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# SMALL BUSINESS

## EXCHANGE

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Voice of Small, Emerging Diversity Owned Businesses Since 1984

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### PURCHASING

#### Metro- 12-Month Look Ahead

The information listed on this page is a preview of Metro's planned solicitations for the next twelve months. The information is subject to change at any time without notice. Please call 213.922.1037 or email Vendor Relations at vendor@metro.net if you need assistance.

#### Proposed Advertising Month

08/2015

#### Project Title

West Hollywood (Division 7) JD Appraisal

#### NAICS

N/A

#### Estimated Cost

<100K

#### Solicitation Type

RFP-Bench

#### Type of Work

Professional Services

#### Department

Countywide Planning & Development

#### Proposed Advertising Month

08/2015

#### Project Title

511 Communication Services

#### NAICS

N/A

#### Estimated Cost

3 Million-25 Million

#### Solicitation Type

RFP

#### Type of Work

Professional Services

#### Department

Congestion Reduction

#### Proposed Advertising Month

08/2015

#### Project Title

Metro Debt Program

■ Continued on page 8

## Marking the 50th Anniversary of the Civil Rights Act at the LBJ Presidential Library

By Mark K. Updegrave

In early December 1972, heroes of the Civil Rights Movement of the 1950s and 1960s, braved a rare Austin ice storm to convene at the LBJ Presidential Library for a Civil Rights Symposium. Towering figures like Hubert Humphrey, Barbara Jordan, Clarence Mitchell and Earl Warren rose to the stage in the course of the two-day conference to reflect on the movement they had helped to foster while examining the issues where progress was still needed.

Among them was the host of the gathering, Lyndon Baines Johnson, the thirty-sixth President. It was he who, during the course of his five-year presidency, had sounded a death knell to racial inequality through a triumvirate of laws: The Civil Rights Act of 1964, the Voting Rights Act of 1965, and the Fair Housing Act of 1968.

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Lyndon B. Johnson speaks to the nation before signing the Civil Rights Act of 1964. East Room, White House, Washington, DC. 7/2/64.

### Public Policy

## The Legal Landscape of the DBE Program: What DBEs Need to Know Now

By Colette Holt

In recent months, there has been much talk across the nation about affirmative action, especially in view of the Supreme Court's decisions in the challenge to the University of Texas' admissions policy, and by extension, the gutting of the 1965 Voting Rights Act. These developments may

have caused some to question whether contracting programs designed to create equal opportunities for minority and women-owned firms are likewise in danger of being thrown out by the courts. Here's what DBEs need to know now.

#### The USDOT DBE Program is Constitutional

The good news is that the Disadvantaged Business Enterprise (DBE) program for U.S. Department of Transportation contracts is on solid legal ground. While DBEs must be vigilant in protecting their interests, there has emerged a judicial consensus that the program developed by USDOT meets constitutional tests. Every court has held that the DBE program regulations at 49 C.F.R. Part 26 are constitutional. The regulations were revised in 1999 to meet the test of strict judicial scrutiny applied by the courts to race-based government decision-making – the highest level of legal review. Ever since, the courts have found that Congress amassed extensive evidence that race remains a significant barrier to the participation by minority firms in federally-assisted transportation contracts, and that the DBE program is narrowly

tailored to address that evidence.

The programs for the Minnesota and the Illinois Departments of Transportation have been upheld, and most recently, the challenge to the California Department of Transportation's implementation of the DBE regulations was unsuccessful. There are new cases pending against the Minnesota and Illinois DOTs, but they are in the early stages and the outcomes are unlikely to be different from that of the earlier decisions.

Interestingly, there have been no challenges to the Airport Concessions DBE program under 49 C.F.R. Part 23. The major concessionaires have been very supportive of the program and of ACD-BEs.

#### State and Local Programs Have Mixed Judicial Records

The legal track record of the DBE program is in contrast to the fate of many state and local Minority and Women Business Enterprise (M/WBE)

■ Continued on page 7

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# Community Outreach

## How I was Accepted to All Ivy League Schools and want to help others do the same

Harold Ekeh, a student who was accepted to all eight Ivy League schools, has joined Fort Worth, Texas based Frog Tutoring along with fellow star student Victor Agbafé as a private instructor, college admission coach, and author of an eBook through the company outlining their collective secrets to success. The book, *Hacking College Admissions: How We Got Into Every Ivy League School With \$4 Million in Scholarships, And How You Can Too*, is both a narrative of their personal stories and a how-to guide for ambitious students around the world. To further this collaborative effort, Frog Tutoring is donating one free e-book to a student at an underprivileged school for each copy purchased.

Harold and his new colleague Victor have each attracted an abundance of media coverage attempting to answer the question: "How did they do it?" To share their talents and knowledge about the college admissions process with future undergraduates throughout the nation, Harold and Victor have officially teamed up with the national Fort Worth-based education advancement company Frog Tutoring.

Through Frog Tutoring's unique platform, the two are now meeting student clients in person and over the internet for personalized sessions that guide students through the tedious application and SAT and ACT testing process. They are

also creating reference tools through the online education database <http://frog tutoring.com/>

The pair have collaborated with Frog Tutoring again for the release of *Hacking College Admissions*, which shares their academic strategies for the college application process. The book *Hacking College Admissions* is now available from <http://frog tutoring.com/book/>. For each sale, Frog Tutoring will donate a copy to a student from a disadvantaged area or school free of charge. This is in keeping with both the students' passion for sharing their talents with others and Frog's mission.

Frog Tutoring Founder Roland Omene is thrilled to have them on his team: "The talents these students possess are extremely rare and always in huge demand. Despite their age, they are some of the most successful and effective private tutors and college mentors in terms of student rapport and parent satisfaction. They reinforce our mission of using top college students as tutors and mentors."

Harold's dramatic success is something he hopes to give back to the educational community, both in his hometown and nationally. His devotion to outreach and tutoring is personal: "I wanted to join Frog Tutoring because tutors and mentors have played such integral roles in the culmination of my successes" says Harold.

"Frog Tutoring's motto of 'nurturing hidden potential' is especially significant to me. Your legacy is determined by who you affect."

Victor Agbafé has an equally unique story to share and passion for spreading his talents: "I am so excited and passionate about this opportunity because it will allow me to share a few of my blessings and love for academia with my brothers and sisters all across the country, and possibly all across the world."

Frog Tutoring is thrilled to have Harold Ekeh and Victor Agbafé on its ever-growing national team of tutors and education professionals. The company was founded to showcase talents like these and to inspire others to achieve academically.

### About Frog Tutoring

Frog Tutoring is an educational technology platform that facilitates college admissions coaching and one-on-one customized in-home tutoring, offering services on a full range of academic courses, test preparation, and computer summer camps for K-12th and college students. Frog Tutors are college students and recent graduates from top local universities with an average GPA of 3.5 or higher in their areas of tutoring specialization who serve as mentors to their students. Frog Tutoring was founded by CEO

Roland Omene in 2009. The company's headquarters are in Fort Worth, Texas, with current operations in more than 30 major cities in the US and growing. For more information on Frog Tutoring, visit <http://frog tutoring.com/>.

Source: <http://frog tutoring.com>



Harold Ekeh

## Lean In or Lean Together

## EEOC Releases Report On The American Workplace

The U.S. Equal Employment Opportunity Commission (EEOC), as part of the year-long celebration of its 50th anniversary, today released *American Experiences versus American Expectations*. The report illustrates the significant changes to the demographics of the workforce since EEOC opened its doors in 1965 as well as the continuing challenges to equal opportunity in employment.

The new report, an update to EEOC's groundbreaking 1977 report *Black Experiences Versus Black Expectations*, examines changes in participation in nine job categories for African-Americans,

Hispanics, Asian-Americans, American Indians/Alaskan Natives, and women between 1966, the first year for which EEOC collected data, and 2013, the most recent year for which data is available. The report draws on data from EEOC's EEO-1 survey.

"Despite notable progress in diversity and inclusion in the workplace over the past half century, this report highlights continued job segregation by race and gender, with women and people of color disproportionately occupying lower paying positions," said EEOC Chair Jenny R. Yang.

Beginning in 1966, all employers with 100 or more employees (lower thresholds apply to federal contractors) have been required by law to file the Employer Information Report EEO-1 with the EEOC. In FY 2013, approximately 70,000 employers filed reports indicating the composition of their workforce by sex, race/ethnicity, and major job categories. Observations from the *American Experiences versus American Expectations* report include the following:

- In 1966, African-Americans, Hispanics, and Asian-Americans each made up less than 1 percent of senior-level positions. Since then, the participation rates for all three groups have increased by five to seven times.
- The participation rate of women in the Professionals category has skyrocketed from roughly 14 percent in 1966 to more than 53 percent in 2013.

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### AWARDS

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Outstanding Achievement as a Vendor/Supplier

#### • COUNTY OF LOS ANGELES

Black Business Association,  
Outstanding Entrepreneur

#### • BAY AREA CONTRACT COMPLIANCE

OFFICERS ASSOCIATION  
Champion of Diversity

#### • NAMCSC

Minority Advocate

• 2014 Black History Month Award for  
Commitment and Service to the African American  
Community

Minority Advocate

### CALIFORNIA CERTIFICATIONS



#### • CPUC Clearing House

• San Francisco Contracts Monitoring Division

SBE is a certified DBE - CA UCP Firm #5988

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# The City of No-Frills Innovation

By Jeremy M. Goldberg

No matter the audience, New Orleans Mayor Mitch Landrieu explains how knocking down bureaucratic silos and building cross-sector partnerships form the backbone of solving municipal challenges. Nearly as often, Landrieu enthusiastically declares: "New Orleans is the nation's laboratory for innovation." After my frequent visits to the Crescent City, that claim continues to ring true. In short, New Orleans is demonstrating that governing with civic innovation as a high priority is about working hard, measuring performance and improving lives.

During the past six months working in and with the city of New Orleans, I am witnessing innovation across departments within New Orleans (NOLA) City Hall and outside the city's government, with civic and social impact-oriented organizations such as Propeller, IdeaVillage, PowerMoves.NOLA and, most recently, the City Accelerator. These innovations, while all emphasizing

high quality, transparency and sustainability, have a common thread: customer service with a premium on accountability.

The focus on accountable innovation is how New Orleans is unique and provides an example for many cities. Upon taking office in 2010, Mayor Landrieu established the Office of Performance and Accountability, which is led by Oliver Wise. So, just how did this start and what are the implications?

## The Basement

Without the gloss of a Silicon Valley workspace, "The Basement" is an innovation location (literally in the basement of New Orleans City Hall) where teams of civil servants apply an agile approach to municipal government. Today, a walk through The Basement illuminates one of the finest innovation labs in NOLA, a city praised for its culture of entrepreneurship and co-working spaces. I see signs of this transformation -- a plethora of sticky notes across this collaborative workspace showcase the lean and agile pathways of project management,

■ Continued on page 11



## SUB-BID REQUESTS CALIFORNIA

### O.C. Jones & Sons, Inc.

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

REQUEST FOR SBE SUBCONTRACTORS AND SUPPLIERS FOR:

#### Montague Expressway & South Milpitas Blvd Improvements

Contract C640 (15014)

Santa Clara Valley Transit Authority

**BID DATE: August 12, 2015 @ 2:00 PM**

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

Trucking, Construction Staking, Flagging, Quality Assurance Program, SWPPP, Erosion Control, Fencing, Abandon Culvert, Sand Backfill, Clearing & Grubbing, Develop Water Supply, Planting & Irrigation, Import Topsoil, Bio Retention Basin, Eccentric Storm Manhole, Storm Drain Inlet, Sign Structure, Roadside Signs, Concrete Pipe, Rock Slope Protection, Minor Concrete, Detectable Warning Surface, Misc. Iron & Steel, Survey Monument, Object Marker, Striping & Marking, Painted Curb, Signal & Lighting, Fire Hydrant Assembly, Underground, Sanitary Sewer Pipe, Construction Survey, Portable Changeable Message Sign, Type II Barricade, Type III Barricade, Dewatering, Vibration Monitoring, Abandon Pipeline, Adjust Utilities, Bridge Removal, Cold Plane AC, Water-Filled Cofferdam, Structure Excavation, Imported Borrow, Structure Backfill, Pervious Material Backfill, Furnish Pile, Prestressing Cast-in-Place Concrete, Structural Concrete-Bridge, Structural Concrete-Retaining Wall, Structural Concrete-Approach Slab, Fractured Fin Texture, Keystone Concrete Retaining Wall, Fire Department Connection, Copper Pipe, Steel Pipe Casing, Minor Concrete, Install Monument Survey, Concrete Barrier, Demolish Buildings, Haz Dirt Disposal, Micro Surfacing Type II, Tree Filters, Joint Trench, Traffic Communication 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 SBE Participation. Plans & Specs are available for viewing at our office or on the VTA's website.

### O.C. Jones & Sons, Inc.

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

REQUEST FOR MBE/WBE/SBE Subcontractors and Suppliers for:

#### Main Wastewater Treatment Plant Engineers Road Widening

Specification SD-357A

East Bay Municipal Utility District

**BID DATE: August 12, 2015 @ 1:30 PM**

We are soliciting quotes for (including but not limited to): Trucking, Construction Staking, Waterline, Fencing, Striping, Signs, Minor Concrete Curb & Gutter, Street Lighting - Electrical 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 MBE/WBE/SBE participation. Plans & Specs are available for viewing at our office.

## Get your Compliance Plan into Shape

### The Second Annual Title VI and Title VII Economic Empowerment Summit: Bridging the Gap



**JOIN US!**

Member Price: \$65  
Non-Member Price: \$95

Special Discount Code:  
**SUMMIT15**  
to receive the Member Price!

EVENT DETAILS:  
August 12, 2015  
8:30 a.m. - 4:00 p.m.  
Sheraton Grand Hotel,  
Sacramento

JOIN THE SUMMIT  
MARKETPLACE

The marketplace offers a opportunity for specialty and DBE/DBVE contractors to market their business and services to all general and prime contractors attending the summit! To confirm your participation contact Haley Fernandez.

QUESTIONS?

Ryan Famularo at  
famularor@agc-ca.org  
626.608.5800

Haley Fernandez at  
fernandezh@agc-ca.org  
916.371.2422

### Get Your Compliance Plan Into Shape!

Learn how to minimize your risk at this critical training summit

Title VI (DBE) & Title VII (EEO) Training  
August 12, 2015 | Sacramento, CA

Don't miss your chance to register for the Title VI and Title VII Economic Empowerment Summit August 12th in Sacramento. This summit is geared for Prime Contractors and Subcontractors to guide them through EEO and labor standard regulations.

This is your opportunity to better understand today's compliance complexities, and learn how to minimize your risk. Both Title VI (DBE) and Title VII (EEO) officials are increasing enforcement and adding auditors to look for violations that can lead to major fines, and even debarment.

The Summit is a prelude to the American Contract Compliance Association's (ACCA) training taking place this fall in West Palm Beach, Florida. The ACCA training is geared towards government agency practitioners who oversee Civil Rights and EEO programs, and who are likely to be involved in enforcement.

Work with the experts to get your own compliance plan into shape. Speakers from the Department of Labor, Caltrans (Department of Transportation), George Hanible from Skanska, and Attorney Colette Holt who is on the ACCA Board of Directors will be sharing their knowledge at the Summit. Other speakers include organizations representing Veterans and women in the construction industry.

Don't miss this chance to work with the experts!  
**Register now!**

More information can be viewed here:  
<http://training.agc-ca.org>

# SUB-BID REQUESTS CALIFORNIA

## DeSilva Gates Construction

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

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

DeSilva Gates Construction, L.P. is soliciting for SBE for the following project:  
**Montague Expressway and South Milpitas Boulevard Improvements, Contract No. C640 (15014)**

OWNER:  
SANTA CLARA VALLEY TRANSPORTATION AUTHORITY  
1436 California Circle, Conference Room 101, 1st Floor, Milpitas, California 95035

**BID DATE: August 12th, 2015 @ 2: 00 P.M.**

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

Bridge, Structural Concrete, Channel Lining, Construction Area Sign, Clearing & Grubbing / Demolition, Electrical, Erosion Control, Fencing, Hazardous Material, Keystone Wall, Landscaping / Irrigation, Minor Concrete, Minor Concrete Structure, Micro-Surfacing (Type II), Railroad Track Removal, Roadside Signs & Markers, Sign Structure, Striping, Survey Monument, Survey/Staking, SWPPP Prep, Construction Site Management, Temporary Erosion Control, Underground, Trucking, Water Trucks, Street Sweeping, Class 2 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 DeSilva Gates Construction. DeSilva Gates Construction will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting DeSilva Gates Construction'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.

## DeSilva Gates Construction

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

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

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

**FOR CONSTRUCTION ON STATE HIGHWAY IN  
PLACER COUNTY NEAR LINCOLN FROM 0.1 MILE WEST TO 1.0 MILE EAST OF CLARK TUNNEL ROAD,  
CONTRACT NO. 03-4E8604, FEDERAL AID PROJECT ACHSSTP-P193(012)**

OWNER:  
STATE OF CALIFORNIA DEPARTMENT OF TRANSPORTATION  
1727 30th Street, Bidders' Exchange, MS 26, Sacramento, CA 95816

**BID DATE: August 13, 2015 @ 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:

AC Dike, Biologist Consultant, Box Culvert, Wingwall, Clearing and Grubbing/Demolition, Construction Area Sign, Temporary Clear Water Diversion, Erosion Control, Fencing, Cable Railing, Landscaping / Irrigation, Lead Compliance Plan, Treated Wood Waste, Midwest Guardrail System, Minor Concrete Structure, Roadside Signs, Striping, SWPPP / Water Pollution Control Plan Prepare / Water Quality Sampling, Monitoring & Report, Temporary Erosion Control, Underground, Vegetation Control, Trucking, Water Trucks, Street Sweeping, Class 2 Aggregate Base Material, Class 3 Aggregate Base Material, Hot Mix Asphalt (Type A) Material, Rubberized HMA (Open Grade) Material

100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Surety company will have to be approved by DeSilva Gates Construction, L.P. DeSilva Gates Construction, L.P. will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting DeSilva Gates Construction, L.P.'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.

## DeSilva Gates Construction

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

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

DeSilva Gates Construction, L.P. is soliciting for DBEs for the following project:  
**FOR THE PAVEMENT REHABILITATION OF VARIOUS ROADWAYS IN THE UNINCORPORATED AREAS OF  
ALAMEDA COUNTY SPECIFICATION NO. 2261, FEDERAL AID PROJECT NO. STPL-5933(125)**

OWNER:  
County of Alameda - Public Works Agency  
951 Turner Court, Room 300, Hayward, CA 94545

**BID DATE: August 20, 2015 @ 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:

Adjust Iron, Cold Plane, Crack Sealing, Electrical, Minor Concrete, Paving Fabric, Slurry Seal, Striping, Survey/Staking, SWPPP Prep/ Water Pollution Control Plan Prepare, Temporary Erosion Control, Trucking, Street Sweeping, Class 2 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 DeSilva Gates Construction, L.P. DeSilva Gates Construction, L.P. will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting DeSilva Gates Construction, L.P.'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.

## DeSilva Gates Construction

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

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

DeSilva Gates Construction, L.P. is soliciting for DBEs for the following project:  
**CALTRANS ROUTE 65 – CONSTRUCTION ON STATE HIGHWAY IN PLACER AND YUBA COUNTIES,  
IN AND NEAR WHEATLAND, FROM BEAR RIVER BRIDGE TO 0.10 SOUTH OF MAIN STREET AND  
FROM GRASSHOPPER SLOUGH BRIDGE TO 0.8 MILES NORTH OF SOUTH BEALE ROAD,  
Contract No. 03-4F0404, Federal Aid Project ACSTP-P065(102)**

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

**BID DATE: August 18, 2015 @ 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:

AC DIKE, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, GRIND CONCRETE PAVEMENT, LEAD COMPLIANCE PLAN, METAL BEAM GUARDRAIL, MINOR CONCRETE STRUCTURE, MISC. IRON AND STEEL, OBJECT MARKERS, RUMBLE STRIP, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, DEVELOP WATER SUPPLY, IMPORTED BORROW MATERIAL, CLASS 2 AGGREGATE BASE MATERIAL, SHOULDER BACKING MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (OPEN GRADE) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.

100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Surety company will have to be approved by DeSilva Gates Construction. DeSilva Gates Construction will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting DeSilva Gates Construction'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.

## McGuire and Hester

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

Sub Bids Requested From Qualified DBE Subcontractors & Suppliers for  
**Department of Transportation - Center Street & Union Street Bridge Repair**  
Location: Stockton, CA • Project No. 10-1C0904

**Bid Date: August 18, 2015 @ 2:00 PM**

McGuire and Hester is seeking qualified subcontractors/suppliers in the following trades: construction area signs; traffic control; SWPPP; asbestos monitoring & sampling; concrete sawing & coring; electrical/signal; reinforcing steel; joint seal; polyester overlay/removal; surveying; concrete pumping; bearing pads; seismic restrainers; steel plates; trucking; temporary supports; and precast concrete.

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

## McGuire and Hester

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

Sub Bids Requested From Qualified DBE Subcontractors & Suppliers for  
**County of Sacramento - Fair Oaks Blvd. Improvement, Landis Ave to Engle Road Project**  
Location: Carmichael, CA • Project No. 4251

**Bid Date: August 20, 2015 @ 2:00 PM**

McGuire and Hester is seeking qualified subcontractors in the following trades: clearing/grubbing; tree removal; SWPPP; stamped color AC; cold plane AC; slurry seal; minor concrete; striping/signs; electrical; joint trench; fencing; masonry wall; interlocking pavers; and landscape & irrigation.

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.

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

to download the latest SBE Newspaper and Newsletter



# Faith Based Opportunity

## Black Bankers President Warns Churches: Change the Way You Do Business

By Hazel Trice Edney



**Michael Grant,**  
President, National Bankers Association

The head of a national Black bankers organization is warning that growing foreclosures upon churches across America indicate that houses of worship must quickly change the way they do business or possibly face a national crisis.

"A trend in church foreclosures is causing national leaders representing African-American communities all over America to focus their attention on potential solutions to avert an impending crisis," writes Michael Grant, president of the National Bankers Association in a three-page report, released exclusively to the Trice Edney News Wire. "With the advent of the mega-church as a phenomenon, church leaders are being forced to rethink their growth strategies."

At least 138 church properties were sold by banks last year and about 270 around the nation since 2010, according to CoStar, a Washington, D.C.-based real estate information company. Ninety percent of the sales reportedly result from foreclosure.

On March 6, Reuters reported, "Banks are foreclosing on America's churches in record numbers as lenders increasingly lose patience with religious facilities that have defaulted on their mortgages, according to new data... The surge in church foreclosures represents a new wave of distressed property seizures triggered by the 2008 financial crash, analysts say, with many banks no longer willing to grant struggling religious organizations forbearance."

According to Grant, whose organization has a membership of 37 banks, he sees no major disparity between the numbers of foreclosures upon Black and White congregations. However, he writes, "A preliminary analysis of many African-

American churches that pursued aggressive expansion strategies has yielded a few interesting and common patterns."

**He ticks off the patterns as follows:**

- Expansion efforts were not usually directed by financial plans constructed by individuals who had the expertise to give church leaders sound financial advice.
- Many financial decisions by those who oversee aggressive expansion strategies were not rooted in frugal planning or monitored by systems of accountability.
- Record-keeping is often not dictated by accepted accounting practices.
- Lending institutions are oftentimes not contacted early enough to avail the church of bank assistance in the forms of loan modifications or forbearance.
- Many church leaders mistakenly believe that bank assistance is available after foreclosure procedures have begun. In reality, by the time the church is being foreclosed on, the bank has exhausted all of the remedies at its disposal.

Grant concludes that though many church decisions are made based on faith and visionary leadership, "The church must be thought of as a business."

He states, "Just as the hospital exists to promote physical health and wellness, it is nonetheless a business. The church's business is to promote spiri-

tual health and well-being. It is also a business. If sound business principles are not adhered to, the church jeopardizes its ability to provide a valuable benefit to its congregants."

Church leaders across the nation are being impacted by the economic crisis, not only causing a shortage in the collection plate, but the decreased ability to help parishioners in financial trouble and difficulty paying its own bills, including staff salaries and mortgages. Though small and middle-sized congregations are seeing more foreclosures, even mega-churches have not been exempt from drastic measures.

Bishop T.D. Jakes, pastor of the 30,000-member Potter's House in Dallas, said he was forced to make major cuts three years ago in order to avoid doom.

"Membership has gone up. Income has gone down. We've laid off about 40 people from our staff. We've had to make some hard choices. We've had to curtail some of the services that we normally had to provide to the community because our resources are hard hit. I'm getting calls from pastors all over the country who are downsizing, cutting back on services, cutting back on office hours because they are being adversely affected by this also," he said in an interview with this reporter.

**Visit link below for the full article:**

[www.sbeinc.com/resources/cms.cfm?fuseaction=news\\_detail&articleID=1281&pageID=25](http://www.sbeinc.com/resources/cms.cfm?fuseaction=news_detail&articleID=1281&pageID=25)

## SUB-BID REQUESTS CALIFORNIA

### Granite Rock Company

120 Granite Rock Way, San Jose, CA 95136 • Phone (408) 574-1400 Fax (408) 365-9548  
Contact: Paul Brizzolara • Email: [estimating@graniterock.com](mailto:estimating@graniterock.com)  
We Are An Equal Opportunity Employer

REQUESTING SUB-QUOTES FROM QUALIFIED SBE  
SUBCONTRACTORS/SUPPLIERS/TRUCKERS FOR:  
**Montague Expressway and South Milpitas Boulevard Improvements**  
Contract No.: C640 (15014)

Owner: Santa Clara VTA  
Engineers' Estimate: \$25,000,000.  
BID DATE: August 12, 2015 @ 2:00 PM

Items of work include but are not limited to: Survey, SWPPP, QC / QA, Trucking, Sweeping, Water Truck, Fence, Clear & Grub, Demo, Landscape, Minor Concrete, Sign Structure, Construction Area Signs, Stripe, Electrical, Adjust Utilities, Slurry Seal, Bridge, Joint Seal, Rebar, Piling and Underground.

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

Looking for  
Subcontractors, Vendors,  
and Suppliers?

Advertise your Sub-Bid Requests in the  
Small Business Exchange.  
With a monthly readership of 75,000,  
SBE reaches a diverse audience, cutting  
across ethnic and gender lines as well  
as traditional industry segments.



Call 1-800-800-8534  
or visit us at [www.sbeinc.com](http://www.sbeinc.com)

### SUKUT CONSTRUCTION

Requests quotes from qualified DBE Subcontractors, Suppliers, and Service Providers for the following (but not limited to) work:

Survey, Dewatering, Trucking, Shoring, Traffic Control, SWPPP, Fence, Landscape, Retaining Walls, Electrical and Instruments, Fire Fighting Devices, Welded Steel Pipe, RCP, Reinforcing Steel, Misc. Metals, Steel Roof Deck, Structural Steel, Sheet Metal, Sealants, Metal Doors/Frames & Hardware, Ready-Mix Concrete, Pre-Cast Concrete Vaults, Masonry, Painting & Coating, Louvers

**La Palma Recharge Basin**  
**Anaheim, CA**

**Orange County Water District**  
Contract No. LPRB-2015-1

**BID DATE August 27, 2015 @ 2:00 p.m.**

Sub & Vendor Bids Due Prior

### Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Ryan Prokop

Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: [estimating@sukut.com](mailto:estimating@sukut.com)

Plans/specs are available from HB Digital at [www.ocwdplanroom.com](http://www.ocwdplanroom.com) or you may email your request to [estimating@sukut.com](mailto:estimating@sukut.com) for access. You may also view them at our office by appointment. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Subcontractors/Vendors will be required to sign Sukut's Standard Subcontract/Purchase Order. Copies are available for examination. Sukut Construction will assist Qualified Subcontractors in obtaining bonds, insurance, and/or lines of credit. Please contact Sukut Construction for assistance in responding to this solicitation.

Sukut Construction's listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with Subcontractor's price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

**Sukut Construction, LLC**  
An Equal Opportunity Employer

# SUB-BID REQUESTS CALIFORNIA

## ATKINSON CONTRACTORS, LP

### Requests

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

## Caltrans Contract No. 08-3555V4

Construction on Rte 15 in San Bernardino County in Victorville

from 0.5 Mile North of Mojave Drive to 1.5 Mile North of Stoddard Wells Road Overcrossing

**Bids Thursday, August 27, 2015**

### Description of Work and Material Supply (but not limited to):

Aggregate Base, Architectural Treatment, Asphalt Paving, Biologist, Clear & Grub, Concrete Barrier, Concrete Paving, Construction Area Signs, Demolition, Drainage, Earthwork, Drilled Piling, Driven Piling, Electrical, Environmental Services, Erosion Control, Fencing & Railing, Flatwork, Guardrail, Imported Borrow, Irrigation, Joint Seal, Landscaping, Pavement Marking, Maintenance of Traffic, Minor Concrete, Misc Iron & Steel, Overhead Sign Structures, Painting, Pipe Supply, Precast Prestressed Concrete Girders, Rebar, Retaining Wall, Road Barrier, Roadway Joint Seal, Roadway Sign, Rock Slope Protection, Sewer, Shotcrete, Signal and Lighting, Soil Nail Wall, Soundwall (Masonry Block), Street Sweeping, Structural Concrete, Structural Steel, Survey, SWPPP, Traffic Control System, Traffic Monitoring Stations, Trucking, Tubular Handrailing, Wireless Vehicle Detection System (Refer to project specs and addenda for complete bid item list). This project has a 12% DBE Goal.

### Atkinson Contractors, LP

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

socal.estimating@atkn.com

Phone: 949-855-9755 / 949-382-7145 • NEW FAX # 949-553-0252

Contact: Andrew Nelson

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 1.5%. Atkinson will assist in obtaining necessary equipment, supplies, materials or related services. We will split items of work (refer to 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 AND SUPPLEMENTAL INFORMATION:

Please go to [http://www.dot.ca.gov/hq/esc/oe/project\\_ads\\_addenda/08/08-3555V4/](http://www.dot.ca.gov/hq/esc/oe/project_ads_addenda/08/08-3555V4/)

## CAHILL CONTRACTORS, INC.

Contact: Julie Park

estimating@cahill-sf.com, (415) 986-0600

Bid Requests from Certified LBE Subcontractors and Suppliers for ALL trades EXCEPT Exterior Building Maintenance & Solar Hot Water System. O'Farrell Towers

This is a SF MOH CMD project with construction workforce and prevailing wage, LBE & local workforce hiring goals.

O'Farrell Towers

477 O'Farrell Street

San Francisco, CA 94102

Bid Date: 9/1/15 @ 2 PM

Voluntary Pre-bid Meeting & Job Walk on 8/13/15 at 10:00 AM at O'Farrell Towers, located at 477 O'Farrell Street, San Francisco, CA 94102.

## Construction Spending

Total construction activity for June 2015 (\$1,064.6 billion) was 0.1 percent (+/-1.5%)\* above the revised May 2015 (\$1,063.5 billion).

June 2015: +0.1\* % change

May 2015 (r): +1.8\* % change

(\* ) The 90% confidence interval includes zero. The Census Bureau does not have sufficient statistical evidence to conclude that the actual change is different from zero.

(\*) Statistical significance is not applicable or not measurable for these surveys. The Manufacturers' Shipments, Inventories and Orders estimates are not based on a probability sample, so we can neither measure the sampling error of these estimates nor compute confidence intervals.

(r) Revised.

All estimates are seasonally adjusted except for the Rental Vacancy Rate, Home Ownership Rate, and Quarterly Financial Report for Retail Trade. None of the estimates are adjusted for price changes.

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

### SPECIFICATION NO. 1197S - TEMECULA VALLEY REGIONAL WATER RECLAMATION FACILITY 23 MGD EXPANSION

Owner: Eastern Municipal Water District

Location: Temecula, CA

Bid Date: September 10, 2015 @ 10:00 A.M.

### J.F. Shea Construction, Inc.

667 Brea Canyon Road, Suite 30 • Walnut, CA 91788-0489

Phone: (909) 595-4397 • Fax: (909) 444-4268

Contact: Lori Olivas, [lori.olivas@jfshea.com](mailto:lori.olivas@jfshea.com)

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

Demolition, Geotextile, Reinforcing Steel, Ready-Mix Concrete, Masonry, Welding, Structural Steel, Steel Decking, Miscellaneous Metals, Insulation, Roofing, Sheet Metal, Sealants, Metal Doors/Frame/Hardware, Overhead Coiling Doors, Glazing, Louvers, Gypsum Board, Painting & Coatings, Signage, Portable Fire & Safety Equipment, Metal Building & Canopy Systems, HVAC, Equipment, Electrical & Instrumentation, Fiber Optic Communication System, and Overhead Cranes.

Plans and Specifications are available from: [www.emwd.org](http://www.emwd.org) – free download. Please complete the Planholder Registration form to receive email notification of addenda issued. Plans may also be viewed at the Dodge Plan Rooms or at our Walnut Office.

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

## REYES CONSTRUCTION, INC.

State License Number 507561

1383 South Signal Drive, Pomona, CA 91766

Phone: 909-622-2259 • Fax: 909-622-3053

Contact: Estimating • Mon-Fri 8am-5pm

### REQUESTING SUB & SUPPLIER BIDS

From All Qualified

Disadvantaged Business Enterprises (DBE) Subcontractors/Sub-consultants/Suppliers/Vendors registered as a DBE for:

La Palma Recharge Basin

Contract No. LPRB-2015-1

Owner: Orange County Water District

Reyes Construction is requesting bids for:

**SUBCONTRACTORS:** Traffic Control, SWPPP, Surveying, Shoring, Dewatering, Earthwork, Structural Excavation & Backfill, Trucking, Wet Utilities, Monitoring Well, Minor Concrete Structure, Structural Concrete, Reinforcing Steel, Structural Steel, Masonry, Roofing, Doors, HVAC, Mechanical, Fiber Optics, Cathodic Protection, Electrical, instrumentation & Controls, Guardrail, Fencing, Paint & Coating, Landscaping.

**SUPPLIERS:** Traffic Control Material & Equipment, BMP Materials, Steel Pipe, Waterworks Material, Ready Mix Concrete, PVC Pipe & Fittings, Misc. Metals, Precast Catch Basin, Sluice Gates, Reinforced Concrete Pipe (RCP), Vertical Turbine Pump, Aggregate, Rip Rap, Misc. Concrete Materials & Supplies, Valves, Meters.

**BID DATE: August 27, 2015 @ 2:00 PM**

Assistance will be available for obtaining Bonds, Lines of Credit, and/or Insurance, necessary equipment, supplies, materials or related assistance services.

Plans and Specifications can be viewed online at no additional cost at

1.) <http://www.bidmail.com/Sublogin.aspx>

(To request an invite please email [estimating@reyesconstruction.com](mailto:estimating@reyesconstruction.com))

2.) Via email by requesting to [estimating@reyesconstruction.com](mailto:estimating@reyesconstruction.com)

3.) [ocwdplanroom.com](http://ocwdplanroom.com) – registration required

Please fax quotes to: 909.622.3053

## RGW Construction, Inc.

Contractors License A/B 591940

550 Greenville Road • Livermore, CA 94550 • Phone: 925-606-2400 • Fax: 925-961-1925

An Equal Opportunity Employer

RGW Construction Inc. is seeking all qualified DBE (Disadvantaged Business Enterprises) for the following project:

**State Highway in Placer County Near Lincoln From 0.1 Mile West to 1.0 Mile East of Clark Tunnel Road**

**Contract No. 03-4E8604**

**Federal Aid Project No. ACHSSTP-P193(012)**

**Engineer Estimate: \$8,300,000 – 200 Working Days**

**Goal: DBE 12%**

**Bids: August 13, 2015 @ 2:00 PM**

**Requesting Sub-quotes for (including but not limited to):** Fabric Oils, Construction Area Signs, Traffic Control, Cold Plane, Clear & Grub, Erosion Control, Irrigation, AC Dike, Structural Concrete, Reinforcing Steel, Signs Road-side, Rock Slope Protection, Fencing, Object Marker, MBGR, Thermoplastic & Painted Traffic Stripe & Marking, SWPPP, Water Truck, Sweeper, Trucker, Storm Drain (Underground), Biologist.

**Scope of Work:** Curve Improvements.

RGW is willing to breakout any portion of work to encourage DBE participation. Contact us for a specific item list.

Plans and Specs are available to view and copy at our office or the Caltrans website [www.dot.ca.gov/hq/esc/oe/](http://www.dot.ca.gov/hq/esc/oe/). Contact John Pitsch 925-606-2400 [johnp@rgwconstruction.com](mailto:johnp@rgwconstruction.com) for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.



# Marking the 50th Anniversary of the Civil Rights Act at the LBJ Presidential Library

Continued from page 1

He considered the second—the Voting Rights Act—his greatest legislative achievement. As with all of them, it had come hard. In March 1965, after a protest march in Selma, Alabama, was brutally thwarted by state troopers, he stood before a joint session of Congress knowing that his plea for the law would fall on the deaf ears of segregationists in his own party. His voice strong, his will determined, he said:

*It was more than a hundred years ago that Abraham Lincoln, a great president from another party, signed the Emancipation Proclamation, but emancipation is a proclamation and not a fact. A century has passed since the day of promise. And the promise is unkept.*

*What happened in Selma is part of a larger movement, which reached into every section and state of America. It is the effort of American Negroes to secure for themselves the full blessings of American life. Their cause must be our cause, too. Because it is not just Negroes, but really, it's all of us who must overcome the crippling legacy of bigotry and injustice.*

*And we shall overcome.*

Through what became known legendarily as “the Johnson Treatment”—wielding political capital, horse-trading, flattering, threatening, cajoling, whatever it took—Johnson overcame resistance to the bill. He signed it under the dome of the U.S. Capitol, on August 10, 1965. As he scrawled his name, a marble statue of Abraham Lincoln, head bowed slightly, the troubles of his administration weighing heavily on his countenance, stood over his right shoulder.

It was apt; Lyndon Johnson aimed to finish what Abraham Lincoln had started.

Yet when Johnson gave the keynote address at his Library's Civil Rights Symposium on December 9, 1972, nearly four years after leaving the White House, he believed work still needed to be done. Nursing an ailing heart and looking far beyond his 64 years, he spoke to the assembled body, his voice weaker than it had been when he pressed for Voting Rights, but his will just as determined.

*Our objective must be to assure that all Americans play by the same rules, and all Americans play against the same odds. Who among us would claim that that is true today?*

*We have proved that great progress is possible. We know how much still remains to be done. And if our efforts continue, and if our will is strong, and if our hearts are right, and if courage remains our constant companion, then my fellow Americans, I am confident, we shall overcome.*



Image Credit: www.change.org

It would be the last address Johnson would make publicly. The following month, on January 22, 1973, he died of heart attack at his beloved LBJ Ranch. But we hear his voice still.

This week, the LBJ Presidential Library Civil Rights Summit marks the fiftieth anniversary of the Civil Rights Act of 1964, the first of Johnson's civil rights landmarks, an act of bi-partisanship Johnson called “an American bill.” Our goal is not only to celebrate America's progress in a half a century, but, just as LBJ would have wanted, to address the civil rights issues of our times.

We are honored that we will have on hand a number of eminent guests who will shed light on those issues, including heroes of the Civil Rights Movement of the 1960s, and those who, along with them, are making a difference today.

We are further honored to welcome the thirteenth, forty-second and forty-third Presidents—Jimmy Carter, Bill Clinton and George W. Bush

Continued on page 8



U.S. President Lyndon Johnson passes out some of the 72 pens he used to sign the civil rights bill in Washington D.C. on July 2, 1964. (AP Photo)

## The Legal Landscape of the DBE Program

Continued from page 1

programs. In the wake of the Supreme Court's 1989 decision in *City of Richmond v. J.A. Croson Co.*, dozens of local programs were found not to meet the parameters of strict scrutiny. Examples of these ordinances include Atlanta, Philadelphia and Columbus.

Governments that then modeled their evidence on the DBE program's approach have fared much better. Denver and Chicago both were held to have sufficient evidence to continue to use M/WBE goals to level the playing field for their contracting opportunities.

### Disparity Study Methodology Matters

The courts have required state and local governments to conduct “disparity studies” to support the use of race- and gender-conscious approaches to level the contracting playing field. Disparity studies are designed to answer the questions whether the agency has a “strong basis in evidence” that race and/or gender discrimination remain significant barriers to equal contracting opportunities, and if so, what available measures are narrowly tailored to remedy that discrimination.

Since *Croson*, it has become clear that the failure to conduct good studies is likely to be fatal if the program is challenged. On the other hand, good studies that apply broad remedial principles have led to strong programs that get results.

The courts have accepted various approaches to conducting disparity studies. Methodologies vary from the very conservative to those fully in line with affirmative action's remedial objectives. DBEs need to educate themselves on the different ways to determine DBE availability, collect prime and subcontract data, analyze disparities, evaluate

economy-wide evidence of barriers, develop anecdotal evidence and craft recommendations.

The results of the different methodologies can be stark. Study recommendations range from programs that are fully inclusive of all racial and ethnic groups and women, and that set significant DBE or M/WBE goals (Illinois DOT, State of Maryland, City of Houston); to programs that exclude certain racial or ethnic groups or white females and set low goals (California DOT, Oregon DOT, State of North Carolina) – or apply the program only to small contracts (New York City) or recommend no race- and gender-conscious measures at all (Cities of Boston and Birmingham).

DBEs need to understand these differences and get involved well before the agency issues its request for study proposals. Organize to insist on being part of the initial development of the RFP and having a seat at the table during the study process. Waiting until the consultant provides the report is too late.

### Data Collection and Program Monitoring are Often the Weakest Links

There are excellent, reasonably priced electronic, web-based data collection and program monitoring systems available. The failure to collect accurate, complete and timely data not only greatly increases the costs and time to conduct a disparity study, but also means that the agency doesn't know whether its contractors are in compliance and whether its goals are being met. Data are critical to evaluating a program's success and ensuring the DBEs have equal opportunities, as well as a solid legal defense.

Source: <http://americandbe.com>



# Public Legal Notices



CITY & COUNTY OF SAN FRANCISCO  
DEPARTMENT OF PUBLIC WORKS

Contract No. 9662A-1  
(REBID) (ID No. FCA15127)

## E.S.E.R. BOND NO. 2014, ROOF, HVAC AND EMERGENCY GENERATOR REPLACEMENT AT FIRE STATION 3

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until 2:30 p.m. on 08/12/2015, 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 Department of Public Works (DPW) Electronic Bid Documents Download site at [www.sfdpw.org/biddocs](http://www.sfdpw.org/biddocs), or purchased on a CD format from 1155 Market Street, 4th Floor, San Francisco, California 94103, telephone 415-554-6229, for a non-refundable \$15.00 fee paid by cash or check to "Department of Public Works". Please visit the DPW's 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 to be done under this contract is located at 1067 Post Street, San Francisco, CA 94109. The work includes but is not limited to removing and replacing roofing, HVAC, emergency generator, and skylights of Fire Station 3. The time allowed for completion is 180 consecutive calendar days. The Engineer's estimate is approximately \$760,000. For more information, contact the Project Manager, Michelle Lee at 415-557-4718.

**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 (SFAC) Section 6.25, "Clean Construction" is required for the performance of all work.

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

The Contract will be awarded to the lowest responsible 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 SFAC Chapter 14B. Subcontracting goal is **22% LBE**. Call Selormey Dzikunu at 415-558-4059 for details. In accordance with SFAC Chapter 14B requirements, all bidders, except those who meet the exception noted below, shall submit documented good faith efforts with their bids and must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference. Refer to CMD Form 2B for more details. Exception: Bidders who demonstrate that their total LBE participation exceeds the above subcontracting goal by 35% will not be required to meet the good faith efforts requirements.

There is no pre-bid conference for this rebid.

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. SFAC Sec. 6.22(A) requires all construction greater than \$25,000 to include performance and payment bonds for 100% of the contract award.

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

In accordance with San Francisco Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$400,000 is awarded by the City and County of San Francisco until such time as the Mayor or the Mayor's designee approves the contract for award, and the Director of Public Works then issues an order of award. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

Minimum wage rates for this project must comply with the current General Prevailing Wage as determined by the State Department of Industrial Relations. Minimum wage rates other than applicable to General Prevailing Wage must comply with SFAC 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 Section 6.22(G) of the SFAC. 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 Human Rights Commission as being in compliance with the Equal Benefits Provisions of Chapter 12B of the City's 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, Department of Public Works, setting forth with specificity the grounds for the objection.

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

8/6/15  
CNS-2779902#  
SMALL BUSINESS EXCHANGE



CITY & COUNTY OF SAN FRANCISCO  
DEPARTMENT OF PUBLIC WORKS

Contract No. 2567J  
(ID No. FCE15120)

## MUNI FORWARD - SANSOME TRANSIT LANE

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30 p.m. on September 9, 2015**, 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 Department of Public Works (DPW) Electronic Bid Documents Download site at [www.sfdpw.org/biddocs](http://www.sfdpw.org/biddocs). Please visit the DPW's 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 intersections along the Sansome St corridor from Pacific Ave to Washington St in SF, CA and consists of traffic signal work, Muni overhead trolley wire work, pavement renovation, curb ramp construction, sub-sidewalk basement structural work, drainage and sewer work, traffic routing and all associated work. The time allowed for completion is 135 consecutive calendar days. The Engineer's estimate is approximately \$550,000. 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 (SFAC) 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 SFAC Chapter 14B. LBE Subcontracting Participation Requirement is **24% LBE**. Call Finbarr Jewell at 415-554-8360 for details. In accordance with SFAC 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. Refer to CMD Form 2B.

A pre-bid conference will be held on **August 19, 2015; 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. SFAC Sec. 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 San Francisco Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$400,000 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 SFAC 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 Section 6.22(G) of the SFAC. 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 Human Rights Commission as being in compliance with the Equal Benefits Provisions of Chapter 12B of the City's 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, Department of Public Works, setting forth with specificity the grounds for the objection.

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

8/6/15  
CNS-2779669#  
SMALL BUSINESS EXCHANGE

## 50th Anniversary of the Civil Rights Act

Continued from page 7

respectively—whose administrations furthered the cause of civil rights domestically while championing human rights and freedom abroad.

Finally, we are honored to welcome the President and First Lady of the United States, as the Honorable Barack Obama delivers the Summit's keynote address. Five years ago last January, history shined on President Obama as he became the forty-fourth President and the first African-American to achieve the nation's highest office, the fulfill-

ment, to be sure, of the distant dreams of Abraham Lincoln and Lyndon Johnson.

President Obama's keynote and all programs at the Civil Rights Summit will be live streamed at <http://www.civilrightssummit.org/>

Mark K. Updegrave is the Director of the Lyndon Baines Johnson Presidential Library and Museum, one of thirteen Presidential Libraries of the National Archives.

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

## Metro- 12-Month Look Ahead

Continued from page 1

NAICS

9999

Estimated Cost

100K-500K

Solicitation Type

RFP-Bench

Type of Work

Professional Services

Department

Management & Budget

Link to download the full list:

<http://e8.octadyne.net/clientFiles/8023/12-MonthLookAhead.pdf>

Source: [business.metro.net](http://business.metro.net)



### LEASE OPPORTUNITY AT SAN FRANCISCO INTERNATIONAL AIRPORT

San Francisco International Airport is now accepting bids for the Banking Center and Automated Teller Machines (ATM) Lease. Bids must be received no later than **10:00 a.m. on Wednesday, August 26, 2015**.

The Lease is intended for the management and operation of a bank on-site and eleven ATMs at San Francisco International Airport. The proposed minimum acceptable bid amount is \$273,000, which will be the successful bidder's minimum annual guarantee for the first year of the Lease, and the term is five years with two one-year options to extend.

The Request for Bids (RFB) document is available on-line at <http://www.flysfo.com/business-at-sfo/currentopportunities>. For additional information or to receive a hard copy of the RFB document, please call Martin E. Farfan, Assistant Property Manager, Revenue Development and Management, at (650) 821-4500.

CNS#2781630



# Public Legal Notices



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

Contract No. 3206V  
(ID No. FCP15105)

### SOUTH PARK RENOVATION

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30 p.m. on 09/02/2015**, 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 Department of Public Works (DPW) Electronic Bid Documents Download site at [www.sfdpw.org/biddocs](http://www.sfdpw.org/biddocs), or purchased on a CD format from 1155 Market Street, 4th Floor, San Francisco, California 94103, telephone 415-554-6229, for a non-refundable \$15.00 fee paid by cash or check to "Department of Public Works". Please visit the DPW's 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 to be done under this contract is located at South Park at 100 South Park Street, San Francisco 94107, and consists of site demolition and tree removal, grading and site drainage, paving and retaining walls, irrigation and landscaping, play equipment and synthetic turf matting, site furniture and lighting, and all appurtenant work in accordance with specifications and drawings. The time allowed for completion is 240 consecutive calendar days. The Engineer's estimate is approximately \$2,200,000. For more information, contact the Project Manager, Mary Hobson at 415-581-2575.

**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 (SFAC) Section 6.25, "Clean Construction" is required for the performance of all work.

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

The Contract will be awarded to the lowest responsible bidder.

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



## SAN FRANCISCO HOUSING AUTHORITY

### REQUEST FOR PROPOSAL FIRE SPRINKLER AND STANDPIPE PREVENTIVE MAINTENANCE SAN FRANCISCO HOUSING DEVELOPMENTS Solicitation No: 15-610-RFP-0024

The San Francisco Housing Authority will receive proposals for Fire Sprinkler and Standpipe Pre-

Bid discounts may be applied as per SFAC Chapter 14B. Subcontracting goal is **20% LBE**. Call Finbarr Jewell at 415-554-8360 for details. In accordance with SFAC Chapter 14B requirements, all bidders, except those who meet the exception noted below, shall submit documented good faith efforts with their bids and must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference. Refer to CMD Form 2B for more details. Exception: Bidders who demonstrate that their total LBE participation exceeds the above subcontracting goal by 35% will not be required to meet the good faith efforts requirements.

A pre-bid conference will be held on August 18, 2015 at 10:00 a.m at the Golden Gate Conference Room, 30 Van Ness Avenue, 3rd Floor, San Francisco.

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. SFAC Sec. 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-27"** license required to bid.

In accordance with San Francisco Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$400,000 is awarded by the City and County of San Francisco until such time as the Mayor or the Mayor's designee approves the contract for award, and the Director of Public Works then issues an order of award. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

Minimum wage rates for this project must comply with the current General Prevailing Wage as determined by the State Department of Industrial Relations. Minimum wage rates other than applicable to General Prevailing Wage must comply with SFAC 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 Section 6.22(G) of the SFAC. 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 Human Rights Commission as being in compliance with the Equal Benefits Provisions of Chapter 12B of the City's 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, Department of Public Works, setting forth with specificity the grounds for the objection.

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

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CNS-2778995#  
SMALL BUSINESS EXCHANGE

ventive Maintenance services at San Francisco Housing Developments. Scope of work includes building fire sprinkler and standpipe system inspection, certification, and maintenance.

Responses are due by 2:00 PM on Thursday, August 27, 2015 at 1815 Egbert Avenue, San Francisco, CA 94124.

Download solicitation at:  
<http://www.sfha.org/procurement-bids.html>

All general questions can be directed to Solomon Gebala (415) 715-3123. Questions related to the RFP are due by 12:00 PM on Monday, August 17, 2015. Please submit questions in writing to procurement department at [procurement@sfha.org](mailto:procurement@sfha.org).



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

### NOTICE TO SUBCONTRACTORS REQUEST FOR QUALIFICATIONS DOORS, FRAMES, AND HARDWARE MOSCOLE CONVENTION CENTER FACILITIES EXPANSION PROJECT JOB No. 7731A-40-P2.3-53 SAN FRANCISCO, CALIFORNIA

The City and County of San Francisco (City) seeks responses to a Request for Qualifications (RFQ) from Trade Subcontractors interested in bidding the DOORS, FRAMES, AND HARDWARE scope of work on the contract for the Moscone Convention Center Facilities Expansion Project located in San Francisco, California.

The City seeks Trade Subcontractors with significant experience in major urban, multi-story civic, institutional or convention center projects which included DOORS, FRAMES, AND HARDWARE on existing and new structures. Furnish and install all hollow metal doors, frames, and hardware for a complete and fully functional system. Qualified Trade Subcontractors shall have successfully completed projects that are LEED® Gold certified or better.

Trade Subcontractors who are evaluated and deemed pre-qualified to perform work will be invited to submit a bid. Trade Subcontractors who do not submit the pre-qualification information will not be allowed to bid the project.

If the City, at its own discretion, chooses to recommend any of the DOORS, FRAMES, AND HARDWARE contract work to the Moscone Expansion District for its approval, the Trade Subcontractor will be asked to comply with all City contract requirements, including those of the City's Contract Monitoring Division (CMD).

The estimated date for issuing the Notice to Proceed (NTP) for Phases 2 and 3 Construction is October 30, 2015.

Trade Subcontractors shall submit and will be evaluated on information with respect to their requisite experience on projects of similar size, scope and complexity. The information shall include general and specific experience, claim and surety history, financials, ability to meet schedule and budget requirements and experience in general management and coordination. Resumes of key personnel who will manage and supervise the construction shall be provided in the RFQ response.

Trade Subcontractors must hold valid contractor licenses and must provide the ability to obtain corporate surety (payment & performance), bonds, and insurance if requested, in order to be eligible for the pre-qualification (RFQ) evaluation. Digital files of the RFQ can be downloaded at no cost from the City's website at [www.sfdpw.org/biddocs](http://www.sfdpw.org/biddocs).

Trade Subcontractors shall submit one original and three copies (4 total) of their RFQ responses no later than 3:00 PM on AUGUST 19, 2015, to San Francisco Public Works, 818 Mission Street, 4th Floor, San Francisco, CA 94103. Attn: Brook Mebrahtu

The evaluation of the RFQ is solely for the purpose of determining Trade Subcontractors who would be deemed qualified to bid for and perform the work outlined in this RFQ.

The City reserves the right to reject any or all responses to the RFQ and to waive technical errors in any response received.

8/6/15  
CNS-2781160#  
SMALL BUSINESS EXCHANGE

## CHANGE OF NAME

### CHANGE OF NAME

ORDER TO SHOW CAUSE FOR  
CHANGE OF NAME  
CASE NO. CNC 15-551275

PETITIONER OR ATTORNEY  
**Rachel Munson**  
549 6th Avenue  
San Francisco, CA 94118

TO ALL INTERESTED PERSONS:

1. Petitioner **Rachel Munson** for a decree changing names as follows:

**Rachel Aislynn Munson** changed to  
**Rachel Wesley Munson**

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

**NOTICE OF HEARING**  
Date: **August 25, 2015** Time: **9:00 AM**  
Dept: **514**

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

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

DENNIS TOYAMA, Clerk  
DATED - June 19, 2015

8/6/15 + 8/13/15 + 8/20/15 + 8/27/15

### CHANGE OF NAME

ORDER TO SHOW CAUSE FOR  
CHANGE OF NAME  
CASE NO. CNC 15-551289

PETITIONER OR ATTORNEY  
**Andrew Schwartz, State Bar No. 100210**  
**Sommers & Schwartz, LLP**  
One Embarcadero Center, Suite 800  
San Francisco, CA 94111

TO ALL INTERESTED PERSONS:

1. Petitioner **Kamal El-Wattar** for a decree changing names as follows:

**Female El-Wattar** changed to  
**Day Hsiung Kamal El-Wattar**

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

**NOTICE OF HEARING**  
Date: **Sep. 01/2015** Time: **9:00 AM**  
Dept: **514** Room: **514**

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

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

# Fictitious Business Name

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0365823-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0365143-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0366079-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0366080-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0366083-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0366084-00
<p>Fictitious Business Name(s): <b>Acqua e Sapone Acne Clinic</b> Address <b>222 Columbus Avenue Suite 320, San Francisco, CA 94133</b> Full Name of Registrant #1 <b>Acqua e Sapone (CA)</b> Address of Registrant #1 <b>SueSan Francisco, CA 94133</b></p> <p>This business is conducted by <b>A Corporation</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>5/15/2015</b></p> <p>Signed: <b>Kimberly Pigiucci</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/17/2015</b>.</p> <p>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</p> <p>Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>7/17/2015</b></p> <p><b>7/23/15 + 7/30/15 + 8/6/15 + 8/13/15</b></p>	<p>Fictitious Business Name(s): <b>DTN Law Group</b> Address <b>355 1st Street, #S2006 San Francisco, CA 94105</b> Full Name of Registrant #1 <b>Duyen Nguyen</b> Address of Registrant #1 <b>355 1st Street, #S2006 San Francisco, CA 94105</b></p> <p>This business is conducted by <b>An Individual</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/10/2015</b></p> <p>Signed: <b>Duyen Nguyen</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/14/2015</b>.</p> <p>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</p> <p>Filed: <b>Maribel Jaldon</b> <b>Deputy County Clerk</b> <b>7/14/2015</b></p> <p><b>7/16/15 + 7/23/15 + 7/30/15 + 8/6/15</b></p>	<p>Fictitious Business Name(s): <b>McDonald's</b> Address <b>235 Front Street San Francisco, CA 94111</b> Full Name of Registrant #1 <b>Front Street Mac, Inc. (CA)</b> Address of Registrant #1 <b>235 Front Street San Francisco, CA 94111</b></p> <p>This business is conducted by <b>A Corporation</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/1/2015</b></p> <p>Signed: <b>Scott Rodrick</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/31/2015</b>.</p> <p>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</p> <p>Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>7/31/2015</b></p> <p><b>8/6/15 + 8/13/15 + 8/20/15 + 8/27/15</b></p>	<p>Fictitious Business Name(s): <b>McDonald's</b> Address <b>5454 Mission Street, San Francisco, CA 94112</b> Full Name of Registrant #1 <b>5454 Street Mac, Inc (CA)</b> Address of Registrant #1 <b>5454 Mission Street, San Francisco, CA 94112</b></p> <p>This business is conducted by <b>A Corporation</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/1/2015</b></p> <p>Signed: <b>Scott Rodrick</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/31/2015</b>.</p> <p>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</p> <p>Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>7/31/2015</b></p> <p><b>8/6/15 + 8/13/15 + 8/20/15 + 8/27/15</b></p>	<p>Fictitious Business Name(s): <b>McDonald's</b> Address <b>441 Sutter Street, San Francisco, CA 94108</b> Full Name of Registrant #1 <b>Sutter Street Mac, Inc.</b> Address of Registrant #1 <b>441 Sutter Street, San Francisco, CA 94108</b></p> <p>This business is conducted by <b>A Corporation</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/1/2015</b></p> <p>Signed: <b>Scott Rodrick</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/31/2015</b>.</p> <p>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</p> <p>Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>7/31/2015</b></p> <p><b>8/6/15 + 8/13/15 + 8/20/15 + 8/27/15</b></p>	<p>Fictitious Business Name(s): <b>McDonald's</b> Address <b>2801 Mission Street, San Francisco, CA 94110</b> Full Name of Registrant #1 <b>24th Street Mac, Inc. (CA)</b> Address of Registrant #1 <b>2801 Mission Street, San Francisco, CA 94110</b></p> <p>This business is conducted by <b>A Corporation</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/1/2015</b></p> <p>Signed: <b>Scott Rodrick</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/31/2015</b>.</p> <p>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</p> <p>Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>7/31/2015</b></p> <p><b>8/6/15 + 8/13/15 + 8/20/15 + 8/27/15</b></p>
<p><b>FICTITIOUS BUSINESS NAME STATEMENT</b> File No. A-0366085-00</p> <p>Fictitious Business Name(s): <b>McDonald's</b> Address <b>5411 3rd Street, San Francisco, CA 94124</b> Full Name of Registrant #1 <b>Yosemite Street Mac, Inc. (CA)</b> Address of Registrant #1 <b>5411 3rd Street, San Francisco, CA 94124</b></p> <p>This business is conducted by <b>A Corporation</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/1/2015</b></p> <p>Signed: <b>Scott Rodrick</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/31/2015</b>.</p> <p>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</p> <p>Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>7/31/2015</b></p> <p><b>8/6/15 + 8/13/15 + 8/20/15 + 8/27/15</b></p>	<p><b>FICTITIOUS BUSINESS NAME STATEMENT</b> File No. A-0365832-00</p> <p>Fictitious Business Name(s): <b>Raven Restoration</b> Address <b>327 Highland Ave. San Francisco, CA 94110</b> Full Name of Registrant #1 <b>Glenn Tyrala</b> Address of Registrant #1 <b>327 Highland Ave. San Francisco, CA 94110</b></p> <p>This business is conducted by <b>An Individual</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/20/2015</b></p> <p>Signed: <b>Glenn Tyrala</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/20/2015</b>.</p> <p>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</p> <p>Filed: <b>Morgan Jaldon</b> <b>Deputy County Clerk</b> <b>7/20/2015</b></p> <p><b>7/23/15 + 7/30/15 + 8/6/15 + 8/13/15</b></p>	<p><b>FICTITIOUS BUSINESS NAME STATEMENT</b> File No. A-0365728-00</p> <p>Fictitious Business Name(s): <b>UniGuide, Inc.</b> Address <b>875 La Playa Street #373 San Francisco, CA 94121</b> Full Name of Registrant #1 <b>UniGuide Inc. (California)</b> Address of Registrant #1 <b>875 La Playa Street #373 San Francisco, CA 94121</b></p> <p>This business is conducted by <b>A Corporation</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/1/2015</b></p> <p>Signed: <b>Kristen M. Stanton</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/1/15</b>.</p> <p>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</p> <p>Filed: <b>Maribel Jaldon</b> <b>Deputy County Clerk</b> <b>7/13/2015</b></p> <p><b>7/09/15 + 7/16/15 + 7/23/15 + 7/30/15</b></p>	<p><b>FICTITIOUS BUSINESS NAME STATEMENT</b> File No. A-0365819-00</p> <p>Fictitious Business Name(s): <b>When Butter Met Sugar</b> Address <b>101 Olympia Way, San Francisco, CA 94131</b> Full Name of Registrant #1 <b>When Butter Met Sugar, LLC (CA)</b> Address of Registrant #1 <b>101 Olympia Way, San Francisco, CA 94131</b></p> <p>This business is conducted by <b>A Limited Liability Company</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/17/2015</b></p> <p>Signed: <b>Cheryl Leong</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/17/2015</b>.</p> <p>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</p> <p>Filed: <b>Jennifer Wong</b> <b>Deputy County Clerk</b> <b>7/17/2015</b></p> <p><b>7/23/15 + 7/30/15 + 8/6/15 + 8/13/15</b></p>	<p><b>FICTITIOUS BUSINESS NAME STATEMENT</b> File No. A-0366083-00</p> <p>Fictitious Business Name(s): <b>McDonald's</b> Address <b>441 Sutter Street, San Francisco, CA 94108</b> Full Name of Registrant #1 <b>Sutter Street Mac, Inc.</b> Address of Registrant #1 <b>441 Sutter Street, San Francisco, CA 94108</b></p> <p>This business is conducted by <b>A Corporation</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/1/2015</b></p> <p>Signed: <b>Scott Rodrick</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/31/2015</b>.</p> <p>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</p> <p>Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>7/31/2015</b></p> <p><b>8/6/15 + 8/13/15 + 8/20/15 + 8/27/15</b></p>	<p><b>FICTITIOUS BUSINESS NAME STATEMENT</b> File No. A-0366084-00</p> <p>Fictitious Business Name(s): <b>McDonald's</b> Address <b>2801 Mission Street, San Francisco, CA 94110</b> Full Name of Registrant #1 <b>24th Street Mac, Inc. (CA)</b> Address of Registrant #1 <b>2801 Mission Street, San Francisco, CA 94110</b></p> <p>This business is conducted by <b>A Corporation</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>7/1/2015</b></p> <p>Signed: <b>Scott Rodrick</b></p> <p>This statement was filed with the County Clerk of San Francisco County on <b>7/31/2015</b>.</p> <p>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</p> <p>Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>7/31/2015</b></p> <p><b>8/6/15 + 8/13/15 + 8/20/15 + 8/27/15</b></p>
<h2>ABANDONMENT OF FICTITIOUS BUSINESS NAME</h2>					
<p><b>FICTITIOUS BUSINESS NAME STATEMENT</b> File No. A-0366144-00</p> <p>Fictitious Business Name(s): <b>Grouffit Apparel</b> Address <b>3700 Divisadero Street, Unit 402, San Francisco, CA 94123</b> Full Name of Registrant #1 <b>Anne E. Kearns</b> Address of Registrant #1 <b>3700 Divisadero Street, Unit 402, San Francisco, CA 94123</b></p> <p>This business is conducted by <b>An Individual</b>. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>1/7/2015</b></p> <p>Signed: <b>Anne E. Kearns</b></p> <p><b>8/6/15 + 8/13/15 + 8/20/15 + 8/27/15</b></p>		<p>This statement was filed with the County Clerk of San Francisco County on <b>8/5/2015</b>.</p> <p>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</p> <p>Filed: <b>Jennifer Wong</b> <b>Deputy County Clerk</b> <b>8/5/2015</b></p> <p><b>8/6/15 + 8/13/15 + 8/20/15 + 8/27/15</b></p>			

Visit Small Business Exchange at [www.sbeinc.com](http://www.sbeinc.com) to download the latest SBE Newspaper and Newsletter



# Access to Capital

## SMALL & MINORITY BUSINESS



### What We Do

#### History

Learn about the origins of the U.S. Small Business Administration.

Since its founding on July 30, 1953, the U.S. Small Business Administration has delivered millions of loans, loan guarantees, contracts, counseling sessions and other forms of assistance to small businesses.

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

#### Early Versions of SBA

The Reconstruction Finance Corporation (RFC), created by President Herbert Hoover in 1932 to alleviate the financial crisis of the Great Depression, was SBA's "grandparent"; The RFC was basically a federal lending program for all businesses hurt by the Depression, large and

small. It was adopted as the personal project of Hoover's successor, President Franklin D. Roosevelt, and was staffed by some of Roosevelt's most capable and dedicated workers.

Concern for small business intensified during World War II, when large industries beefed up production to accommodate wartime defense contracts and smaller businesses were left unable to compete. To help small business participate in war production and give them financial viability, Congress created the Smaller War Plants Corporation (SWPC) in 1942. The SWPC provided direct loans to private entrepreneurs, encouraged large financial institutions to make credit available to small enterprises, and advocated small business interests to federal procurement agencies and big businesses.

The SWPC was dissolved after the war, and its lending and contract powers were handed over to the RFC. At this time, the Office of Small Business (OSB) in the Department of Commerce also assumed some responsibilities that would later become characteristic duties

of SBA. Its services were primarily educational. Believing that a lack of information and expertise was the main cause of small business failure, the OSB produced brochures and conducted management counseling for individual entrepreneurs.

Congress created another wartime organization to handle small business concerns during the Korean War, this time called the Small Defense Plants Administration (SDPA). Its functions were similar to those of the SWPC, except that ultimate lending authority was retained by the RFC. The SDPA certified small businesses to the RFC when it had determined the businesses to be competent to perform the work of government contracts.

By 1952, a move was on to abolish the RFC. To continue the important functions of the earlier agencies, President Dwight Eisenhower proposed creation of a new small business agency -- Small Business Administration (SBA).

### The Founding of SBA

In the Small Business Act of July 30, 1953, Congress created the Small Business Administration, whose function was to "aid, counsel, assist and protect, insofar as is possible, the interests of small business concerns."; The charter also stipulated that SBA would ensure small businesses a "fair proportion"; of government contracts and sales of surplus property.

By 1954, SBA already was making direct business loans and guaranteeing bank loans to small businesses, as well as making loans to victims of natural disasters, working to get government procurement contracts for small businesses and helping business owners with management and technical assistance and business training.

The Investment Company Act of 1958 established the Small Business Investment Company (SBIC) Program, under which SBA licensed, regulated and helped provide funds for privately owned and operated venture capital investment firms. They specialized in providing long-term debt and equity investments to high-risk small businesses. Its creation was the result of a Federal Reserve study that discovered, in the simplest terms, that small businesses could not get the credit they needed to keep pace with technological advancement.

In 1964, SBA began to attack poverty through the Equal Opportunity Loan (EOL) Program. The EOL Program relaxed the credit and collateral requirements for applicants living below the poverty level in an effort to encourage new businesses that had been unable to attract financial backing, but were nevertheless sound commercial initiatives.

### SBA Today

SBA has grown significantly in terms of total assistance provided and its array of programs have been tailored to encourage small enterprises in all areas. SBA's programs now include financial and federal contract procurement assistance, management assistance, and specialized outreach to women, minorities and armed forces veterans. SBA also provides loans to victims of natural disasters and specialized advice and assistance in international trade.

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

# The City of No-Frills Innovation

## Continued from page 3

with great people applying them. "The Basement is not a place they are relegated to, rather this is a space where the innovation is made available," said Alexandra Norton, the city's director of innovation.

This physical space was launched with a team of very talented internal consultants and tech professionals at a time when the city was facing a \$100 million budget gap and 11-day furloughs for city employees. The team in The Basement and the Office of Performance Accountability ultimately report to the city's chief administrative officer, Andy Kopplin. Said Kopplin: "Our philosophy is to use process improvement, technology and data to rebuild the mousetrap of government." Kopplin noted that he looked to the city of Baltimore's CitiStat program as a model to emulate and where lessons were learned to focus on the "problems on the ground such as street-lights and potholes."

For obvious reasons, performance management and accountability were urgent for NOLA to re-

bound from Katrina, one of the nation's costliest natural disasters, which was compounded by public sector failures from the center of town to Washington, D.C.

The Blightstatus app is a project that has emerged from The Basement in a collaboration between the city and Code for America (this app is now supported by the start-up CivicInsight). This resource helps track over 25,000 blighted addresses that Mayor Landrieu and his team work to return to commerce. In fact, the effort has thus far been so successful it's been lauded as a national leader in reducing vacant and dilapidated properties.

### Open Data

The key point to making data available and accessible is to improve analysis and decision-making options. By opening up the data and processes of government, the community is invited to review this information and suggest improvements, vastly increasing the possible range of choices and potentially valuable insights. For years, city departments did not collaborate, resulting in unintended con-

sequences and poor customer service. Rather than having independent teams working separately on parts of a larger project, New Orleans now uses data to help align siloed departments to common goals. One example of this is the city's creation of a One-Stop Shop, a single resource for all city permits and licenses (a mobile app is also available) to improve the customer experience. All users over 10 agencies are now utilizing a shared data system, and progress towards goals are managed in monthly public CustomerServiceSTAT meetings.

The process begins with the identification of a use case, as well as the key decision points where analytics can be useful. This concept is tested, and then scaled. These project ideas come out of the STAT programs. "This process works by focusing on a problem to solve," said Oliver Wise.

### Out of Tragedy Spawns an Opportunity for Innovation

A recent project is now taking this approach in an effort to save lives. The Broadmoor fire that killed five people was a tragedy for New Orleans,

even more so because the New Orleans Fire Department offers free smoke alarms for all residents. "The concern is that distributing these smoke alarms is a needle in the haystack problem," said Wise. "Finding the people most at risk in order to improve the efficiency of distribution was the problem that needed to be solved."

Using public data sources and incorporating additional administrative data, a model was developed in partnership with Enigma.io and its Chief Analytics Officer Mike Flowers to predict which regions of New Orleans are most at risk. These areas are identified and prioritized for initial outreach and fire alarm distribution. The fire department initiated this work and "NOLAytics" is being expanded to analyze other public safety and customer service priorities.

### Visit link below for the full article:

[www.sbeinc.com/resources/cms.cfm?fuseaction=news.detail&articleID=1280&pageID=25](http://www.sbeinc.com/resources/cms.cfm?fuseaction=news.detail&articleID=1280&pageID=25)



## SUB-BID REQUEST ADS

### RGW Construction, Inc.

Contractors License A/B 591940  
550 Greenville Road • Livermore, CA 94550 • Phone: 925-606-2400 • Fax: 925-961-1925  
An Equal Opportunity Employer

RGW Construction Inc. is seeking all qualified DBE (Disadvantaged Business Enterprises) for the following project:

**The Pavement Rehabilitation of Various Roadways  
in The Unincorporated Areas of Alameda County, California**  
**Specification No. 2261**  
**Federal Aid Project No. STPL-5933(125)**  
**Engineer Estimate: \$2,300,000 –90 Working Days**  
**Goal: DBE 12%**  
**Bids: August 18 @ 2:00 PM**

**Requesting Sub-quotes for (including but not limited to):** Fabric and Oils, Construction Area Signs, Traffic Control, Raise Iron-Utilities, Cold Plane, Slurry Seal & Crack Seal, Concrete Curb & Sidewalk-Misc, Thermoplastic & Painted Traffic Stripe & Marking, Detector, Surveyor, SWPPP, Sweeper, Monuments.

**Scope of Work:** Resurfacing and furnishing, placing type A hot mix along various roads in Alameda County.

RGW is willing to breakout any portion of work to encourage DBE participation. Contact us for a specific item list.

Plans and Specs are available to view and copy at our office or the [www.designbidbuild.net/eastbay/planroom?also](http://www.designbidbuild.net/eastbay/planroom?also). Contact John Pitsch 925-606-2400 [johnp@rgwconstruction.com](mailto:johnp@rgwconstruction.com) for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

AECOM is seeking qualified **Community Business Enterprise (CBE)** subconsultants for the following project:

**Owner: County of Los Angeles Department of Public Works**  
**Request for Proposals**  
**On-Call Environmental Compliance Services**  
**Location: Los Angeles, CA**  
**Bid Date: August 20, 2015**

**Work areas include:** biological services, cultural resources, public outreach, geotechnical, air and noise assessment, hazards, and traffic engineering.

Firms should be certified CBEs with the County of Los Angeles Department of Public Works. RFP will be provided upon request.

Assistance is available in obtaining any necessary bonding; lines of credit or insurance; information related to the requirements for the work; and necessary equipment, supplies materials, or related services.

### AECOM

515 S. Flower Street, 8th Floor • Los Angeles, CA 90071  
Attn: Amy Pang • [amy.pang@aecom.com](mailto:amy.pang@aecom.com)

**By August 13 2015, please submit a brief statement of qualifications, including 1 or 2 resumes, by email (preferred) to [SBE@SBEINC.com](mailto:SBE@SBEINC.com), or fax to Small Business Exchange at (415) 778-6255.**

### Ameron Water Transmission Group (An Equal Opportunity Employer)

10681 Foothill Blvd., Suite 450 • Rancho Cucamonga, CA 91730  
Office - 909/944-4100 x 323 • FAX 909/944-4113  
Contact: Dennis Shearer

#### REQUESTING SUB BIDS

From Qualified/Certified MBE/WBE/OBE/SBE/DVBE/DBE Subcontractors & Suppliers on the following trades but not limited to:

Coil Steel, Cement, Sand, Rock, Polyethylene Tape, Flanges, Mechanical Couplings, Welding and Trucking

For the following project:

**Los Angeles Department of Water and Power**  
**Welded Steel Pipe and Appurtenances for City Trunk Line South Unit 3**  
**Specification No. 7647**  
**BID DATE/TIME: August 19, 2015 @ 2:00 PM**

Plans and specifications can be viewed at Ameron Water Transmission Group or obtained from LADWP, 111 North Hope Street, Room L-43, Los Angeles, CA 90012 (213/367-4211)

## Public Policy

### White House Report: Make it Easier to Start a Business By Easing State Government Licensing Requirements



The White House issued a report that calls on states to ease the requirements on entrepreneurs hoping to start a business. Many of these requirements come in the form of occupational licensing—state laws requiring people to get a license from the government before working in their chosen field. The White House used data from a Goldwater Institute report released earlier this year that found low-income Americans suffer the most from occupational licensing requirements.

The White House report says that “When designed and implemented carefully, licensing can benefit consumers through higher-quality services and improved health and safety standards... But by making it harder to enter a profession, licensing can also reduce employment opportunities and lower wages for excluded workers, and increase costs for consumers.”

The White House report gathered some of its data from a report issued by the Goldwater Institute earlier this year that examined the impact on licensing requirements on low-income people. The Goldwater Institute report, “Bootstraps Tangled in Red Tape,” found that licensing particularly hurts low-income workers who oftentimes don’t have the resources to complete lengthy required training programs or pay for expensive application fees

and skills tests. The report found that the states that require licenses of the most occupations typically held by low-income workers have an 11 percent lower rate of low-income business start-ups.

Both the Goldwater Institute and White House reports call on states to make it easier for people to open a business without a license while still maintaining rules and regulations to protect public health and safety.

Clint Bolick, the Goldwater Institute’s vice president for litigation, served on the White House task force whose work resulted in the recommended changes to state laws.

To interview Clint Bolick about the White House report or the impact of licensing on low-income workers, please contact Starlee Coleman at (602) 758-9162.

White House report: [https://www.whitehouse.gov/sites/default/files/docs/licensing\\_report\\_final\\_non-embargo.pdf](https://www.whitehouse.gov/sites/default/files/docs/licensing_report_final_non-embargo.pdf)

Goldwater Institute report: <http://goldwaterinstitute.org/en/work/topics/free-enterprise/entrepreneurship/bootstraps-tangled-in-red-tape/>

Source: [goldwaterinstitute.org](http://goldwaterinstitute.org)

## EEOC Releases Report On The American Workplace

Continued from page 2

- Women and minorities remain concentrated, or segregated, in lower paying positions. For example, in 2013:
- Hispanics composed 20.5 percent of Service Workers and 29.2 percent of Laborers, yet they were only 5.7 percent of Professionals and 7.4 percent of Officials and Managers.
- African-Americans composed 23.3 percent of Service Workers and 18.7 percent of Laborers, yet they were only 7.6 percent of Professionals and 6.8 percent of Officials and Managers.

In conjunction with American Experiences versus American Expectations, EEOC has produced a fact sheet highlighting key data points on each demographic group of workers covered in the report. These fact sheets—which include EEO-1 data, EEOC charge and litigation information, and agency outreach activities—are available with the report at [www.eeoc.gov/eeoc/statistics/reports/](http://www.eeoc.gov/eeoc/statistics/reports/).

The EEOC enforces federal laws prohibiting employment discrimination. Further information about EEOC is available at [www.eeoc.gov](http://www.eeoc.gov)

Source: EEOC

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SBE Newspaper and Daily E-Newsletter