beverages,' +56.8%.

Institutional Jobs (gray shading):

Total government employment since the end of the recession has stayed flat (-0.2%), limiting the scope for public-sector office space construction. Within 'institutional' work, however, there have been notable climbs in employment in the health care subsector, arising from a population profile that is aging. (Baby boomers, born between the mid-1940s and mid-1960s, are increasingly entering their 'golden years.')

Since July 2009, the number of jobs in 'home health care services' has risen +46.8%. And in 'community care facilities for the elderly,' staffing has climbed by +32.7%. Only hospitals have disappointed with their lukewarm employment increase of +11.7%.

In the field of education, the hiring increase by 'elementary and secondary schools,' at +28.4%, has been almost twice as strong as by 'colleges and universities,' +16.1%. It's interesting to note, though, that the number of jobs in America at the level of higher education (i.e., 1.8 million with 'colleges and universities' in February 2019) is greater than at the lower grades (i.e., 1.1 million with 'elementary and secondary schools').

Wholesale, Retail, Leisure, and Amusement Jobs (blue shading):

Driven by the systemic shift in retail away from 'bricks and mortar' locations to web-based platforms, there has been an accompanying surge in the establishment of facilities to fulfill orders. The consequence, since the recession, has been a +85.3% increase in employment in the 'warehousing and storage' segment of the economy, the heftiest jobs increase among all subsectors.

Speaking of web-based selling, the increase in jobs generated by 'electronic shopping and electronic auctions' has been a stunningly positive +62.0%.

Some other 'wholesale and retail' subsectors with commendable jobs increases since July 2009 have been: 'caterers and mobile food services,' +38.0%; 'general merchandise stores, including warehouse clubs and supercenters,' +29.7%; 'motor vehicle and parts dealers,' +25.3%; and 'pet and pet supplies stores,' +24.6%.

In 'leisure and amusement,' the jobs winners have been: 'performing arts and spectator sports,' +31.2%; 'amusement, gambling, and

recreation,' +29.3%; and 'food services and drinking places,' +28.6%.

There has been a boom in hotel and motel construction over the last several years, but employment in the 'accommodation' subsector has been a relatively tame +17.1% since July 2009.

Resources and Nonmanufacturing Industrial Jobs (green shading):

There's a solid block of green shaded subsectors, for 'resource and nonmanufacturing work,' at the bottom of Table 1. 'Oil and gas extraction' (-5.6%), 'logging' (-7.1%), 'telecommunications' (-24.0%), and 'coal mining' (-33.9%) have all experienced job losses since July 2009.

On a brighter note, there have been some significant 'nonmanufacturing industrial' subsector jobs gains in the fields of: 'machinery and equipment rental,' +54.8%; 'couriers and messenger services,' +37.1%; and 'waste management and remediation services,' +28.8%.

'Truck transportation' employment, at +20.8%, has beaten (but not by a huge margin) the nationwide all-jobs increase, from the end of the recession to the present, of +15.2%.

Nominal Jobs Growth:

As for nominal jobs growth between July 2009 and the latest month for which data is available, February 2019, the frontrunner among major industrial sectors has been 'professional and business services' (+4.8 million). Next in line have been: 'health care and social assistance' (+3.7 million); 'leisure and hospitality' (+3.6 million); 'construction' (+1.5 million); and 'retail trade' and 'transportation and warehousing' (each +1.3 million).

The nominal payroll increase for manufacturers has been +1.17 million jobs, with durables producers contributing +920,000 and nondurables firms, +250,000.

Two sectors have cut staffing. On the downside, 'utilities' have trimmed their employee count to a minor degree, -3,000 jobs, but 'government' has been more aggressive, -38,000 jobs.

Federal, state, and local government combined, however, continues to be the largest source of jobs in the economy. With a 15.6% share, it ranks ahead of second-place 'professional and business services' (14.8%) and third-place 'health care and social assistance' (14.0%)

The top 12 subsectors for nominal jobs increases since July 2009 have been: 'food services and drinking places' (+2.7 million); 'companies offering temporary help services' (+1.3 million); 'computer systems design services' (+744,000); 'warehousing and storage' (+546,000); 'hospitals' (+545,000); 'home health care services' (+481,000); 'general merchandise stores' (+449,000); 'motor vehicle and parts dealers' (+411,000); 'amusement, gambling, and recreation' (+403,000); 'motor vehicle and parts manufacturing' (+353,000); 'insurance carriers' (+342,000); and 'accommodation' (+299,000).

As a point of interest, there are currently twice as many people working with 'motor vehicle and parts dealers' in retail (2.0 million) as with 'motor vehicle and parts manufacturers' (1.0 million).

Also, there are nearly double the number of individuals engaged in food and beverage manufacturing (1.9 million) than in motor vehicle and parts manufacturing (1.0 million).

SOURCE:

<https://www.constructconnect.com/blog/economy/color-coded-chart-u-s-jobs-growth-since-recession/>

Preparing for the Hiring Season



[Article was originally posted on www.acuity.com]

By John Lack,

When it comes to construction, there is no set hiring season. It can fluctuate depending on where you are located, how deep the frost is, and how wet the spring is. But when it is time to dig,

pour concrete, or start framing after a long quiet winter, you are going to want to have your team in place.

Below are five tips you may want to consider when the hiring season begins.

Assess your workload and goals going into the work season. Trying to find the balance of hiring

enough people to fill the work needed to staff your projects and goals, but not so many that you may have to let some employees go, can be stressful. Evaluating the timing of project start-ups can also be a guessing game with its share of frustration. Staffing enough labor to be efficient for the present workload then adding staffing as your workload increases should be the goal.

Identify the skill set needed. Do you know the skill set needed for the work at hand? Does the carpenter need to be experienced in acoustical ceilings, steel studs, laying out, or concrete forming? Does the electrician need to have experience in residential, commercial, control work, or large distribution panel installation? With today's construction environment, what computer skills and safety certifications are you going to require? These are important questions you will want to nail down.

Network. People in construction know others in construction, so get the word out that you are hiring. Some of my best employees were those who had been in business for themselves at one time or another. They know what it takes to run an operation and are familiar with the behind-the-scenes work that no one sees. When an employee has walked in the owner's shoes, there can be a connection. Also, don't forget there are always

temp agencies, but I would use them in construction only when necessary.

Compensation. What is the going rate for the position? What is the person worth to the company? Are there other skills this person possesses that can benefit the company? For some candidates, compensation is the determining factor in accepting the job.

Review your company's image. Why would someone want to work for your company? Do employees have opportunities for education and skill development? What benefits are offered? Does your company promote a culture of safety and team building? A company's image is important, and those who take pride in the company they work for can make great employees.

The lack of skilled tradesmen in the industry today makes the hiring process even more critical. During my years in the industry, I would choose a young, energetic person out of high school each year to mold into a well-developed construction employee—an investment that proved worthwhile for my company.

This article was written by Acuity Insurance's Construction Specialist, John Lack. For more construction business tips visit: acuity.com/contractor-focus.

Small Business Facts

Spotlight On Women-Owned Employer Businesses

Small Business Facts

SPOTLIGHT ON WOMEN-OWNED EMPLOYER BUSINESSES

March 2019, Nora Esposito, Research Fellow



At A Glance

According to the Census Bureau's latest Annual Survey of Entrepreneurs (2016), there are 1,118,863 women-owned businesses with employees in the United States. Overall, 21 percent of employer businesses had majority female ownership, employing 9.4 million workers at a total annual payroll of \$318 billion and amassing \$1.5 trillion in total annual receipts. On average, a woman-owned firm had \$1.3 million in annual sales and employed eight workers. Small businesses constitute the majority of these firms with 99.9 percent of female-owned employer businesses having fewer than 500 employees.

The Female Business Owner

Between 2014 and 2016, the number of women-owned employer firms grew six percent, double the three percent growth rate for employer firms owned by men. This was driven by a 14 percent increase in the number of employer businesses owned by minority women. Despite their growth, women-owned employer businesses' shares of employment and total receipts have remained unchanged. Women are underrepresented as they are the majority owners of 21 percent of employer businesses, and their businesses count for only 12 percent of total sales and 16 percent of total employment. This may be due to industry distribution as women-owned employer businesses are more heavily concentrated in services industries with lower sales and employment. Female employer business owners were also more likely to own a younger business and work fewer than 20 hours a week and less likely to have had prior experience owning a business at the time of the survey.

Industry and Geographic Diversity

Women-owned businesses are active in a wide range of sectors and areas. Chart 1 outlines the industries with the largest number of workers employed by a female-owned business. The top sectors for employment were health care and social assistance with 1.7 million employees, and the accommodation and food services group with 1.5 million employees. Chart 2 shows the percentage of businesses owned by women in each state. States with the highest share of businesses owned by women were Alaska with 26 percent, and Missouri and Hawaii each with 25 percent of employer businesses owned by women.

**There are 9.9 million women-owned businesses total when including businesses without employees (or nonemployers) according to the latest government data. The U.S. Census Bureau's Annual Survey of Entrepreneurs is focused on employer businesses only. For information on both employer and nonemployer women-owned businesses, see the Office of Advocacy publication "Women's Business Ownership: Data from the 2012 SBO."*

Chart 1. Top Industries by Employment at Women-owned Employer Firms

Industry	Employees	Number of Employer Businesses	Payroll (\$billion)
Health care and social assistance	1,718,000	187,000	\$49.4
Accommodation and food services	1,451,000	109,000	\$23.9
Administrative and support	1,216,000	70,000	\$35.8
Professional, scientific, and technical services	896,000	178,000	\$49.6
Retail trade	830,000	135,000	\$21.7

Source: U.S. Census Bureau, Annual Survey of Entrepreneurs

Facts About Women-Owned Employer Businesses

9.4 Million

Workers
Employed

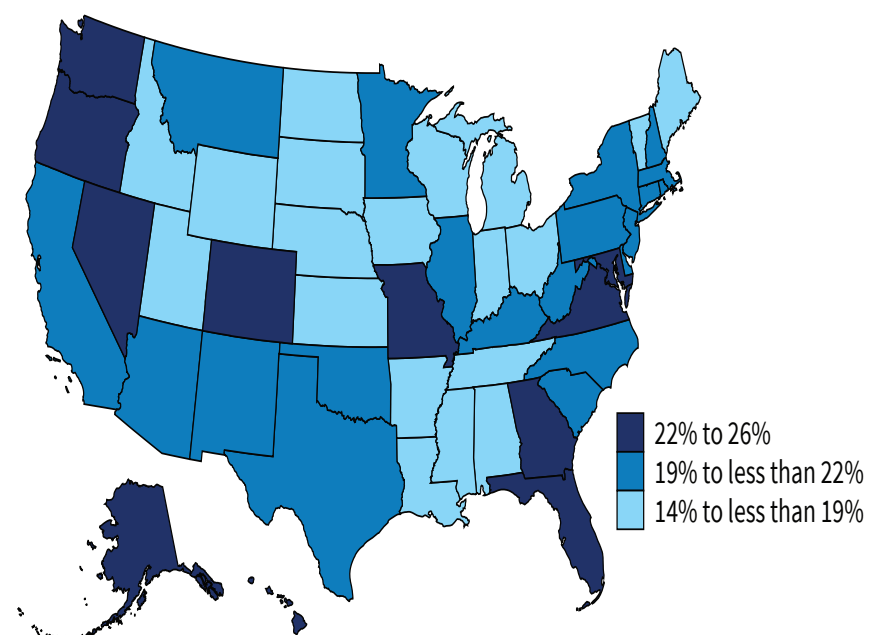
1.1 Million

Employer Businesses
Owned by Women

99.9%

Are Small
Businesses

Chart 2. Share of Businesses Owned by Women



Source: U.S. Census Bureau, Annual Survey of Entrepreneurs

Public Legal Notices

OAKLAND UNIFIED SCHOOL DISTRICT

NOTICE TO BIDDERS

NOTICE IS HEREBY GIVEN THAT THE GOVERNING BOARD ("BOARD") OF THE OAKLAND UNIFIED SCHOOL DISTRICT ("DISTRICT") WILL RECEIVE SEALED BIDS FOR THE FOLLOWING PROJECT, BID NO. 17115

Castlemont High School -
Athletic Field Replacement

8601 MacArthur Blvd., Oakland, CA 94605

1. The Project consists of:

This portion of work is limited to the athletic field replacement.

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

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

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

**A-General Engineering Contractor and/or
B- General Building Contractor**

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

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

6. Contract Documents will be available on or after **Wednesday, April 3, 2019** for review at **East Bay Blue Print, located at 1745 14th Avenue, Oakland, CA 94606**. All requests should be addressed Attention: Sandy Petty. Plans can be ordered by:

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

Email: ebbp@eastbayblueprint.com, Attn: Sandy. Online using the Plan Command System at www.eastbayblueprint.com or plans can be delivered to a place of business, at requester's own expense. Payment for plan sets must be made with East Bay Blue Print and are **NON-REFUNDABLE**

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

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

7. Sealed bids will be received until **2:00 p.m., on Wednesday, May 1, 2019**, at the District Office, located at **955 High Street, Front Desk, Oakland, California**, at or after which time the bids will be opened and publicly read aloud. Any bid that is submitted after this time shall be nonresponsive and returned to the bidder. Any claim by a bidder of error in its bid must be made in compliance with section 5100 et seq. of the Public Contract Code.

Pursuant to Public Contract Code section 20111.6, only prequalified bidders will be eligible to submit a bid for contracts \$1 million or more using or planning to use state bond funds. Any bid submitted by a bidder who is not prequalified shall be non-responsive and returned unopened to the bidder. Moreover, any bid listing subcontractors holding C-4, C-7, C-10, C-16, C-20, C-34, C-36, C-38, C-42, C-43 or C-46 licenses, if used, who have not been prequalified, shall be deemed nonresponsive and will not be considered. Both First-Tier Subcontractors and Prime Contractors **must be prequalified on or before April 26, 2019**. The list of Prequalified Contractors will be **posted on the OUSD's website**.

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

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

A **mandatory** pre-bid conference and site visit will be held on **Tuesday, April 16, 2019 at 10:00 a.m. at the Front Entrance**. All participants are required to sign in at the front Entrance of the Building. The site visit(s) is expected to take approximately **[1] hour**. Failure to attend or tardiness will render bid ineligible.

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

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

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

13. The Contractor and all Subcontractors under the Contractor shall pay all workers on all Work performed pursuant to this Contract not less than the general prevailing rate of per diem wages and the general prevailing rate for holiday and overtime work as determined by the Director of the Department of Industrial Relations, State of California, for the type of work performed and the locality in which the work is to be performed within the boundaries of the District, pursuant to section 1770 et seq. of the California Labor Code. Prevailing wage rates are also available from the District or on the Internet at: <http://www.dir.ca.gov>.

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

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

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

A. The base bid amount only.

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



ACCEPTANCE OF THE REQUEST FOR PROPOSALS PROCESS FOR THE AUTOMATED EQUIPMENT RENTAL LEASE AT SAN FRANCISCO INTERNATIONAL AIRPORT

Pursuant to Airport Commission Resolution No. 19-0063, adopted March 19, 2019, notice is hereby given that the Airport Director, on behalf of the Airport Commission of the City and County of San Francisco, will accept Proposals for the Automated Equipment Rental Lease through the RFP Web Portal at rfp.flysfo.com, and original Proposal Bonds of \$1,000.00 at the Office of the Chief Business and Finance Officer, c/o Revenue Development and Management, 575 N. McDonnell Road, 3rd Floor, Room 3-329, San Francisco, CA 94128, from 2:00 p.m. on Wednesday, April 17, 2019 until 2:00 p.m. on Wednesday, April 24, 2019. Small, local and disadvantaged businesses are encouraged to participate.

Please see <https://www.flysfo.com/business-at-sfo/current-opportunities> for additional information or call Javad Hadizadeh, Principal Property Manager, Revenue Development and Management Department, (650) 821-4500 or via email at Javad.Hadizadeh@flysf.com.

CNS-3238144#

Outreach April 2019

Would you like the opportunity to bring positive change to your community? Would you like to help make the City and County of San Francisco a safer place for all? Here is your chance to join the men and women of the San Francisco Sheriff's Department. We are currently accepting applications for the position of Deputy Sheriff. The salary range for this entry level position is \$71,994 to \$91,910 per year with full benefits. Choose to make a difference today!

Minimum Qualifications:

- No previous law enforcement experience necessary
- Must be at least 20 years old
- Possess a high school diploma or GED
- Must be a United States Citizen
- No felony convictions
- Possess a valid California Class C driver's license

To Apply:

Apply with the City and County of San Francisco at <https://www.jobspcloud.com/sf/> (Deputy Sheriff I)

Let your career take off at San Francisco International Airport (SFO)! A variety of career opportunities are available including airport administration, positions with airlines, security, baggage and cargo handling, driving, food service, retail, and more! Some companies are offering signing bonuses. SFO also offers robust education and internship programs, helping to pave the pathway for future employment. Contact community@flysf.com or 650-821-5242 to learn more.

Big opportunities are also available for small businesses at SFO! The Airport offers a wide variety of business opportunities ranging from construction to concessions to professional services. Contact smallbusiness@flysf.com or 650-821-5022 to learn more about upcoming opportunities and the range of supports that enable small businesses to compete equitably.

GET FREE, TRUSTED HELP WITH YOUR CITIZENSHIP APPLICATION!

The San Francisco Pathways to Citizenship Initiative provides free legal help from community immigration service providers at our free workshops. Resources for the citizenship application fee are available onsite. Learn more at sfcitizenship.org
When: Saturday, April 27, 2019. Registration is open from 9:30 am - 12:30 pm. No appointment needed!
Where: San Francisco State University, Mashouf Wellness Center, 755 Font Boulevard, San Francisco, 94132.

APPLY NOW TO THE DREAMSF FELLOWSHIP!

The DreamSF Fellowship is a leadership and professional development program for immigrants in the Bay Area. DreamSF Fellowes work directly with immigrant-serving nonprofits in San Francisco 20 hours a week, develop professional skills within the nonprofit sector, receive a stipend, and much more! Must be 18 and over to apply and be enrolled in or recently graduated from an undergraduate or certificate program. Application deadline is April 26, 2019. Program starts in May.
Visit sfimmigrants.org for application details and instructions on how to apply..

CNS-3234583#

How to Build Business Credit from Scratch

Continued from page 3

at least three credit experiences on your business credit report before a credit score will be created for your company.

Step Four: Pay on time or early.

Opening business credit cards or vendor accounts isn't going to do you any good if you don't keep your payments on time. Your business credit scores are not only impacted by whether you have accounts established in your company's name. How you manage the accounts once they are open will determine whether you build good credit scores for your company or whether the scores you establish will be bad.

Paying your bills on time may be even more important with your business credit scores than your personal credit scores. Why? Some business credit scores are based 100% off whether you pay your credit obligations in a timely fashion. In fact, paying your bills early might even help you to boost your business credit scores higher.

Step Five: Monitor your progress.

When it comes to your credit reports — both business and personal — keeping an eye on your information is your responsibility. You can, and should, review your credit reports frequently to make sure that your reports remain accurate and free from mistakes or fraud.

Remember, your credit scores are based on the information found in your credit reports. If negative information shows up on those reports, your scores could be damaged even if the information is incorrect.

On the personal side of your credit, you can visit AnnualCreditReport.com to claim a free copy of your three credit reports once every 12 months (thanks to federal law). Unfortunately, there's no federal mandate for the business credit reporting agencies to provide you with free credit reports for your company.

You can, however, monitor your business and personal credit in one spot with Nav, free of charge. If you prefer, you can also contact each of the business credit reporting agencies individually to get a full copy of your business credit reports for a fee.

SOURCE:

<https://www.nav.com/blog/how-to-build-business-credit-from-scratch-33801/>

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



SMALL BUSINESS EXCHANGE



Public Legal Notices



CITY & COUNTY OF SAN FRANCISCO DEPARTMENT OF PUBLIC WORKS

Contract No. 1000013376 GEORGE CHRISTOPHER PLAYGROUND RENOVATION “PW GEORGE CHRISTOPH PLYGD RENO”

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30:00 p.m. on April 17, 2019**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Public Works Electronic Bid Documents Download site at www.sfpublishworks.org/biddocs. Please visit the Contracts, Bids and Payments webpage at www.sfpublishworks.org for more information (click on Resources > Contractor Resources). Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The work to be done under this contract consists of 1) the renovation of an existing restroom; 2) the renovation of an existing playground and associated park improvements; 3) the renovation of existing asphalt pathways; and 4) the renovation of existing site lighting located at George Christopher Playground in the Diamond Heights Neighborhood, San Francisco, California, all as shown on the Drawings and as specified in these Specifications. The time allowed for completion is 319 consecutive calendar days. The Engineer's estimate is approximately \$3,000,000. For more information, contact the Project Manager, Jacqueline Ho at 415-581-2541.

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.

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

The Specifications include liquidated damages. Contract will be on a Lump Sum Bid Items 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 **15%**. Call Diane Mai-Tran at 415-558-4080 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 **April 3, 2019 at 10:00 a.m.** at George Christopher Playground. Meet at the level landing between the playground and the clubhouse building, just outside the clubhouse south door.

For information on the City's Surety Bond Program, call 415-986-3999 or bond@imwis.com.

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 General Manager of the Recreation and Park Department recommends the contract for award, and the Recreation and Park Commission then adopts a resolution awarding the Contract. 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.

4/4/19

CNS-3237219#

SMALL BUSINESS EXCHANGE



CITY & COUNTY OF SAN FRANCISCO DEPARTMENT OF PUBLIC WORKS

Contract No. 1000009782 VARIOUS LOCATIONS PAVEMENT RENOVATION NO. 35 AND SEWER REPLACEMENT

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30:00 p.m. on May 1, 2019**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Public Works Electronic Bid Documents Download site at www.sfpublishworks.org/biddocs. Please visit the Contracts, Bids and Payments webpage at www.sfpublishworks.org for more information (click on Resources > Contractor Resources). Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is at various locations throughout San Francisco, California and consists of sewer replacement, pavement renovation, curb ramp installation, traffic control, and all related work. The time allowed for completion is 450 consecutive calendar days. The Engineer's estimate is approximately \$12,400,000. 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 2**. Refer to Section 01 31 33 for more details.

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

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

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

The Contract will be awarded to the lowest responsible bidder.

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

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

A pre-bid conference will be held on April 11, 2019; 9:00 a.m., at 1680 Mission Street, 3rd Floor.

For information on the City's Surety Bond and Finance Program, call 415-986-3999 or bond@imwis.com.

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.

4/4/19

CNS-3238635#

SMALL BUSINESS EXCHANGE

Fictitious Business Name Statements

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385491-00

Fictitious Business Name(s):
Cali Kati
 Address
3111 24th Street, San Francisco, CA 94110
 Full Name of Registrant #1
Shumham Hospitality Group Inc. (DE)
 Address of Registrant # 1
480 Biscayne Avenue, Foster City, CA 94404

This business is conducted by **A Corporation**
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **3/5/2019**

Signed: **Rupam Bhagat**

This statement was filed with the County Clerk of San Francisco County on **3/05/2019**

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
03/05/2019

3/21/2019 + 3/28/2019 + 4/04/2019 + 4/11/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385797-00

Fictitious Business Name(s):
Chic Nail Salon
 Address
1772 1/2 Union Street, San Francisco, CA 94123
 Full Name of Registrant #1
Kim-Cuc Tran
 Address of Registrant # 1
38 Belhaven Ct., Daly City, CA 94015

This business is conducted by **An Individual**
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **03/26/2019**

Signed: **Kim-Cuc Tran**

This statement was filed with the County Clerk of San Francisco County on **03/22/2019**

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: **Giselle Romo**
 Deputy County Clerk
03/26/2019

4/04/2019 + 4/11/2019 + 4/18/2019 + 4/25/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385560-00

Fictitious Business Name(s):
Firefly Analytics
 Address
1460 B Noe Street, San Francisco, CA 94131
 Full Name of Registrant #1
Guillaume Guy
 Address of Registrant # 1
1460 B Noe Street, San Francisco, CA 94131

This business is conducted by **An Individual**
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **3/11/2019**

Signed: **Guillaume Guy**

This statement was filed with the County Clerk of San Francisco County on **3/12/2019**

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

Filed: **Fallon Lim**
 Deputy County Clerk
03/12/2019

3/14/2019 + 3/21/2019 + 3/28/2019 + 4/04/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385731-00

Fictitious Business Name(s):
Friendly Fabrication
 Address
285 Mississippi Street, San Francisco, CA 94107
 Full Name of Registrant #1
Dylan Denicke
 Address of Registrant # 1
285 Mississippi Street, San Francisco, CA 94107

This business is conducted by **An Individual**
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **3/21/2019**

Signed: **Dylan Denicke**

This statement was filed with the County Clerk of San Francisco County on **3/21/2019**

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

Filed: **Fallon Lim**
 Deputy County Clerk
03/21/2019

3/28/2019 + 4/04/2019 + 4/11/2019 + 4/18/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385735-00

Fictitious Business Name(s):
1) Global Travel Media
2) Visit San Francisco
 Address
101 Clay Street, Suite 345, San Francisco, CA 94111
 Full Name of Registrant #1
Oliver Matthew Thomas
 Address of Registrant # 1
101 Clay Street, Suite 345, San Francisco, CA 94111

This business is conducted by **An Individual**
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **03/21/2019**

Signed: **Matthew Thomas**

This statement was filed with the County Clerk of San Francisco County on **03/21/2019**

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
03/21/2019

4/04/2019 + 4/11/2019 + 4/18/2019 + 4/25/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385738-00

Fictitious Business Name(s):
Kengi Shim
 Address
2434 California Street, San Francisco, CA 94115
 Full Name of Registrant #1
Yoo-gyeong Shim
 Address of Registrant # 1
446 36th Avenue, San Francisco, CA 94121

This business is conducted by **An Individual**
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **01/01/2019**

Signed: **Yoo-gyeong Shim**

This statement was filed with the County Clerk of San Francisco County on **03/22/2019**

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
03/22/2019

3/28/2019 + 4/04/2019 + 4/11/2019 + 4/18/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385753-00

Fictitious Business Name(s):
King of Thai Noodle House
 Address
184 O'Farrell Street, San Francisco, CA 94102
 Full Name of Registrant #1
NEW KOTN, INC. (CA)
 Address of Registrant # 1
1410 Millbrae Avenue Apt #104, Millbrae, CA 94030

This business is conducted by **A Corporation**
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **3/22/2019**

Signed: **Sara Tahng**

This statement was filed with the County Clerk of San Francisco County on **03/25/2019**

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

Filed: **Fallon Lim**
 Deputy County Clerk
03/25/2019

3/28/2019 + 4/04/2019 + 4/11/2019 + 4/18/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385426-00

Fictitious Business Name(s):
Mozaic Artistry
 Address
1642 Geneva Avenue, San Francisco, CA 94134
 Full Name of Registrant #1
Tiffany Anne Subido
 Address of Registrant # 1
1642 Geneva Avenue, 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 **02/28/2019**

Signed: **Tiffany Anne Subido**

This statement was filed with the County Clerk of San Francisco County on **02/28/2019**

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

Filed: **Mariedyne L. Argente**
 Deputy County Clerk
02/28/2019

3/28/2019 + 4/04/2019 + 4/11/2019 + 4/18/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385506-00

Fictitious Business Name(s):
New Toy Classics
 Address
3627 Sacramento Street, San Francisco, CA 94118
 Full Name of Registrant #1
Laurence J. Shaw
 Address of Registrant # 1
595 Fairway Drive, Novato, CA 94949

This business is conducted by **An Individual**
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **11/1/2017**

Signed: **Laurence J. Shaw**

This statement was filed with the County Clerk of San Francisco County on **03/06/2019**

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

Filed: **Mariedyne L. Argente**
 Deputy County Clerk
03/06/2019

3/14/2019 + 3/21/2019 + 3/28/2019 + 4/04/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385523-00

Fictitious Business Name(s):
Renodo
 Address
667 O'Farrell St, #14 San Francisco, CA 94109
 Full Name of Registrant #1
Brendon Coates
 Address of Registrant # 1
667 O'Farrell St, #14 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 **NOT APPLICABLE**

Signed: **Brendon Coates**

This statement was filed with the County Clerk of San Francisco County on **03/08/2019**

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
03/08/2019

3/14/2019 + 3/21/2019 + 3/28/2019 + 4/04/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385569-00

Fictitious Business Name(s):
Studio Graf
 Address
12 Geary Street, Suite 603, San Francisco, CA 94108
 Full Name of Registrant #1
Graf & Tolosa, Inc (CA)
 Address of Registrant # 1
12 Geary Street, Suite 603, San Francisco, CA 94108

This business is conducted by **A Corporation**
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1/1/2019**

Signed: **Fabian Graf**

This statement was filed with the County Clerk of San Francisco County on **3/12/2019**

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

Filed: **Fallon Lim**
 Deputy County Clerk
03/12/2019

3/21/2019 + 3/28/2019 + 4/04/2019 + 4/11/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385469-00

Fictitious Business Name(s):
The Olympic Cafe
 Address
555 Geary Street, San Francisco, CA 94102
 Full Name of Registrant #1
Electrocell Promotions, Inc. (CA)
 Address of Registrant # 1
244 Kearny Street, Floor #7, San Francisco, CA 94108

This business is conducted by **A Corporation**
 The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **3/04/2019**

Signed: **Brian Sheehy**

This statement was filed with the County Clerk of San Francisco County on **03/04/2019**

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
03/04/2019

3/07/2019 + 3/14/2019 + 3/21/2019 + 3/28/2019

Fictitious Business Name Statements

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385697-00

Fictitious Business Name(s):

Tantrum
Address
858 Cole Street, San Francisco, CA 94117
Full Name of Registrant #1
Tantrum Inc. (CA)
Address of Registrant #1
858 Cole Street, San Francisco, CA 94117

This business is conducted by **A Corporation**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **3/15/2019**

Signed: **Richard Weld**

This statement was filed with the County Clerk of San Francisco County on **3/15/2019**

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
03/15/2019

3/21/2019 + 3/28/2019 + 4/04/2019 + 4/11/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385698-00

Fictitious Business Name(s):

Tantrum
Address
248 Clement Street, San Francisco, CA 94118
Full Name of Registrant #1
Tantrum Inc. (CA)
Address of Registrant #1
858 Cole Street, San Francisco, CA 94117

This business is conducted by **A Corporation**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **3/15/2019**

Signed: **Richard Weld**

This statement was filed with the County Clerk of San Francisco County on **3/15/2019**

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
03/15/2019

3/21/2019 + 3/28/2019 + 4/04/2019 + 4/11/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385619-00

Fictitious Business Name(s):

Three Seasons Floral Design
Address
301 Mission Street, Apt #3C, San Francisco, CA 94105
Full Name of Registrant #1
Tessa Nguyen
Address of Registrant #1
301 Mission Street, Apt #3C, San Francisco, CA 94105
Full Name of Registrant #2
Jeffrey Peters
Address of Registrant #2
301 Mission Street, Apt #3C, San Francisco, CA 94105

This business is conducted by **A General Partnership**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **3/14/2019**

Signed: **Tessa Nguyen**

This statement was filed with the County Clerk of San Francisco County on **3/14/2019**

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

Filed: **Fallon Lim**
Deputy County Clerk
03/14/2019

3/21/2019 + 3/28/2019 + 4/04/2019 + 4/11/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385779-00

Fictitious Business Name(s):

William Luk & Amy Shi Construction Co.
Address
1827 Newhall Street, San Francisco, CA 94124
Full Name of Registrant #1
William Luk
Address of Registrant #1
1827 Newhall Street, San Francisco, CA 94124
Full Name of Registrant #2
Amy Shi
Address of Registrant #2
1827 Newhall Street, San Francisco, CA 94124

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

Signed: **William Luk**

This statement was filed with the County Clerk of San Francisco County on **3/26/2019**

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

Filed: **Sonya Yi**
Deputy County Clerk
3/26/2019

4/04/2019 + 4/11/2019 + 4/18/2019 + 4/25/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385729-00

Fictitious Business Name(s):

Yoga Phamily
Address
3134 24th Street, Unit #5, San Francisco, CA 94110
Full Name of Registrant #1
Yoga Phamily LLC (CA)
Address of Registrant #1
3134 24th Street, Unit #5, San Francisco, CA 94110

This business is conducted by **A Limited Liability Company**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **3/21/2019**

Signed: **Ngan Pham**

This statement was filed with the County Clerk of San Francisco County on **3/21/2019**

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
03/21/2019

3/28/2019 + 4/04/2019 + 4/11/2019 + 4/18/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385438-00

Fictitious Business Name(s):

3FIVE55
Address
775 Post Street #109, San Francisco, CA 94109
Full Name of Registrant #1
Shelley Bradford Bell
Address of Registrant #1
775 Post Street #109, 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 **NOT APPLICABLE**.

Signed: **Shelley Bradford Bell**

This statement was filed with the County Clerk of San Francisco County on **03/01/2019**

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

Filed: **Fallon Lim**
Deputy County Clerk
03/01/2019

3/07/2019 + 3/14/2019 + 3/21/2019 + 3/28/2019

FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0385848-00

Fictitious Business Name(s):

El Rinconcito Catracho #2
Address
2976 Mission Street, San Francisco, CA 94110
Full Name of Registrant #1
Jose Catalino Bonilla Corcamo
Address of Registrant #1
1747 La Salle Avenue, San Francisco, CA 94124
Full Name of Registrant #2
Yelson M Gomez Rodriguez
Address of Registrant #2
1747 La Salle Avenue, San Francisco, CA 94124

This business is conducted by **A General Partnership**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **12/28/2018**

Signed: **Yelson Gomez**

This statement was filed with the County Clerk of San Francisco County on **03/29/2019**

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: **Giselle Romo**
Deputy County Clerk
03/29/2019

4/04/2019 + 4/11/2019 + 4/18/2019 + 4/25/2019

ABANDONMENT OF FICTITIOUS BUSINESS NAME

STATEMENT OF ABANDONMENT OF USE OF FICTITIOUS BUSINESS NAME

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

1.) QUICKLY

Located at **5301 Mission Street #B, San Francisco, CA 94112**

This fictitious business name was filed in the County of San Francisco on **August 30, 2016** under file **A-0372378-00**

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

Full Name of Registrant #1
Chao Qiang Lin
243 Dublin Street
San Francisco, CA 94112

Full Name of Registrant #2
Wai Mui Luk Lin
243 Dublin Street
San Francisco, CA 94112

This business was conducted by a **A MARRIED COUPLE**

Signed: **Chao Qiang Lin**

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

Filed: **Sonya Yi**
Deputy County Clerk
3/18/2019

3/21/2019 + 3/28/2019 + 4/04/2019 + 4/11/2019

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Municipal Bank Feasibility Task Force Report

Continued from page 2

ing upon the bank's goals and broader macroeconomic factors," said James Clark, former Deputy Assistant Secretary for Federal Finance at U.S. Department of the Treasury. "Should policymakers deem both the size and uncertainty of these costs acceptable, however, I also believe that significant benefits could accrue to the people and businesses of San Francisco."

The report also outlines policy considerations associated with starting a municipal bank, such as detailing the sources of funds that can and can't be used for capitalization, start-up costs and deposits; and governance structures.

"A municipal bank could easily be the wrong tool," said Ben Mangan, Executive Director, Center for Social Sector Leadership at UC Berkeley. "Some of the economic models illustrate that San Francisco would incur billions in losses to eventually, maybe have such a bank function effectively. There are hundreds of thousands of low-income San Franciscans who urgently need housing, social services, health-care, transportation, education, childcare, job training, legal aid and more. Are we willing to accept the trade-offs that will be required to launch a municipal bank that will materially decrease our ability to provide these things to San Francisco families?"

Additionally, the report includes alternative options that could achieve similar aims as a municipal bank and offers next steps should the City choose to move forward with creating a municipal bank. These next steps include:

1. Convening City agencies performing lending work to evaluate expansion
2. Lobbying for and enacting change to state law to create a public bank charter
3. Developing governance structure, hiring bank organizers and creating a leadership team
4. Hiring a consultant to develop and draft the bank's business plan

"San Francisco's economy is rare among cities and regions in being able to command the resources to accomplish bold new projects to confront the existential issues of equity, sustainability and justice," said Lauren Leimbach, Executive Director of Community Financial Resources, and Task Force member. "The City has the opportunity now to take a lead in the developing Public Banking movement, just as it has played a leading role in the Cities for Financial Empowerment movement."

The report will be submitted to the Board of Supervisors, which is expected to hold a hearing to discuss next steps. To see the complete report and appendices, and the biographies of Task Force members, visit: <http://sftreasurer.org/MunicipalBank>.

SOURCE: www.sfgov.org

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