

# SMALL BUSINESS EXCHANGE

Vol 32, Edition 17 • July 14, 2016

Voice of Small, Emerging Diversity Owned Businesses Since 1984 • NEWS • INFO • BIDS

## Foundation Center Opportunities

### Bechtel Foundation Awards \$10 Million for CSU Teacher Preparation

The grants will support the expansion of multi-year NGEI efforts to broaden practice-based training for new K-8 teachers tasked with implementing the state's math and science standards. Grants ranging from \$600,000 to \$1.2 million were awarded to CSU campuses in Bakersfield, Channel Islands, Chico, Dominguez Hills, Fresno, Fullerton, Long Beach, Monterey Bay, Sacramento, San Luis Obispo, and Stanislaus. From 2014-16, the first phase of the initiative supported thirteen CSU campuses — eight engaged in full-scale transformation efforts in partnership with local districts and five that pursued targeted initiatives with district partners.

\*\*\*\*\*

### Hebron Academy Receives \$10 Million for Centers for Diversity, Arts

Hebron Academy, a co-ed college preparatory school in Maine, has announced a \$10 million gift from the Albert Lepage Foundation.

A portion of the gift from alumnus and trustee emeritus Albert Lepage ('65) will be used to establish the Albert Lepage Center for Diversity, with the goal of ensuring increased racial, socioeconomic, and cultural diversity among — and access to opportunities for — students, faculty, and administrators.

\*\*\*\*\*

### \$3 Million Awarded in Support of Black Male Achievement in Kentucky

The William R. Kenan, Jr. Charitable Trust in Chapel Hill, North Carolina, has awarded grants totaling nearly \$3 million to expand opportunities for and improve quality of life for boys and men of color in Kentucky.

Grantees include the Campaign for Black Male Achievement, which was awarded \$400,000 in support of its efforts to provide leadership and capacity-building support to organiza-

■ Continued on page 6

## President Obama Speaks at a Memorial Service in Dallas

As law enforcement continues to gather more information, here's what we know: On the night of July 7, 2016, the police in Dallas who were keeping people safe during a peaceful protest were targeted. At least eleven officers were shot, five were killed, and others were injured -- including two civilians. Dallas Mayor Mike Rawlings reported this morning that one shooter died of a self-inflicted gunshot wound.

Attorney General Loretta Lynch made a statement on the attacks in Dallas.

*We must continue working to build trust between communities and law enforcement. We must continue working to guarantee every person in this country equal justice under the law. We must take a hard look at the ease with which wrongdoers can get their hands on deadly weapons and the frequency with which they use them.*

■ Continued on page 8



President Barack Obama delivers a statement to the press regarding the police shootings in Dallas, Tex., from the Marriott Hotel in Warsaw, Poland, July 8, 2016. (Official White House Photo by Pete Souza)

## Women in Construction Get Empowered to Succeed to Solve

By Debra K. Rubin, Janice L. Tuchman, and Theresa Chong

Even with pay disparities, real and perceived biases and other workplace barriers still faced in construction, female executives, professionals and craft workers have become a recognized force in the industry and are empowering themselves and others to propel needed change. At least 375 women attendees from the ranks of owners, contractors, engineers and vendors shared strategies last month in San Francisco to raise women's career profiles and change attitudes.

"Never settle until you find your passion," engineer-entrepreneur Debbie Sterling told attendees

■ Continued on page 12



Image Credit: Jamie Soja

Some 375 female construction professionals shared challenges and successes of industry career growth at the Groundbreaking Women in Construction conference in San Francisco on June 21, sponsored by ENR and law firm Peckar & Abramson.

### Upcoming Articles:

- Affirmative Action—For Better or Worse By Cheryl Hentz
- Latinos: The force behind small-business growth in America
- Latino Business Student Association

[Follow SBE series on the "Movers & Shakers" in Diversity and Equity, beginning July 21 and culminating in MedWeek.]

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# Community Outreach

## National League of Cities and U.S. Conference of Mayors Support White House Efforts to Encourage Community Conversations

Following today's session at the White House with mayors, law enforcement officials, the faith community, civil rights leaders and activists, the National League of Cities (NLC) and U.S. Conference of Mayors (USCM) released the following statement:

"In response to President Obama's call for greater community engagement, our organizations are working with the White House to encourage local officials to convene 100 community conversations on race relations, justice, policing and equality. Bringing communities together in constructive, civil discourse is a key step in achieving shared goals – like keeping our neighborhoods safe and expanding opportunities for our residents. Many local officials are already doing this; we can learn from them and encourage more to join these efforts."

### About the National League of Cities

The National League of Cities (NLC) is dedicated to helping city leaders build better communities. NLC is a resource and advocate for 19,000 cities, towns and villages, representing more than 218 million Americans. [www.nlc.org](http://www.nlc.org)

### About the U.S. Conference of Mayors

The U.S. Conference of Mayors is the official nonpartisan organization of cities with popula-



**NLC CEO Clarence E. Anthony**

tions of 30,000 or more. There are nearly 1,400 such cities in the country today, and each city is represented in the Conference by its chief elected official, the mayor. Like us on Facebook at face-

book.com/usmayors, or follow us on Twitter at [twitter.com/usmayors](https://twitter.com/usmayors).

**Source: US Conference of Mayors**

## How Diversity Can Drive Innovation

By Sylvia Ann Hewlett,  
Melinda Marshall, Laura Sherbin

Most managers accept that employers benefit from a diverse workforce, but the notion can be hard to prove or quantify, especially when it comes to measuring how diversity affects a firm's ability to innovate.

But new research provides compelling evidence that diversity unlocks innovation and drives market growth—a finding that should intensify efforts to ensure that executive ranks both embody and embrace the power of differences.

In this research, which rests on a nationally representative survey of 1,800 professionals, 40 case studies, and numerous focus groups and interviews, we scrutinized two kinds of diversity: inherent and acquired. Inherent diversity involves traits you are born with, such as gender, ethnicity, and sexual orientation. Acquired diversity involves traits you gain from experience: Working in another country can help you appreciate cultural

■ **Continued on page 7**





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**DGS**  
GENERAL SERVICES

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# Diversity on the Move

## Selling Beautiful Lighting to Sharks

For Max Gunawan, being a small business owner wasn't the goal. He was an architect for over a decade.

Max decided to channel some of his creativity to create a functional and beautiful portable light. The end result was Lumio. Lumio is a dynamic, multi-functional lamp that conceals itself in the form of a hard-cover book. The light opens to 360 degrees and is versatile in a number of settings. He designed, built and sourced the manufacturing by himself. "It grew organically from there and slowly turned into a full-fledged business when I realized there was a huge demand for the product," recounts Max.

Max chose the name Lumio because he wanted a name that related to his illuminating product that was unique, catchy and easy to remember. The Lumio brand creates modern lighting systems with the simple goal of giving people the freedom to experience beautiful lighting wherever they are. In business for over two years, Max has grown his business from a sole proprietor to an employer of three people.

In the midst of the growth process, Max was in need of working capital to build inventory and hire support staff, and his financial advisor suggested he look into an SBA loan. While Max found most lenders using traditional financing were looking for three years of operating history, he found an SBA lender who was willing to make

him the loan he needed in the Community Advantage loan program. The lender was OBDC Small Business Finance.

With working capital secured, Max was able to continue growing his business. He had a unique opportunity to sell his product, gain invaluable brand recognition, and explore additional less conventional financing options when he was invited to be a contestant on the popular show Shark Tank.

Although Max was hesitant at first, the impact ultimately exceeded even his wildest expectations: "I honestly felt unsure when they approached me to be on the show. I've seen so many pitches on the show that went awry. In the end, I thought I should take the risk and it certainly paid off. The experience being in the 'tank' was very positive. I was surprised how supportive the sharks were during the pitch. I tried to keep my pitch as simple as possible and get straight to the point. That seemed to work and I got offers from all five sharks." Lumio sold out of inventory ten minutes into the airing of the show.

Lumio has not only been a success within the United States; they also export to France and Japan, among other countries.

Max would like to expand the company beyond lighting products and build a brand that is "known for beautiful and functional everyday objects for

small modern living." But he now knows that there will be many challenges along the way. Max advises other would-be entrepreneurs, "Be comfortable in the fact that you won't be able to have everything under control, regardless how prepared

and organized you are. That's part of owning a business."

**Company Name:** Lumio LLC  
**Location:** San Francisco  
**Source:** [www.sba.gov](http://www.sba.gov)



Max Gunawan

### SUB-BID REQUEST AD

Guy F. Atkinson  
Requests

Sub-bids from All Qualified & Certified DBE Subcontractors/Suppliers/Consultants for:

**Caltrans Contract 07-279114**

**Construction on State Route 60 in Los Angeles County  
in Diamond Bar and City of Industry**

**from Grand Avenue Overcrossing to 0.1 Mile West of Prospectors Undercrossing**

**Bids Tuesday, August 9, 2016**

**Description of Work, Services & Supply (but not limited to):** AC Paving, CIDH, Clear and Grub, Construction Area Signs, Demolition, Electrical, Environmental Services, Erosion Control, Fence/Guardrail, Grind Concrete, Irrigation System, Joint Seals, Landscaping, Minor Concrete Structures, Misc Concrete, Misc Iron and Steel, OH Signs, Pipe Supply, QA/QC, Pavement Marking, Paving Supply, Reinforcing Steel.

**REFER TO PROJECT SPECS FOR COMPLETE BID ITEM LIST.**

**This Project has a 12% DBE Goal. \*\*\*Lower Tier DBE participation is encouraged.\*\*\***

**Guy F. Atkinson**

18201 Von Karman Ave, Suite 800. Irvine, CA 92612

[socal.estimating@atkn.com](mailto:socal.estimating@atkn.com)

Phone: 949-382-7145. Fax: 949-553-0252

Contact: Drew Nelson

Guy F. Atkinson is a union contractor and an Equal Opportunity Employer. 100% Performance & Payment Bonds from an approved surety company will be required for subcontractors greater than \$100,000. Atkinson will pay the cost of bonds up to 2.0%. Atkinson will assist in obtaining necessary equipment, supplies, materials or related services. We will split items of work (see project specs for full list of bid items) and provide assistance for bonding, LOC and insurance where needed. Subcontractors will be expected to sign Atkinson's standard subcontract and to comply with our company's standard insurance requirements which include a waiver of subrogation. Subcontractors must provide contractor's license number and Department of Industrial Relations (DIR) registration number with their quote.

**TO DOWNLOAD PLANS, SPECS, ADDENDA, THE INFO HANDOUT, ETC.:**

Please go to the Caltrans Contracts web site:

[http://www.dot.ca.gov/hq/esc/oe/project\\_ads\\_addenda/07/07-279114/](http://www.dot.ca.gov/hq/esc/oe/project_ads_addenda/07/07-279114/)

### ST. LOUIS, MO SUB-BID REQUEST AD

#### MBE BIDDING OPPORTUNITY

MBE firms **must** be certified as follows: To constitute a Minority Business Enterprises, MBE for the purpose of meeting the Metropolitan St. Louis Sewer District (MSD or District) 17% MBE (African American) utilization goal, those MBE firms which have been certified for the industry type of service and/or material for which they are contracted by one or more of the following agencies on or before the date of the bid opening: Missouri Office of Equal Opportunity, City of St. Louis, St. Louis Minority Business Council. **MSD does not accept reciprocity certifications from other certifying agencies.**

Shea-McNally Joint Venture invites qualified contractors, specifically MBEs (African American) certified by the agencies and requirements listed above, to contact Shea-McNally JV (Prime Bidder/Contractor listed below) regarding subcontracting services and material supply opportunities in connection with the **Deer Creek Sanitary Tunnel Clayton Road to RDP) 11731-015.1 project.**

The Work under this contract is located in the Greater Metropolitan Area of St. Louis, MO. The MBE (African American) utilization goal is 17% of the total contract price. The Engineer's Cost Estimate is \$205,192,000. The Work consists of the construction of a deep rock tunnel, large diameter shafts, drop shafts and structures, sanitary sewers and appurtenances, diversion structures, junction chambers, manholes, paving, fencing, dog park improvements, grading, electrical and other associated work. Plans and Specifications are available for free electronic download. Please go to MSD website, <http://www.stlmsdplanroom.com/other.php?job=736&jobName=11731-015.1+DEER+CREEK+SANITARY+TUNNEL+%28CLAYTON+RD.+TO+RDP%29>

**Owner: Metropolitan St. Louis Sewer District  
DEER CREEK SANITARY TUNNEL (CLAYTON RD. TO RDP)**

**Letting No. 11731-015.1**

**BID DATE: August 25, 2016 AT 2:00 PM**

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

Any business seeking to participate as MBE (African American) must submit current valid certification documents with proposal. Shea McNally JV have set up an FTP site where you can view all plans and specifications for your convenience. Please contact Brett Campbell at (909) 594-0982 ([brett.campbell@jfshea.com](mailto:brett.campbell@jfshea.com)) to receive instructions on accessing the FTP Site.

**Shea McNally JV**

(J.F. Shea Construction, Inc. – McNally Tunneling Corporation)

667 Brea Canyon Road, Suite 22, Walnut, CA 91789

909-595-4397, 909-869-0827 (fax)

Visit SBE Website @ [www.sbeinc.com](http://www.sbeinc.com)

# California Sub-Bid Request Ads



WestCare the Specialized Treatment for Optimized Program (STOP) contracted to the Department of Corrections and Rehabilitation (CDCR), the STOP in Program Area 1 is seeking DHCS licensed/certified Residential (RES), Residential Detox, Non-Residential (OPT), Other- Outpatient Services (O-OPT) and Sober Living Environment (SLE) and Transitional Housing (TH) services to serve male (M) and female (F) parolees with specific needs in the following counties:

Butte	Colusa	Del Norte	El Dorado
Glenn	Humboldt	Lake	Lassen
Mendocino	Modoc	Nevada	Placer
Plumas	Sacramento	Shasta	Sierra
Siskiyou	Sutter	Tehama	Yolo
Yuba			

Interested Providers contact Christy Glunz  
Phone: (916) 564-4400 ext. 20404  
Email: Christy.glunz@westcare.com  
Please include mailing address and phone number.  
Deadline for completed Applications is **July, 27 2016**.



**O.C. Jones & Sons, Inc.**  
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**O.C. Jones & Sons, Inc.**  
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Contact: Jason Martin • An Equal Opportunity Employer

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:  
**DeLong Avenue and Ignacio Blvd - Highway Interchanges Resurfacing**  
City of Novato  
CIP Project No. 13-003  
Federal Aid #STPL-5361(026)  
**BID DATE: July 19, 2016 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Traffic Control, Water Pollution Control, Cold Plane AC, Adjust Utilities, Loop Detector, Traffic Signal Modification, Pavement Reinforcing Fabric, Minor Concrete, Striping & Marking, and Construction Materials.

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

JUV Inc is requesting Subcontractors, Suppliers bids from DVBE /LBE/MBE/WBE Companies for the project listed below.

**Project: REBID Junipero Serra Elementary School • Project No: 11525**  
**625 Holly Park Circle San Francisco CA 94110**  
**Owner: San Francisco Unified School District**  
**This project has Project Labor Agreement and Local Hiring Requirements**  
**Bid Date: July 26th, 2016**

**100% PERFORMANCE AND PAYMENT BOND MAY BE REQUIRED**

**JUV INC WILL PAY UP TO 1.5% OF BOND PREMIUM**

**Bid Documents and Drawings could be looked at: Builder's Exchanges, Reed Construction Data, McGraw Hill. Please Contact our office for plans and specs help.**

**Scope of Work Includes Hazmat Abatement, Demolition, Underground Utilities, Concrete, Masonry Metals, Carpentry, Caseworks, Insulation, Roofing, Doors and Windows, Flooring, Acoustical Ceilings, Tile, Stucco, Drywall, Specialties, HVAC, Plumbing, Electrical.**

## JUV Inc.

7901 Oakport Street Suite # 2700 • Oakland CA 94621  
Ph. (510)836-1300 • Fax (510)777-9203  
Contact: **David Gruzman** • Email: david@juvinc.com

Please fax your scope of work one day before bid  
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19 PAMARON WAY, NOVATO, CA 94949 • PHONE: (415) 382-1188 • FAX: (415) 883-7529

Contact: **Adrienne Lewis**  
Email: **bid@arntzbuilders.com**

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

**JUNIPERO SERRA ELEMENTARY SCHOOL CLASSROOM ADDITION (REBID)**  
**SAN FRANCISCO, CA**  
**SFUSD Project #11525**  
**BID DATE: July 26, 2016 @ 2:00pm**  
**ESTIMATE: \$2,500,000**

Trades needed but not limited to: Site Prep & Plant Protection, Trenching, Backfilling and Compaction, Earthwork, Sub-grade & Base Material, Sanitary Sewage Systems, AC Paving and Surfacing, Pavement Marking, Site Concrete, Chain Link Fence and Gates, Concrete Reinforcing, Cast-in-Place Concrete, Structural Steel, Metal Deck, Metal Fabrications, Metal Stairs, Decorative Metal, Architectural Joint Systems, Rough Carpentry, Miscellaneous Rough Carpentry, Plastic-Laminate-Faced Architectural Cabinets, Roof Repair, Water Repellants, Building Insulation, Roof Board Insulation, Weather Barriers, Under-Slab Vapor Retarder, Self-Adhering Sheet Air Barriers, Fiber Cement Siding, Built-Up Asphalt Roofing, Sheet Metal Flashing and Trim, Roof Accessories, Penetration Firestopping, Fire-Resistive Joint Systems, Joint Sealants, Hollow Metal Doors and Frames, Flush Wood Doors, Fiberglass Door Assemblies, Access Doors and Frames, Aluminum Framed Entrances and Storefronts, Door Hardware, Glazing, Non-Structural Metal Framing, Cement Plastering, Gypsum Board, Tiling, Acoustical Panel Ceilings, Resilient Base and Accessories, Linoleum Flooring, Resinous Flooring, Painting, High-Performance Coatings, Visual Display Surfaces, Signage, Fixed Louvers, Wall and Door Protection, Toilet Accessories, Fire Protection Specialties, Roller Window Shades, Elevator Renovation, Evacuation Chairs, HVAC, Plumbing, Fire Protection, Electrical and Hazmat Abatement.

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

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

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## Gallagher & Burk, Inc.

344 High Street • Oakland, CA 94601  
Phone: (510) 261-0466 • FAX (510) 261-0478  
Estimator: **Alan McKean**  
Website: [www.gallagherandburk.com](http://www.gallagherandburk.com)

Gallagher and Burk, Inc. is soliciting for DBE for the following project:

**CITY OF OAKLAND – Martin Luther King Jr. Way Streetscape**  
**CIP NO. P414230,**  
**Federal Project Number CML-5012(128),**  
**DISADVANTAGED BUSINESS ENTERPRISE GOAL ASSIGNED IS 13.4%**

**OWNER:**  
CITY OF OAKLAND  
250 Frank H. Ogawa Plaza, Room #101, Oakland, CA 94612  
**BID DATE: July 21st, 2016 @ 2:00 P.M.**

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

**Clearing and Grubbing/Demolition, Electrical, Landscaping, Minor Concrete, Play Equipment, Roadside Signs, Striping, Underground, Trucking, Street Sweeping, Class 4 Aggregate Base Material, Hot Mix Asphalt (Type A) Material**

100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Surety company will have to be approved by Gallagher and Burk, Inc. Gallagher and Burk, Inc. will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting Gallagher and Burk, Inc.'s requirements. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies. Plans and specifications are available for review at our Dublin office.

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

**SUB-BIDS REQUESTED FROM QUALIFIED:**

MBE  WBE  DBE  DVBE  OBE  LBE  UDBE  SBE

PROJECT: \_\_\_\_\_

PROJECT LOCATION:(City, County, or District) \_\_\_\_\_

PROJECT NUMBER: \_\_\_\_\_

BID DATE: \_\_\_\_\_

BID TIME: \_\_\_\_\_

COMPANY NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY/STATE/ZIP: \_\_\_\_\_

PHONE: \_\_\_\_\_

FAX: \_\_\_\_\_

CONTACT: \_\_\_\_\_

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

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

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[www.sbeinc.com](http://www.sbeinc.com): Beginning \_\_\_\_\_

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

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

**SUB-BID REQUEST AD**



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

Requests sub-bids from qualified California Unified Certification Program (CUCP) OR U.S. DOT certified Disadvantaged Business Enterprise (DBE), Subcontractors, Consultants, and/or Suppliers seeking to participate in the Caltrain – Peninsula Corridor Joint Powers Board (JPB), Los Gatos Creek Bridge Replacement Project in San Jose, CA.  
<http://www.dot.ca.gov/obeo/index.html>  
Subcontractors and Suppliers for the following project:  
**Los Gatos Creek Bridge Replacement • Contract No. 16-J-C-005**  
**Owner: Peninsula Corridor Joint Powers Board (JPB)**  
**Bid Date: August 2, 2016 at 2:00 P.M.**  
**Disadvantaged Business Enterprises (DBEs)**

wanted for the following scopes, including, but not limited to: AC Paving, Aggregates, Concrete, Minor Concrete, Concrete Forming, Concrete Pumping, Concrete Supply, Concrete Reinforcement Supply & Install, Electrical, Precast Concrete, Cast in Place Concrete, CIDH Concrete Piles, Dewatering, Demolition, Earthwork, Erosion Control, Fencing, Polymeric Sheet Waterproofing, Ground Water Treatment, Hazardous Materials Abatement, Joint Sealant, Landscaping, Metals, Paints and Coatings, Quality Control, Rail Welding, Retaining Wall, Site Clearing, Signal Shelters, Support of Excavation, Slope Protection, Street Sweeping, SWPPP, Structural Steel, Signage, Sheet Waterproofing, Temp Facilities, Track Removal & Salvage, Trackwork, Trucking & Hauling, Waterstops, Water Truck

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

**Subcontractor and Supplier Scopes are due July 25, 2016 and Quotes NO LATER THAN August 1, 2016 at 5 PM.**

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

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

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

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

An Equal Opportunity Employer  
CA Lic. 433176  
DIR # 1000001147

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# California Sub-Bid Request Ads



## McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603  
Phone: (510) 632-7676 • Fax: (510) 562-5209

Contact: Kevin Exberger • An Equal Opportunity Employer

Sub Bids Requested From Qualified DBE Subcontractors & Suppliers for  
**City of Oakland - Peralta St. Streetscape • Bid Number: P414250**

**Location: Oakland, Alameda County • Bid Date: August 4, 2016 @ 2:00 PM**

McGuire and Hester is seeking qualified subcontractors in the following trades:

Traffic Control, SWPPP, Demolition, Striping, Signage, Electrical, Microsurfacing, Crack Sealing, and Asphalt Grinding/Milling.

We will pay up to and including one and one-half percent (1-1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans and specs.

## TAFT ELECTRIC COMPANY

1694 EASTMAN AVENUE, VENTURA, CA 93003  
Contact: Arnold Tostado • atostado@taftelectric.com  
Phone: (805) 642-0121 • Fax: (805) 650-9015

Invites sub-bids from qualified DBE businesses for the following project:

**TS-12-01, Dunningan Street Traffic Signal Project CML-5393 (033)**

**Location: Camarillo, CA**

**BID DATE: August 2, 2016 @ 10:00 AM**

**SEEKING: Traffic Control, Stormwater Pollution Control, Concrete Ramps, Signing/Striping, Traffic Loops, A.C. Paving, Traffic Signal Installation.**

We are an Equal Opportunity Employer and intend to seriously negotiate with qualified Disadvantaged Business Enterprise subcontractors and suppliers for project participation.

Payment and performance bonds may be required. Please contact us at the above listed number for further information regarding bidding on this project. To the best of our abilities we will help with bonds/insurance/credit. Plans are available for viewing at our office.

We Are An Equal Opportunity Employer



## Kiewit

10704 Shoemaker Ave.,  
10704 Shoemaker Ave., Santa Fe Springs, CA 90670  
Tel: (562) 946-1816 • Fax: (562) 490-8644  
Contact David Ryan at david.ryan@kiewit.com

Kiewit Infrastructure West Co. (Kiewit) is seeking sub-quotes from Small Business from SCOOP Network; Small Disadvantaged Business, or a HUB zone business by the U.S. Small Business Administration; or business certified by the U.S. federal government's System of Award Management; or certified as a Disadvantaged Business Enterprise by Caltrans' or by the one of the signatory agencies within the California Unified Certification Program; or Metropolitan Water District of California's Regional/ Small Business Program; or certified by the City of San Diego's Small Local Business Enterprise and Emerging Local Business Enterprise Program; or certified as a Small Business or as a Disabled Veteran Business Enterprise by the California State Department of General Services.

**Project Owner: San Diego County Water Authority**

**Project Name: Pipeline 4 Relining at Lake Murray, Specification 631**

**Project Location: The project site is located within the city of San Diego adjacent to Lake Murray along the Water Authority's Second Aqueduct.**

**Project Bid Date / Time: July 27, 2016 at 2 pm PST.**

### Project Description:

Work consists of relining approximately 5,400 feet of an existing 72-inch diameter prestressed concrete cylinder pipe; fabricating, setting, and welding 69-inch outside diameter welded steel pipe sections through two access portals; grouting annular space behind installed liner sections; field applying cement mortar lining interior of installed steel pipe; installing one access shaft and two portals to access the existing 72-inch pipe; installing, maintaining and removing environmental fencing and flagging; installing and maintaining storm water pollution prevention measures; clearing and grubbing; fabricating, installing and removing an interior bulkhead; dewatering; providing traffic control; excavating and backfilling; providing excavation support systems; installing, maintaining, and removing temporary sound walls and fencing; cutting, demolishing, and disposing of prestressed concrete cylinder pipe; installing cathodic protection system; placing reinforcing steel and encase welded steel pipe in concrete; removing and disposing of existing acoustic fiber optic (AFO) system components; restoring final site including placement of soil amendments and hydroseeding; demolition; cutting; abating lead paint; removing electrical cabinets, cabling, and conduit; demolishing concrete; removing steel pipe; removing valves; removing hydroelectric generators; removing hydraulic systems; removing batteries; removal of building support systems; disposing of all removed equipment and materials; providing record documents; and completing other appurtenant work as required.

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

**Quality control, traffic control/MOT, aggregate, lead abatement, trucking & hauling, water truck (operated), material landfill, demolition, site clearing, dewatering, shoring and underpinning, soil treatment, SWPPP, street sweeping, corrugated metal pipe, asphalt paving, fences/gate/guardrail, landscaping, hydro seeding, ready mix supply, concrete forms and accessories, concrete reinforcing installation, welding services, steel pipe, paints and coating, cathodic protection, hangers and support, concrete supply, specially placed concrete, temporary barriers and enclosures.**

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

Kiewit intends to conduct itself in good faith with all DBEs and all other business enterprises regarding participation on this project. For information, assistance or questions regarding the project, project schedule, requirements of the contract, licensing, insurance or bonding, equipment, supplies, materials, related assistance or services, please contact David Ryan.

**Kiewit Infrastructure West Co.  
is an Equal Opportunity Employer.**

**We encourage qualified women, minorities, veterans, individuals with disabilities, and others to apply.**

## PANORAMA ENVIRONMENTAL, INC.

Request for Minority-Owned, Women-Owned, and White-Men Owned Subcontractors

**Preparation of an Environmental Impact Report for the Central Reservoir Replacement Project, Oakland, CA**

**Bid Date: August 8, 2016 at 4:00 PM**

Proposals are requested for the following technical and professional services: arborist, landscape architect, air quality and greenhouse gas specialist, noise specialist, traffic specialist, cultural specialists, and hydrologic specialist. Specialists must be able to provide data collection, reporting, and impact analysis services.

**Panorama Environmental, Inc.**

**1 Embarcadero Center, Suite 740**

**San Francisco, CA 94111**

**Phone (650) 373-1200**

**Contact: Tania Treis**

**Email: tania@panoramaenv.com**

**An Equal Opportunity Employer**

## BGINibbi

**Project Name: Alice Griffith Private Laneway**

**Location: San Francisco, California**

**Bid Date: August 8, 2016 @ 2:00 PM**

**Pre-Bid Conference: July 21, 2016 @ 10am**

**Location: Nibbi Office, 1000 Brannan Street Suite 102, San Francisco, CA 94103**

Baines Group and Nibbi Brothers Joint Venture team has been selected as the General Contractor for the Alice Griffith Private Laneway project within the Candlestick Point Redevelopment in San Francisco, CA 94124. We are in receipt of the Bid Set of documents and are currently requesting bid proposals from qualified subcontractors and suppliers including those certified with the Office of Community Investment and Infrastructure (OCII) for DIV 31-33. OCII has established a subcontracting participation goal for this project at 50% SBE/LBE goal with first consideration for San Francisco-based MBEs, WBEs and SBEs located in zip code areas 94124, 94134 and 94107 followed by all areas in San Francisco.

**Labor Requirements: CA Prevailing Wages**

To obtain bid and contract documents through Building Connected, email Ara Anderson, araa@nibbi.com in the Precon & Estimating Department.

For specific questions regarding this project, please email Paris Paraskeva, Senior Estimator, paris@nibbi.com.

## Foundation Center Opportunities

Continued from page 1

tions working to improve life outcomes and opportunities for African-American men and boys in the state; Kentucky State University, which, in partnership with Frankfort Independent Schools, is developing a sixth-grade-to-postsecondary pipeline for black male students, with a focus on science, technology, engineering, and math; Fayette County Public Schools, which will use its grant to create an office in the district dedicated to eliminating barriers to opportunity and enable male students of color to reach their full potential; and Transylvania University, which will scale its efforts to ensure college readiness among boys of color.

Source: Foundation Center

## Seeking Painting Subcontractor

**Residential Property  
City of San Francisco**

**The work includes but is not limited to**

- Interior Plaster Repair
- Paint touch-up most rooms
- Reinstall light fixtures (we don't have the ladder)
- Minor Drywall Repair -
- Repair to drywall in kitchen where finish has been torn away from door trim.
- Bathtub chip repair
- Remove material

**Work to start: ASAP**

**Contact:**

**Douglas Edwards 916-316-3595**

## Gold Ridge RCD

2776 Sullivan Rd • Sebastopol, CA 95472  
Phone: 707-823-5244 • Fax: 707-823-5243  
Contact: William Hart • William@goldridgercd.org

The Gold Ridge Resource Conservation District is seeking Minority- and Women-Owned Business Enterprises for the following project:

**Bodega Goat Ranch Rainwater Catchment Project  
Location: Bodega, Sonoma County, CA**

**Construction Timeframe (approximate):** Week of August 22 – to the week of Oct 15. Construction is expected to take 6-8 weeks, exact timing within the allowed timeframe will depend on contractor's schedule.

### Project Scope:

The project includes construction of components of rainwater catchment systems and a retaining wall at the Bodega Goat Ranch near the town of Bodega. The project includes the following components:

A. Earthwork and site preparation for water tanks and piping, including vegetation removal and grubbing, construction of compacted gravel tank pad, trenching;

B. Installation of water catchment and conveyance components, including roof gutters, downspouts, specialized rainwater components, trenching, and piping;

C. Installation of retaining wall that is approximately 63 feet long and varies in retained height from 2 to 5 feet;

D. Installation of wildlife friendly erosion control measures and revegetation.

Full Request for Bids available at:  
[www.goldridgercd.org](http://www.goldridgercd.org)

Specific trades/licenses requested:  
General Contractor (A or B)

**THIS IS A PREVAILING WAGE PROJECT.**

Certification of insurance for General Liability and Workers' Compensation are required.

Letters of Intent required by 5 PM, Friday, July 29, 2016 to attend mandatory bid tour at 10 AM, Wednesday, August 3, 2016. Bids are due by 5 PM on Friday, August 12th, 2016. See full RFB for more details.

# Technology & Workforce Development

## Blacks and Latinos Make Up 4 to 5 Percent of Tech Workforce



By Ronald Barba

Looking at statistics from some of the world's top technology companies, it's difficult to not feel defeated by the lack of diversity in the tech. While being touted as some of the most welcoming tech companies for women and minorities, diversity numbers from tech giants like Google, Apple, and Facebook convey a completely different message: that the tech industry is not the place to go if you don't identify as a white male.

Indeed, after going through the workforce diversity reports published by eleven major tech companies (including Apple, Cisco, eBay, Facebook, Google, HP, Intel, LinkedIn, Microsoft, Twitter, and Yahoo), data analysis from Silk finds that African-Americans and Latinos make up 4 percent and 5 percent of the overall tech workforce (those actually holding technical roles) respectively. Not at all shocking, of course; earlier this year, in its ranking of the "40 Best Companies for Diversity", none of these eleven tech giants made the list. It's important to keep in mind, though, that both figures are averages from all eleven compa-

nies combined and don't include stats from smaller companies in the tech industry. We can see, for example, that HP leads in the number of Blacks in their tech workforce (at 15 percent), while Intel leads in the number of Hispanics among their ranks (16 percent)\*.

The numbers are somewhat deceiving, though. Looking at the per-company breakdown, while Intel certainly leads the pack in terms of Hispanic tech workers, their overall percentage is half that – standing at 8 percent. In this case, in terms of overall tech inclusion, Apple leads the industry in number of Hispanic employees (at 11 percent). Similarly for Blacks, while HP has the highest percentage in their tech workforce, the overall percentage drops to 7 percent – making it tied with Apple and eBay in the number of Black employees overall.

The numbers are disappointing, but we can – at the very least – find some comfort in the industry's recognition of its failings: companies like Google and Facebook understand the dire need for and importance of greater diversity in tech. At the first White House Demo Day, tech companies large and small – as well as many venture capital firms –

announced several initiatives and programs aimed at improving diversity in tech. Facebook and Pinterest, for example, announced their adoption of the Rooney Rule, a policy that will require them to consider at least one diverse candidate for every senior executive position in their company.

You can look at the full visualization of diversity in tech data on Silk. Aside from exploring the

breakdown of employees in the tech industry, the data presented looks at the composition of VC firms (only 2 percent of major firms have more than one Black investor).

\*The failure to distinguish between Latinos and Hispanics in the presented data is not lost on me.

Source: <http://tech.co>

Workforce Diversity in Tech Companies	All Non-White	Asian	Black	Hispanic	Multiracial/Other /Undeclared
HP - Tech	32%	7%	15%	8%	2%
Intel - Tech	38%	13%	7%	16%	2%
Apple - Tech	46%	23%	6%	7%	10%
Cisco - Tech	57%	49%	3%	4%	1%
eBay - Tech	60%	55%	2%	2%	1%
Microsoft - Tech	44%	36%	2%	4%	2%
LinkedIn - Tech	65%	60%	1%	3%	1%
Facebook - Tech	47%	41%	1%	3%	2%
Twitter - Tech	42%	34%	1%	3%	4%
Yahoo - Tech	64%	57%	1%	3%	3%
Google - Tech	40%	34%	1%	2%	3%

Data from [ethnic-diversity-in-tech.silk.co](http://ethnic-diversity-in-tech.silk.co) Powered by Silk

## How Diversity Can Drive Innovation

Continued from page 2

differences, for example, while selling to female consumers can give you gender smarts. We refer to companies whose leaders exhibit at least three inherent and three acquired diversity traits as having two-dimensional diversity.

By correlating diversity in leadership with market outcomes as reported by respondents, we learned that companies with 2-D diversity out-innovate and out-perform others. Employees at these companies are 45% likelier to report that their firm's market share grew over the previous year and 70% likelier to report that the firm captured a new market.

2-D diversity unlocks innovation by creating an environment where "outside the box" ideas are heard. When minorities form a critical mass and leaders value differences, all employees can find senior people to go to bat for compelling ideas and can persuade those in charge of budgets to deploy resources to develop those ideas.

Employees of firms with 2-D diversity are 45% likelier to report a growth in market share over the previous year and 70% likelier to report that the firm captured a new market.

Most respondents, however—78%—work at companies that lack 2-D diversity in leadership. Without diverse leadership, women are 20% less likely than straight white men to win endorsement for their ideas; people of color are 24% less likely; and LGBTs are 21% less likely. This costs their companies crucial market opportunities, because inherently diverse contributors understand the unmet needs in under-leveraged markets. We've found that when at least one member of a team has traits in common with the end user, the entire team better understands that user. A team with a member who shares a client's ethnicity is 152% likelier than another team to understand that client.

Inherent diversity, however, is only half of the equation. Leaders also need acquired diversity to establish a culture in which all employees feel free

to contribute ideas. Six behaviors, we have found, unlock innovation across the board: ensuring that everyone is heard; making it safe to propose novel ideas; giving team members decision-making authority; sharing credit for success; giving actionable feedback; and implementing feedback from the team. Leaders who give diverse voices equal airtime are nearly twice as likely as others to unleash value-driving insights, and employees in a "speak up" culture are 3.5 times as likely to contribute their full innovative potential.

These findings constitute a powerful new dimension of the business case for diversity.

### About HBR

Harvard Business Publishing (HBP) was founded in 1994 as a not-for-profit, wholly-owned subsidiary of Harvard University, reporting into Harvard Business School. Our mission is to improve the practice of management in a changing world. This mission influences how we approach what we do here and what we believe is important.

With approximately 350 employees, primarily based in Boston, with offices in New York City, India, and the United Kingdom, Harvard Business Publishing serves as a bridge between academia and enterprises around the globe through its publications and multiple platforms for content delivery, and its reach into three markets: academic, corporate, and individual managers. Harvard Business Publishing has a conventional governance structure comprising a Board of Directors, an internal Executive Committee, and Business Unit Directors. The three market groups Higher Education, Corporate Learning, and Harvard Business Review Group, produce a variety of media including print and digital (Harvard Business Review, Harvard Business Review Press Books, Harvard Business School Cases, Brief Cases, blogs), events (Participant-Centered Learning Seminars, Custom Events, Webinars), and online learning (Harvard ManageMentor, Leadership Direct, Online Courses, Simulations).

Source: Harvard Business Review

# Public Legal Notices

## OAKLAND UNIFIED SCHOOL DISTRICT

OAKLAND UNIFIED SCHOOL DISTRICT  
FACILITIES, PLANNING AND MANAGEMENT  
955 High Street, Oakland, CA 94601

REQUEST FOR PROPOSALS  
CONSTRUCTION MANAGEMENT SERVICES  
OAKLAND UNIFIED SCHOOL DISTRICT  
MEASURE J BOND PROGRAM

June 27, 2016

The Oakland Unified School District ("District") is requesting qualified persons, firms, partnerships, corporations, associations, or professional organizations to perform the construction management services through the completion of the District's Measure J Bond Program. Services may include any or all of the following: District staff augmentation for construction management services, or related services. Responders are encouraged to submit proposals that address your flexibility in providing one or all of these services, and identify your experience level with each. The District may also consider retaining more than one firm.

**Interviews (if deemed necessary at OUSD's sole discretion): the week of September 5, 2016.** (at OUSD Department of Facilities Planning and Management, 955 High Street Oakland, CA).

Respondents to this RFP should mail or deliver Five (5) bound copies and One (1) unbound copy of their Proposal, as further described herein, to:

Tadashi Nakadegawa, Facilities Director, 955 High Street, Oakland, CA 92601

**All responses are due by 4:00 p.m., on August 26, 2016. FAX OR EMAIL RESPONSES WILL NOT BE ACCEPTED.**

The District will conduct an informational meeting regarding this RFP at **10:00 a.m. on July 19, 2016 - 955 High Street, Oakland.**

All questions regarding this RFP and requests for clarification must also be submitted via email by July 26, 2016 to Tadashi Nakadegawa (tadashi.nakadegawa@ousd.org) with copies to Cesar Monterrosa (cesar.monterrosa@ousd.org), and Maxine Jasper (maxine.jasper@ousd.org).

**All proposals must be preceded by an email by the July 26, 2016 deadline to these same addressees notifying the District of your interest in presenting a proposal including the contact name, email, phone, and address of the firm or team contact.**

**This is neither a formal request for bids, nor an offer by the District to contract with any party responding to this request. The District reserves the right to reject any and all proposals.**

**A full copy of the invitation must be downloaded from the District's web site at: [www.ousd.org](http://www.ousd.org), under the Department of Facilities Planning and Management subheading Bid and Requests for Proposals.**

**The District reserves the right to reject any and all proposals.**

## OAKLAND UNIFIED SCHOOL DISTRICT

OAKLAND UNIFIED SCHOOL DISTRICT  
FACILITIES, PLANNING AND MANAGEMENT  
955 High Street, Oakland, CA 94601

REQUEST FOR PROPOSALS  
PROGRAM MANAGEMENT SERVICES  
OAKLAND UNIFIED SCHOOL DISTRICT  
MEASURE J BOND PROGRAM

June 27, 2016

The Oakland Unified School District ("District") is requesting qualified persons, firms, partnerships, corporations, associations, or professional organizations to perform the planning, coordination and program management services through the completion of the District's Measure J Bond Program. Services may include any or all of the following: planning, coordination, and program management; and; District staff augmentation for program management services. Responders are encouraged to submit proposals that identify your experience level with capital program management. The District may also consider retaining more than one firm.

**Interviews (if deemed necessary at OUSD's sole discretion): the week of August 29, 2016** (at OUSD Department of Facilities Planning and Management, 955 High Street Oakland, CA).

Respondents to this RFP should mail or deliver Five (5) bound copies and One (1) unbound copy of their Proposal, as further described herein, to:

Tadashi Nakadegawa, Facilities Director, 955 High Street, Oakland, CA 92601

All responses are due by 4:00 p.m., on August 2, 2016. FAX OR EMAIL RESPONSES WILL NOT BE ACCEPTED.

The District will conduct a non-mandatory informational meeting regarding this RFP at **10:00 a.m. on July 12, 2016 - 955 High Street, Oakland.**

All questions regarding this RFP and requests for clarification must also be submitted via email by July 19, 2016 to Tadashi Nakadegawa (tadashi.nakadegawa@ousd.org) with copies to Cesar Monterrosa (cesar.monterrosa@ousd.org) and Maxine Jasper (maxine.jasper@ousd.org).

**All proposals must be preceded by an email by the July 19, 2016 deadline to these same addressees notifying the District of your interest in presenting a proposal including the contact name, email, phone, and address of the firm or team contact.**

**This is neither a formal request for bids, nor an offer by the District to contract with any party responding to this request. The District reserves the right to reject any and all proposals.**

**A full copy of the invitation must be downloaded from the District's web site at: [www.ousd.org](http://www.ousd.org); District Services > Department of Facilities Planning and Management subheading Bid and Requests for Proposals. [www.ousd.org/Page/682](http://www.ousd.org/Page/682)**

**The District reserves the right to reject any and all proposals.**



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

Contract No. 2821J  
(ID No. FCE16126)

VARIOUS LOCATIONS TRAFFIC SIGNAL  
POLE AND CONDUIT CONTRACT NO. 1

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30 p.m. on August 3, 2016**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Public Works Electronic Bid Documents Download site at [www.sfdpw.org/biddocs](http://www.sfdpw.org/biddocs). Please visit the Contracts, Bid Opportunities and Payments webpage at [www.sfdpw.org](http://www.sfdpw.org) for more information. Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is located at various locations throughout San Francisco, California and consists of traffic signal work, traffic routing, and all associated work. The time allowed for completion is 180 consecutive calendar days. The Engineer's estimate is approximately \$950,000. For more information, contact the Project Manager, Steven Lee at 415-558-5226.

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

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

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

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

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

The Contract will be awarded to the lowest responsible responsive bidder.

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

Bid discounts may be applied as per Administrative Code Chapter 14B. LBE Subcontracting Participation Requirement is **25%**. Call Lupe Arreola at

415-558-4059 for details. In accordance with Administrative Code Chapter 14B requirements, all bidders shall submit documented good faith efforts with their bids, except those who exceed the above stated LBE Subcontracting Participation Requirement by 35%. Bidders must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference, if scheduled. Refer to CMD Form 2B.

**A pre-bid conference will be held on July 15, 2016; 11:00 a.m., at 30 Van Ness Avenue, 5th Floor.**

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

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

**Class "A" or "C-10" license required to bid.**

In accordance with Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$600,000 is awarded by the City and County of San Francisco until such time as the Executive Director of Municipal Transportation Agency recommends the contract for 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.

7/14/16

CNS-2900890#

SMALL BUSINESS EXCHANGE

# Memorial Service in Dallas

## Continued from page 1

*We must reflect on the kind of country we want to build and the kind of society we want to pass on to our children.*

### Transcript of President Obama's statement:

With your understanding, I want to begin with a few words about the situation back in the United States, specifically the situation in Dallas, Texas.

My team has been keeping me updated throughout the morning of the evening in Dallas. I spoke this morning with Mayor Rawlings of Dallas to convey the deepest condolences of the American people. I told him that the federal government will provide whatever assistance Dallas may need as it deals with this tremendous tragedy.

We still don't know all the facts. What we do know is that there has been a vicious, calculated and despicable attack on law enforcement. Police

in Dallas were on duty, doing their jobs, keeping people safe during peaceful protests. These law enforcement officers were targeted, and nearly a dozen officers were shot. Five were killed. Other officers and at least one civilian were wounded -- some are in serious condition, and we are praying for their recovery.

As I told Mayor Rawlings, I believe that I speak for every single American when I say that we are horrified over these events, and that we stand united with the people and the police de-

partment in Dallas. According to police, there are multiple suspects. We will learn more, undoubtedly, about their twisted motivations. But let's be clear: There is no possible justification for these kinds of attacks or any violence against law enforcement. The FBI is already in touch with the Dallas police, and anyone involved in these senseless murders will be held fully accountable. Justice will be done.

Continued on page 9



# Public Legal Notices

## Treasure Island – Opportunity to Provide Irrigation Design Consultant Services

Treasure Island Community Development, (TICD), master developer of the Treasure Island Redevelopment Project is requesting qualified, interested irrigation design or engineering firms to respond to a request for proposals. Information is available through the City and County of San Francisco's Treasure Island Development Authority (TIDA) website: <http://sftreasureisland.org/contracting-treasure-island-community-development-ticd> Respondents are encouraged to check this website regularly for updates. Pre-Bid Meeting (non-mandatory): **Date & Time:** Friday, July 22, 2016 @ 10:00 a.m. **Location:** Casa de la Vista 191 Avenue of the Palms San Francisco, CA 94130 Proposals must be submitted by **2:00 p.m. August 8, 2016.**

## Treasure Island – Opportunity to Provide Signage Design Consultant Services

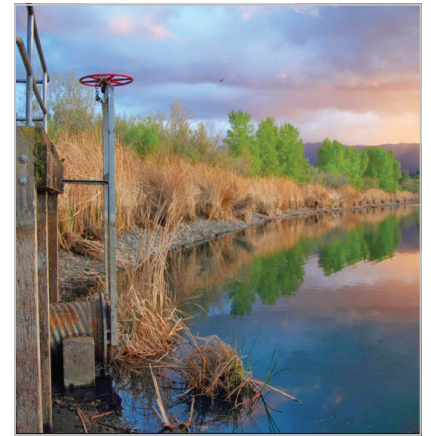
Treasure Island Community Development, (TICD), master developer of the Treasure Island Redevelopment Project is requesting qualified, interested signage design or design firms to respond to a request for proposals. Information is available through the City and County of San Francisco's Treasure Island Development Authority (TIDA) website: <http://sftreasureisland.org/contracting-treasure-island-community-development-ticd> Respondents are encouraged to check this website regularly for updates. Pre-Bid Meeting (non-mandatory): **Date & Time:** Friday, July 22, 2016 @ 10:00 a.m. **Location:** Casa de la Vista 191 Avenue of the Palms San Francisco, CA 94130 Proposals must be submitted by **2:00 p.m. August 8, 2016.**

## Yerba Buena Island in San Francisco Opportunity to Construct Yerba Buena Island Street Improvements

Lennar Urban is requesting qualified, interested construction firms to respond to a public request to provide Demolition, clear and grubbing, mass grading, over excavation and geotechnical improvements, utility construction of wet and dry utilities, water tank construction, retaining wall construction, roadway and surface improvements, and streetscape planting and landscaping as part of the Yerba Buena Island Street Improvement Project. For more information, please visit: <http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=11060> Treasure Island Development Authority (TIDA) has established the 41% Small Business Enterprise (SBE) Participation goal for construction firms. Respondents are encouraged to check this website regularly for updates. Pre-Bid Conference: **July 26, 2016** Casa de la Vista Room 191 Avenue of Palms San Francisco, CA 94130 Proposals must be submitted by **August 11, 2016 @ 2:00 PM (PST).**

Request for proposal  
**Request for Credit Facility Proposals**  
Santa Clara Valley Water District

The Santa Clara Valley Water District is soliciting proposals for a \$75 million Letter of Credit to support its Commercial Paper Program or a Revolving Line of Credit. For a copy of the Request for Proposal visit <http://cas.valleywater.org>. For assistance please call (408) 630-2992 or email [ContractAdministration@valleywater.org](mailto:ContractAdministration@valleywater.org).



06/2016\_LG

## Treasure Island – Opportunity to Provide Lighting Design Consultant Services

Treasure Island Community Development, (TICD), master developer of the Treasure Island Redevelopment Project is requesting qualified, interested lighting design firms to respond to a request for proposals. Information is available through the City and County of San Francisco's Treasure Island Development Authority (TIDA) website: <http://sftreasureisland.org/contracting-treasure-island-community-development-ticd> Respondents are encouraged to check this website regularly for updates. Pre-Bid Meeting (non-mandatory): **Date & Time:** Friday, July 22, 2016 @ 10:00 a.m. **Location:** Casa de la Vista 191 Avenue of the Palms San Francisco, CA 94130 Proposals must be submitted by **2:00 p.m. August 8, 2016**

## Treasure Island – Opportunity to Provide Site Electrical Engineering Consultant Services

Treasure Island Community Development, (TICD), master developer of the Treasure Island Redevelopment Project is requesting qualified, interested electrical engineering firms to respond to a request for proposals. Information is available through the City and County of San Francisco's Treasure Island Development Authority (TIDA) website: <http://sftreasureisland.org/contracting-treasure-island-community-development-ticd> Respondents are encouraged to check this website regularly for updates. Pre-Bid Meeting (non-mandatory): **Date & Time:** Friday, July 22, 2016 @ 10:00 a.m. **Location:** Casa de la Vista 191 Avenue of the Palms San Francisco, CA 94130 Proposals must be submitted by **2:00 p.m. August 8, 2016.**

## Treasure Island – Opportunity to Provide Shoreline Engineering Consultant Services

Treasure Island Community Development, (TICD), master developer of the Treasure Island Redevelopment Project is requesting qualified, interested shoreline engineering firms to respond to a request for proposals. Information is available through the City and County of San Francisco's Treasure Island Development Authority (TIDA) website: <http://sftreasureisland.org/contracting-treasure-island-community-development-ticd> Respondents are encouraged to check this website regularly for updates. Pre-Bid Meeting (non-mandatory): **Date & Time:** Friday, July 22, 2016 @ 9:00 a.m. **Location:** Casa de la Vista 191 Avenue of the Palms San Francisco, CA 94130 Proposals must be submitted by **2:00 p.m. August 8, 2016.**

## Treasure Island – Opportunity to Provide Transportation and Traffic Engineering Consultant Services

Treasure Island Community Development, (TICD), master developer of the Treasure Island Redevelopment Project is requesting qualified, interested transportation or traffic engineering firms to respond to a request for proposals. Information is available through the City and County of San Francisco's Treasure Island Development Authority (TIDA) website: <http://sftreasureisland.org/contracting-treasure-island-community-development-ticd> Respondents are encouraged to check this website regularly for updates. Pre-Bid Meeting (non-mandatory): **Date & Time:** Friday, July 22, 2016 @ 9:00 a.m. **Location:** Casa de la Vista 191 Avenue of the Palms San Francisco, CA 94130 Proposals must be submitted by **2:00 p.m. August 8, 2016.**

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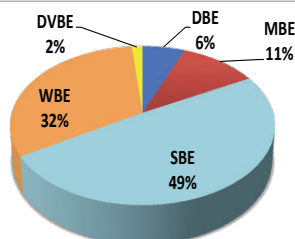
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## Memorial Service in Dallas

Continued from page 8

I will have more to say about this as the facts become more clear. For now, let me just say that even as yesterday I spoke about our need to be concerned, as all Americans, about racial disparities in our criminal justice system, I also said yesterday that our police have an extraordinarily difficult job and the vast majority of them do their job in outstanding fashion. I also indicated the degree to which we need to be supportive of those officers who do their job each and every day, protecting us and protecting our communities.

Today is a wrenching reminder of the sacrifices that they make for us. We also know that when people are armed with powerful weapons, unfortunately it makes attacks like these more deadly and more tragic. And in the days ahead, we're going to have to consider those realities as well.

In the meantime, today our focus is on the victims and their families. They are heartbroken. The entire city of Dallas is grieving. Police across America, which is a tight-knit family, feels this loss to their core. And we're grieving with them. I'd ask all Americans to say a prayer for these officers and their families. Keep them in your thoughts. And as a nation, let's remember to express our profound gratitude to our men and women in blue -- not just today, but every day.

Source: [www.whitehouse.gov](http://www.whitehouse.gov)

# Fictitious Business Name

## FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0371479-00

Fictitious Business Name(s):  
**BCC Systems**  
 Address  
**3821 Cesar Chavez Street,**  
**San Francisco, CA 94131**  
 Full Name of Registrant #1  
**Al Tarif**  
 Address of Registrant #1  
**3821 Cesar Chavez 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 **6/21/2016**

Signed: **Al Tarif**

This statement was filed with the County Clerk of San Francisco County on **6/21/2016**

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

Filed: **Morgan Jaldon**  
**Deputy County Clerk**  
**6/21/2016**

**6/23/16 + 6/30/16 + 7/7/16 + 7/14/16**

## FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0371705-00

Fictitious Business Name(s):  
**MCS Construction Services, Inc.**  
 Address  
**1990 Beach Street #304,**  
**San Francisco, CA 94123**  
 Full Name of Registrant #1  
**MCS Construction Services, Inc. (CA)**  
 Address of Registrant #1  
**1990 Beach Street #304,**  
**San Francisco, CA 94123**

This business is conducted by **A Corporation**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **7/5/16**

Signed: **Dustin Martinoni**

This statement was filed with the County Clerk of San Francisco County on **7/5/16**.

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

Filed: **Sonya Yi**  
**Deputy County Clerk**  
**7/11/2016**

**7/14/16 + 7/21/16 + 7/28/16 + 8/4/16**

## FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0371140-00

Fictitious Business Name(s):  
**1.) Metro Appliance Repair**  
**2.) Rainbow Appliance Repair**  
 Address  
**855 Folsom Street #540,**  
**San Francisco, CA 94107**  
 Full Name of Registrant #1  
**Alex Slivnyak**  
 Address of Registrant #1  
**165 Glenwood Ave,**  
**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 **4/1/2016**

Signed: **Alex Slivnyak**

This statement was filed with the County Clerk of San Francisco County on **5/26/2016**

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

Filed: **Alex Liang**  
**Deputy County Clerk**  
**5/26/2016**

**6/23/16 + 6/30/16 + 7/7/16 + 7/14/16**

## FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0371182-00

Fictitious Business Name(s):  
**Noise**  
 Address  
**3427 Balboa Street,**  
**San Francisco, CA 94121**  
 Full Name of Registrant #1  
**Daniel A. Brown**  
 Address of Registrant #1  
**3405 Anza Street,**  
**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 **3/8/15**

Signed: **Daniel A. Brown**

This statement was filed with the County Clerk of San Francisco County on **5/27/2016**.

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

Filed: **Fallon Lim**  
**Deputy County Clerk**  
**5/27/2016**

**6/27/16 + 7/7/16 + 7/14/16 + 7/21/16**

## FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0371730-00

Fictitious Business Name(s):  
**Lukha**  
 Address  
**1020 Mariposa Street #1,**  
**San Francisco, CA 94107**  
 Full Name of Registrant #1  
**Yuliya Lukashovich**  
 Address of Registrant #1  
**1020 Mariposa Street #1,**  
**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 **7/12/16**

Signed: **Yuliya Lukashovich**

This statement was filed with the County Clerk of San Francisco County on **7/12/16**.

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

Filed: **Maribel Jaldon**  
**Deputy County Clerk**  
**7/12/2016**

**7/14/16 + 7/21/16 + 7/28/16 + 8/4/16**

## FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0371326-00

Fictitious Business Name(s):  
**Bay Area Hot Dogs**  
 Address  
**450 5th Street,**  
**San Francisco, CA 94107**  
 Full Name of Registrant #1  
**Lorenzo Robles**  
 Address of Registrant #1  
**400 Inverness Dr.,**  
**Vallejo, CA 94589**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **6/7/26**

Signed: **Lorenzo Robles**

This statement was filed with the County Clerk of San Francisco County on **6/8/2016**.

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

Filed: **Fallon Lim**  
**Deputy County Clerk**  
**6/8/2016**

**6/16/16 + 6/23/16 + 6/30/16 + 7/7/16**

## FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0371102-00

Fictitious Business Name(s):  
**Custom Auto**  
 Address  
**251 Capp Street,**  
**San Francisco, CA 94110**  
 Full Name of Registrant #1  
**Rendy Bautista**  
 Address of Registrant #1  
**251 Capp Street,**  
**San Francisco, CA 94110**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **5/24/2016**

Signed: **Rendy Bautista**

This statement was filed with the County Clerk of San Francisco County on **5/24/2016**.

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

Filed: **Jennifer Wong**  
**Deputy County Clerk**  
**5/24/2016**

**6/16/16 + 6/23/16 + 6/30/16 + 7/7/16**

## FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0371288-00

Fictitious Business Name(s):  
**Pinnacle Career**  
 Address  
**1801 Jefferson Street, Suite 302**  
**San Francisco, CA 94123**  
 Full Name of Registrant #1  
**Buqing Pang**  
 Address of Registrant #1  
**1801 Jefferson Street, Suite 302**  
**San Francisco, CA 94123**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **6/6/2016**

Signed: **Buqing Pang**

This statement was filed with the County Clerk of San Francisco County on **6/6/2016**.

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

Filed: **Jennifer Wong**  
**Deputy County Clerk**  
**6/6/2016**

**6/16/16 + 6/23/16 + 6/30/16 + 7/7/16**

## FICTITIOUS BUSINESS NAME STATEMENT

File No. A-0371258-00

Fictitious Business Name(s):  
**1.) Irving Partners**  
**2.) Scinto Group**  
 Address  
**554 Irving Street,**  
**San Francisco, CA 94122**  
 Full Name of Registrant #1  
**Madeleine Scinto**  
 Address of Registrant #1  
**554 Irving Street,**  
**San Francisco, CA 94122**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **6/3/2016**

Signed: **Madeleine Scinto**

This statement was filed with the County Clerk of San Francisco County on **6/1/2016**.

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

Filed: **Sonya Yi**  
**Deputy County Clerk**  
**6/3/2016**

**6/16/16 + 6/23/16 + 6/30/16 + 7/7/16**

## ABANDONMENT OF FICTITIOUS BUSINESS

### 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.) Tune-Up**  
 Located at **577 Hayes Street, Apt. A, San Francisco, CA 94102**

This fictitious business name was filed in the County of San Francisco on **May 9th, 2012** under file **2012-0343321**

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

Full Name of Registrant #1  
**Leandra M. Rouse**  
**577 Hayes Street, Apt. A**  
**San Francisco, CA 94102**

This business was conducted by a **AN INDIVIDUAL**

Signed: **Leandra Maile Rouse**

This statement was filed with the County Clerk of San Francisco County on **6/30/2016**.

Filed: **Fallon Lim**  
**Deputy County Clerk**  
**6/30/2016**

**7/7/16 + 7/14/16 + 7/21/16 + 7/28/16**

### 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.) TuneUp Wellness**  
**2.) TuneUp SF**

Located at **577 Hayes Street, Apt. A, San Francisco, CA 94102**

This fictitious business name was filed in the County of San Francisco on **Oct. 2, 2015** under file **A-0367146-00**

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

Full Name of Registrant #1  
**Leandra M. Rouse**  
**577 Hayes Street, Apt. A**  
**San Francisco, CA 94102**

This business was conducted by a **AN INDIVIDUAL**

Signed: **Leandra Maile Rouse**

This statement was filed with the County Clerk of San Francisco County on **6/30/2016**.

Filed: **Fallon Lim**  
**Deputy County Clerk**  
**6/30/2016**

**7/7/16 + 7/14/16 + 7/21/16 + 7/28/16**





# Access to Capital



## Access to Capital is Still a Challenge for Minority Business Enterprises

In the current financial environment, access to capital is as much an issue today as it was in 1969 when the **Minority Business Development Agency (MBDA)** was established. For new businesses, especially those that are minority-owned, having access to working capital—which is used to keep operations going and to pay bills—could mean the difference between the success and failure of that business.

Other minority-owned firms need capital to fund their growth and, consequently, their ability to perform contracts. This financing could mean hundreds or even thousands of new jobs. And for other companies, primarily construction firms, capital is needed for bonding in order to fulfill contractual requirements. In fact, access to capital is one of the most important challenges business owners face.

In a recently released study from the MBDA, “Disparities in Capital Access between Minority and Non-Minority-Owned Businesses: The Troubling Reality of Capital Limitations Faced by MBEs,” authors Robert Fairlie, Ph.D. and Alicia Robb, Ph.D. reviewed both national and regional studies over several decades and found that limited financial, human, and social capital, as well as racial discrimination, were primarily responsible for the disparities between non-minority and minority businesses.

At the MBDA, we recognize these challenges and work with our clients through our national network of more than 45 Minority Business Centers to help them navigate through the obstacles. Last year, we helped our clients gain access to more than \$800 million in financial packages, including working capital, equity investments, and bonding.

Our goal is to assist minority-owned firms in gaining adequate access to capital despite the disparities that exist. For example, the study found that minority-owned firms are less likely to receive loans than non-minority-owned firms, especially those businesses with gross receipts

of less than \$500,000. In addition, when minority-owned firms do receive loans, the dollar value is often less, while the interest rates tend to be higher. The average loan amount for firms with more than \$500,000 in gross receipts was \$149,000, while the average for non-minority firms was more than twice that amount at \$310,000. In addition, many minority-owned firms don’t apply for business loans at all because of a real or perceived likelihood of rejection, which further limits their opportunity for growth.

Denying capital to minority-owned firms has a negative impact on our economy. These companies contribute significantly to the national economy by generating jobs, paying taxes, and by innovation. According to the U.S. Census Bureau’s “2002 Survey of Business Owners,” the growth in the number of minority-owned firms far outpaced that of non-minority-owned businesses. Minority-owned firms employed 4.7 million workers with an annual payroll of \$115 billion. In addition, these firms generated \$661 billion in annual gross receipts.

Despite this success, the potential for growth among minority-owned businesses is largely untapped. For example, if the minority business community had reached economic parity (the level of business activity of a business group proportional to that group’s representation in the U.S. adult population) in 2002, then the minority business community would have employed more than 16 million workers and generated more than \$2.5 trillion in gross receipts and expanded the tax base by more than \$100 billion.

Providing adequate access to capital would help the minority business community reach the goal of economic parity. Investing in businesses owned by minorities not only makes good business sense, but is an investment in the future growth of the U.S. economy. According to the Census Bureau, by 2050 the nation’s minority population will be the majority. In other words,

new businesses, new jobs, and new products will be strongly influenced by, if not created by, the minority community.

In order to ensure better access to capital, minority-owned businesses need to do a better job of demonstrating worth and performance. For example, the MBDA recommends minority-owned firms have:

- A good record of financial performance with profitability.
- Financial statements that are audited and verifiable.
- A strong balance sheet that shows positive net worth.
- A management team in place that has financial, operational, and marketing expertise, as well as a sound business strategy.

# WHERE CAN I GET BUSINESS FINANCING?



Photo Credit: <http://www.cashangels.comenloans.com>

- A definable competitive advantage within their industry.

While accessing capital for minority-owned firms still has its challenges, we can be optimistic that those financial institutions interested in making good investments will see investing in the minority business community as a sound business decision. Much of the growth of our economy and job creation will come from the minority business community.

Reprinted with permission from the March/April 2010 issue of *Minority Business Entrepreneur*

For subscription information, go to: [www.mbemag.com](http://www.mbemag.com) or call (310) 540-9398.

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

## 5 Tips to Build Your Business Credit, Access Capital



As you’ve learned, starting a business is your hardest challenge ever. Many businesses report it’s getting harder and harder to increase revenue.

So growing a business is a big challenge.

Sometimes a business needs access to capital to grow. But in order to grow, it helps to build credit profiles to land financing.

Budget your time to take the right precautions. Put yourself in the best-possible position to access capital so your business is ready to grow.

Here are five tips:

### 1. Establish a banking relationship

A good banker has experience with a wide myriad of companies and probably for your sector, too.

Your banker can help you get credit-ready with financial solutions. You’ll need them for your immediate business needs and your long-term goals.

Keep your banker up-to-date on your ongoing business and financing needs.

### 2. Erect a strong credit profile

Your good credit is a valuable asset. You must have good financial habits personally and in your business.

In considering whether to advance you money, your banker has multiple concerns. It’s not limited to your credit score.

Your banker will ascertain the health of your business such as your cash flow, your payment history, your debt-to-income ratio and your customer base.

### 3. Review all financing options

Your banker is best-suited to review your best opportunities to obtain capital. They include a line of credit, equity financing, venture capital and angel capital.

Your banker might also advise to consider an SBA 7(a) loan.

### 4. Closely monitor your cash flow

Your banker will look at your profit situation and cash flow to determine your credit capacity.

You must demonstrate you have enough cash to meet your financial commitments.

So regularly review your cash flow.

### 5. Split your business and personal accounts from each other

Many small businesses make the mistake of not having dedicated business accounts. Comingling of funds will lead to disaster.

Moreover, it demonstrates the soundness of your business when you’re asking for credit and money. And it helps you keep better records of your business income and expenses.

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

# Arts & Entertainment

## Barry Dow Project – Music For All People

Music For All People Music Publishing announces the CD release: Barry Dow Project – Music For All People. The newly released CD was awarded the Akademia Music Academy's June 2016 Best R&B / Soul album of the month. The Music For All People CD has also been featured on several radio stations across United States, such as

KPOO Radio - San Francisco, California, USA

<http://www.kpoo.com/>

KXRL Radio Los Angeles, California USA

<http://www.kxrl-radio.com/losangeles8>

KEDG Radio Sydney, Australia

<http://www.kedg-radio.com/sydney8>

KHSX Radio Houston, Texas USA

<http://www.khsx-radio.com/houston8>

WLDN Radio London, United Kingdom

<http://www.wldn-radio.com/london8>

WMIC Radio Miami, Florida USA

<http://www.wmic-radio.com/miami8>

For more information, please visit our website at: [MusicForAllPeople.com](http://MusicForAllPeople.com)

### Contact us at:

MusicForAllPeopleMusic@gmail.com | (415) 571-1538

CDs available on CD Baby; iTunes; Spotify; Amazon & several online music stores.

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- Music For All People
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- Lover Or Friend
- Angel In My Eyes
- Why'd You Take My Heart
- Get Up
- Gotta Get The Miney
- Come My Way
- Making Love To You
- I Only Wanna Be With You
- Freak All Night
- Funk Myself To Death
- 1st Step To Love



## Women in Construction Get Empowered to Succeed to Solve

### Continued from page 1

quoting technology-sector legend Steve Jobs, in an address on June 20 at the “Groundbreaking Women in Construction” (GWIC) conference, sponsored by ENR and construction law firm Peckar & Abramson.

She is the 20-something founder and CEO of Goldieblox Inc., a fast-growing company built around a female builder toy character who inspires young girls to hone spatial skills and break stereotypes, from toy-store “pink aisles” to who studies engineering.

### Innovators Don't “Fit in”

Since launching Goldieblox in 2012, Sterling said the company has sold 1 million products in some 6,000 U.S. stores. Goldieblox will soon launch its second app to teach fundamental coding concepts to girls and announced a deal with Random House for its first children's books based on the Goldieblox character, who boys also think is “cool,” Sterling said. She urged attendees to break out of the box.

“I found myself trying to fit into the establishment, but I was always the oddball,” Sterling said. “I know now my perspective was valid because not fitting in is the definition of innovation.”

A leading researcher and three female industry CEOs emphasized how women in senior corporate roles can boost the bottom line. Noting his recent Harvard Business Review study of 22,000 global firms, Marcus Noland, director of studies and executive vice president of Washington, D.C.-based Peterson Institute for International Economics, said that, among profitable companies, “going from having no women in leadership to 30% translates to a 1% hike in net margins—a big number.”

Nataline Lomedico, the second woman CEO of Los Angeles contractor Giroux Glass in the past three decades, said the firm has grown “from a small glazing company focusing on service work to one of the nation's top-20 glazing companies.”

Tracy Young, founder and CEO of booming construction collaboration firm PlanGrid, added, “I'm a construction engineer. I'm wired to look at complex

problems and break them down into smaller, more manageable problems that are easier to solve. I've taken the approaches that worked for me in construction and used them to build PlanGrid and our culture. If we believe that intelligence and hard work are equally distributed across genders, races and cultures [and] if an entire industry favors one or two specific types of people, then we have a massive problem.”

Angela O'Byrne, president of New Orleans-based global design-build firm Perez advises women professionals to “keep doing a great job. Actions speak louder than words.” She adds that “it's easier to be a change agent from the inside, than as an outsider. Find a work around and quietly implement diversity within the sphere you control, no matter how small the sphere. It's our job to be the role models. We must stand for what we believe in and our companies will be more successful, as a result.”

Noland and the CEOs advocated gender-neutral leave policies for childbirth and removal of subjective recruiting buzz-words, such as “ninja.”

### Building Networks and Gaining Respect

A growing career tool for women in construction is a women's network in a woman employee's workplace or close.

Leyla Hadayat, senior vice president of engineer Kimley-Horn, said, “Our president and our chairman were 100% behind” its formation. “We report to the board about female retention rates.”

Greer Gallagher, vice president of interiors for Holder Construction Co., said she was exposed to the idea of a women's network through involvement in the group Commercial Real Estate Women. She approached Chairman Tommy Holder with the idea, and there was “immediate buy-in and excitement about what it could mean, especially in retention of our talented women,” she said. “It probably helps that he's got two daughters entering the work force themselves!”

Kristi Singleton, business-unit director at POWER Engineers, said the Boise firm's network developed to address the perception that women's careers hit a plateau. It was a “hard sell,” but, after 11 months, the network has 260 members, including 20% men, said Singleton, now POW-

ER's highest-ranked woman. Rama Ekkad, Turner Construction senior project manager, said its local network has thrived for 10 years and involves industry peers and clients.

“If women build stronger connections within the company and have access to other women who are like them, we think it will help reduce departures at the senior project manager level,” Gallagher said.

Reverse mentoring is another strategy for women to build their workplace impact by sharing technology and other skills with company veterans in a mutually beneficial relationship. Kim Holland, a vice president at engineer RS&H, said her reverse mentoring extends to the firm's CEO and to clients. “We saw technology ideas that would work for them,” she said. AnnMarie Jennette, a project manager for Suffolk Construction, added, “On projects, you're fighting your age and level of experience, but use your strengths” to gain allies.”

Women executives discussing the “psychology of earning respect” pointed to the need to develop self-confidence and solid self-esteem.

It may seem easier said than done, but according to Eileen McCarthy, project manager at Structure Tone, it's achievable. “You do your job, you're confident,” she said. McCarthy recalled a time when a male coworker was reluctant when he found out that a woman was leading the show.

By the end, McCarthy had won him over because of her ability to clearly communicate expectations to her team. “if you make a mistake, fess up,” and ask your team for suggestions, she said. “I think it helps you lead because it's more collaborative.”

Building self-confidence also allows you to stand up for yourself. “You teach people how to treat you,” said Emily Cohen, director of government relations at United Contractors, a Bay area-based group of 450 union construction firms. “And, the way you do that is in your reaction to any of their [BS].” She said that standing firmly instead of reacting or indulging in your coworker's unwanted behavior helps send a strong message.

“At some time in your career, you have to get to the point where [these are] almost unshakeable,” said Dara Hendrix, FTI Consulting senior director.

### Unorthodox and Non-Traditional

Documentarian Lorien Barlow—now producing “Hard-Hatted Woman,” the first full-length film on women in crafts—credited female project managers, superintendents and others who “unlocked the doors and gave me access to film on site.”

She hopes that by 2020, 20% of the national construction workforce will be comprised of women. Today, less than 3% are. “This movement has needed a megaphone and I want very much for this film to be a part of that,” said Barlow, who is seeking financial support from industry to finish production of the film. “It speaks for women in nontraditional roles everywhere.”

When she asked audience members to stand if they had ever been the only woman on a jobsite, nearly all the attendees rose from their seats.

One veteran tradeswoman, an ironworker with 31 years of experience, said “things are changing, but it's slow. Your video is awesome. It just encompasses who we are. And, we do love our jobs.”

Women also related how unorthodox and committed approaches work to snare opportunities. Maria Ayerdi-Kaplan, who stepped down in April as executive director of San Francisco's \$4.5-billion Transbay multimodal transportation network, noted a direct overture to former Mayor Willie Brown (D) two decades ago that led to the job.

“Never be afraid to knock on those doors,” she said. “You'll always encounter naysayers that [say] you're a woman or too young. Just push on.”

Carla Christofferson, who was a former law firm partner with no construction experience when she was named as general counsel for design giant AE-COM in early 2015 after its surprising acquisition of another giant URS Corp., said CEO Michael Burke realized the “competitive advantage” of diversity.

She urged attendees to help their employers to improve corporate cultures. “If you're losing women, it's the first sign of problems with your culture,” she said.

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