

SMALL BUSINESS

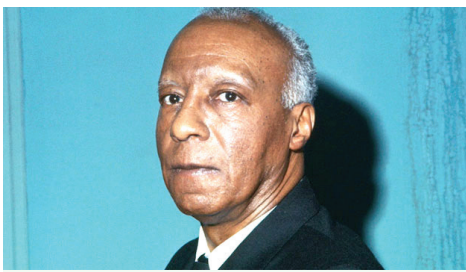
EXCHANGE

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Voice of Small, Emerging Diversity Owned Businesses Since 1984

• NEWS • INFO • BIDS

Labor Organizer A. Philip Randolph, 1899-1979



A. Philip Randolph

A. Philip Randolph was one of the most influential African American leaders of the twentieth century. From 1917 until his death on May 16, 1979, Randolph worked as a labor organizer, a journalist, and a civil rights leader.

He was born on April 15, 1889, in Crescent City, Florida, and spent his early years in Jacksonville, Florida. In 1907 he graduated as valedictorian from Cookman Institute. He relocated to Harlem in 1911 and worked as an elevator operator while taking courses at the City College of New York and New York University.

With Chandler Owen, A. Philip Randolph founded and became co-editor of *The Messenger*, an African American socialist magazine, in 1917. In 1925, Randolph established the first predominantly black labor union, the Brotherhood of Sleeping Car Porters, to improve working conditions for the nearly 10,000 black railroad employees. The Brotherhood would enjoy longstanding prominence in the labor and civil rights movements.

When Marcus Garvey arrived in Harlem seeking followers for his movement, Randolph became one of his strongest supporters. In the spring of 1917, Randolph, who at the time was a respected Harlem soapbox orator, presented Garvey to a Harlem audience and asked that they listen to the young man from Jamaica who was “one of the militant black fighters for social and racial justice.” Randolph was particularly impressed by Garvey’s ability to reach masses of people with his spellbinding speaking voice.

■ Continued on page 4

Labor Day

Observed on the first Monday in September, Labor Day pays tribute to the contributions and achievements of American workers. It was created by the labor movement in the late 19th century and became a federal holiday in 1894. Labor Day also symbolizes the end of summer for many Americans, and is celebrated with parties, parades and athletic events.

Labor Day, an annual celebration of workers and their achievements, originated during one of American labor history’s most dismal chapters. In the late 1800s, at the height of the Industrial Revolution in the United States, the average American worked 12-hour days and seven-day weeks in order to eke out a basic living. Despite restrictions in some states, children as young as 5 or 6 toiled in mills, factories and mines across the country, earning a fraction of their adult counterparts’ wages. People of all ages, particularly the very poor and recent immigrants, often faced extremely unsafe working conditions, with insufficient access to fresh air, sanitary facilities and breaks.

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WE'RE HERE!
STEELWORKERS
USWA Members From Every State

Steel Workers march for labor rights at a Trade Union Protest in Washington, D.C.

Willing and (ABLE), Asian, Black, Latino Enterprises

By Kate Rogers

Minority-owned start-ups are on the rise in America, creating a powerful force in the evolving entrepreneurial landscape. Both native-born and immigrant entrepreneurs are creating thriving start-up ecosystems of their own in large metro areas across the country.

Start-up activity in America is climbing, according to a new and widely watched report from the Kauffman Foundation. Overall, new business activity rose in 2016, bolstered by women and minority-owned businesses. Women make up 40.6

percent of new entrepreneurs, while a second important stat showed a dramatic increase in Latino business owners, more than doubling since 1996, to 20.8 percent of all new entrepreneurs.

Separate data from the Minority Business Development Agency shows a similar trend. Accord-

ing to 2016 data, minority-owned firms contribute a stunning \$1.4 trillion to the U.S. economy. For 2012, the most recent data available, there were 8 million minority-owned businesses, representing a 38 percent increase since 2007.

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Image Credit: Hero Images | Getty Images

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Community Outreach

A. Phillip Randolph and Pullman Porters



It's the story of what many people believe to be the first momentous step toward the civil rights movement.

In 1867, Chicago industrialist George Pullman revolutionized rail travel with his famous Pullman Cars.

When a Pullman Car was leased to a railroad, it came "equipped" with highly-trained porters to serve the travelers. The cars were staffed with recently freed slaves, whom Pullman judged to be skilled in service and willing to work for low wages. Soon, The Pullman Rail Car Company was the largest employer of blacks in the country, with the greatest concentration of Pullman Porters living on Chicago's South Side.

In their home neighborhoods, to be a Pullman Porter was considered a prestigious position. The job offered a steady income, an opportunity to travel across America, and a life largely free of heavy physical labor, rare for blacks in that era. Historian Timuel Black recounts, "They were good looking, clean and immaculate in their dress, their style was quite manly, their language was very carefully crafted, so that they had a sense of intelligence about them ... they were good role models for young men."

But the porters were also mistreated, underpaid, overworked and subjected to countless indignities on the job. "A Pullman Porter was really kind of a glorified hotel maid and bellhop in what Pullman called a hotel on wheels," explains former porter and historian Greg LeRoy. "The Pullman Company just thought of the porters as a piece of equipment, just like another button on a panel - the same as a light switch or a fan switch." Pullman demanded 400 hours a month or 11,000 miles - sometimes as much as 20 hours at a stretch -- and paid ridiculously low wages (in 1926, an average

of \$810 per year -- about \$7,500 in today's economy). "It didn't pay a livable wage, but they made a living with the tips that they got, because the salary was nothing," says Lyn Hughes of the A. Philip Randolph Pullman Porter Museum. The company expected its employees to pay for their own meals, supply their own uniforms and shoe polish, and allowed them only short naps on couches in the smoking car. Disgruntled porters began to question their situation and decided to take on the enormously powerful company.

In 1925, the porters formed a union called The Brotherhood of Sleeping Car Porters. This marked the beginning of a twelve-year struggle for dignity, better working conditions, and fair pay. (Its leaders were charismatic black activist A. Philip Randolph and former porter Milton Webster, head of the Chicago union local.) Their eventual triumph marked the first time in American history that a black union forced a powerful corporation to the negotiating table. It was a significant step forward for black equality.

The union members learned how to organize and negotiate. They discovered that even in a time of great prejudice in America, blacks could effect change if they stood together and persevered. They would later apply these techniques to the civil rights movement.

More About the A. Philip Randolph Pullman Porter Museum Gallery

Located at 10406 S. Maryland Avenue in Chicago's Pullman Historic District, the Museum Gallery was founded in 1995 by Lyn Hughes as the first African American Labor History Museum in Chicago, in tribute to A. Philip Randolph, the Brotherhood of Sleeping Car Porters and the African American Railroad attendants. The exhibit

features a collection of historical photos preserving and presenting moments in time.

How Sweet It Was-A Fond Memory

It seems that the Great One was a memorable passenger.

"One of the most remarkable stories I liked hearing about was how when Jackie Gleason would ride ... all the porters wanted to be on that run. The reason why? Not only because he gave every porter \$100.00, but it was just the fun, the excitement, the respect that he gave the porters. Instead of their names being George, he called everybody by their first name. He always had like a piano in the car and they sang and danced and had a great time. He was just a fun person to be around."

--Walter Biggs, son of a Pullman porter

Remembering Mae

Dawson Hodges is a 99 year-old former Pullman porter who was interviewed for the program. (He's pictured in action earlier on this page, holding a pair of shoes.)

CHICAGO STORIES: Who were the customers on your train?

HODGES: Oh, some of everybody. Joan Crawford and different movie stars. I forget the one movie star that gave me \$10. She said "come up to see me." You remember that movie star who said "my name is so-and-so, come up to see me sometime." Well, I had her on the trains.

CHICAGO STORIES: Mae West. You remember her?

HODGES: She said, "My name is Mae West, come up to see me sometime." I didn't pay that no mind. Long as I got the money.

■ Continued on page 6



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Access to Capital



Monthly List of Banks Examined for CRA Compliance

San Francisco: (AK, AZ, CA, GU, HI, ID, MT, NV, OR, UT, WA, WY) [Back to top](#)

Cert #	Bank Name	Street Address	City	ST	Zip	Rating
24074	Redding Bank of Commerce	1951 CHURN CREEK ROAD	REDDING	CA	96002-0000	S
57903	First Community Bank	438 FIRST STREET	SANTA ROSA	CA	95404-0000	S
57933	Valley Bank of Nevada	6385 SIMMONS ST	NORTH LAS VEGAS	NV	89031-7291	S

New York Region: (CT, DE, DC, MA, MD, ME, NH, NJ, NY, PA, PR, RI, VI, VT) [Back to top](#)

Cert #	Bank Name	Street Address	City	ST	Zip	Rating
18258	Thomaston Savings Bank	P.O. BOX 907	THOMASTON	CT	06787-0000	S
26567	North Cambridge Co-operative Bank	2360 MASSACHUSETTS AVENUE	CAMBRIDGE	MA	02140-0000	S
58640	Revere Bank	319 MAIN STREET	LAUREL	MD	20707-4129	S
58471	First Choice Bank	4420 ROUTE 27, SUITE A	KINGSTON	NJ	08528-0000	S
28788	Sturdy Savings Bank	9417 THIRD AVE	STONE HARBOR	NJ	08247-0000	S
33648	Bank of India	277 PARK AVENUE	NEW YORK	NY	10172-0000	NI
30544	Marquette Savings Bank	920 PEACH STREET	ERIE	PA	16501-0000	S
7609	First Community Bank of Mercersburg	12 SOUTH MAIN STREET	MERCERSBURG	PA	17236-0000	S
16976	Community State Bank of Orbisonia	P.O. BOX 8	ORBISONIA	PA	17243-0000	S

How to Decide Whether to Crowdfund or Bootstrap Your Business

By Michael Georgiou

Funding is the stumbling block for so many entrepreneurs. The bottom line isn't always pretty: No matter how amazing your idea or how passionate the people behind it, you'll need a certain amount of cash to get things going.

In today's competitive marketplace, many business leaders turn to crowdfunding to get started.

What is crowdfunding?

It's important to take a moment and define exactly what we're talking about. Crowdfunding is using small amounts of capital from a large number of investors in order to finance a project, business or cause. The whole idea of crowdfunding is tied closely to social media, as people use sites such as Facebook, LinkedIn and others to push out the message. Crowdfunding can attract large sums of money in relatively short amounts of time. Often, there are few -- if any -- strings attached to these dollars.

A key to crowdfunding is the notion that lots of small investors contribute those small amounts of money. In fact, the small amounts of money can seem impossibly small. Too small to make a big difference, actually. But the power of social media magnifies the impact as a thousand people give \$5 each, for example.

Who are your stakeholders?

There are three stakeholders in the crowdfunding process:

- The group seeking funding
- The investors putting up the cash
- The website that brings them together

That third party often gets little thought from businesses. When a company leader registers with one of the many crowdfunding websites that have popped up in the last several years, he or she signs a contract. The startup agrees to pay a percentage of its intake back to the host website. Some crowdfunding sites require contributions to reach a certain level in order for the project to receive support. In those cases, excess funds then revert back to contributors.

How does crowdfunding work?

Crowdfunding can take several forms. Each has the potential to meet the needs of different kinds of businesses. In donation crowdfunding, investors give to a cause while getting essentially nothing in return -- though prizes sometimes are given based on the amount contributed.

Equity crowdfunding does exactly what the name promises. In return for cash, each investor gains a piece of the company.

Peer-to-peer crowdfunding involves investors who expect monetary recompense once the company is up and running. This version is closest to the traditional investment model. The primary difference? Individuals, not banks or other lending institutions, put up the capital.

Top crowdfunding sites such as Kickstarter, Indiegogo and RocketHub offer a variety of crowdfunding models. Start looking, and you'll see dozens of other sites from which to choose.

What are the benefits of crowdfunding?

Businesses have some compelling reasons to open up to the possibilities crowdfunding presents. You've no doubt heard at least one incredible success story of a businesses that started

this way. The massively popular game Exploding Kittens, Dash in-ear headphones and Oculus Rift virtual reality player all kicked off with crowdfunding help.

It's quick and relatively painless to begin a crowdfunding campaign. While the steps are simple, keep in mind you should take time to formulate a strategy and formulate your message before taking it live on the site.

Crowdfunding also can move exceptionally fast. Most platforms put a 90-day cap on campaigns. Dollars can show up almost immediately, and money is ready to go just as quickly.

Running a crowdfunding campaign will help you develop savvy marketing skills that will serve you in the future. You can expand your marketing toolkit in a short amount of time and through a real-world trial.

Finally, crowdfunding builds your customer base even as you're still actively fundraising. It stands to reason that people interested enough to invest in your idea also will buy your product or service once your company hits its stride.

California Sub-Bid Request Ads

Balfour Beatty Infrastructure Inc.

Balfour Beatty Infrastructure, Inc. is bidding as a Prime contractor and encourages all qualified Subcontractors and Suppliers to submit quotations for the following project. Balfour Beatty is a Union Contractor and Subcontractors must abide by the terms and conditions of the applicable LADWP Project Labor Agreement. This project has a DBE/MBE/WBE/OBE goal and prospective bidders must be certified by bid opening.

Project Description: L.A. Reservoir UV Disinfection Plant
Project Location: Los Angeles, CA
Owner: Los Angeles Department of Water and Power (LADWP)
Contract No.: 7520

REVISED BID DATE - Prime Contractor: Wednesday, September 14th, 2016 @ 2:00pm
REVISED BID DATE - Subcontractor: Wednesday, September 7th, 2016 @ 2:00pm

SUBCONTRACTOR BIDS ARE SOUGHT FOR THE FOLLOWING TRADE(S)

Subcontractor scopes must be based on the General/Special Provisions, the Project Documents and Reference Documents, as well as any addenda released. It is recommended that interested subs contact Balfour Beatty Infrastructure well ahead of the due date to discuss scope and quantities.

SUBCONTRACTOR BIDS ARE SOUGHT FOR THE FOLLOWING TRADE(S)

Geotechnical Data, Field Engineering (Survey), Video/Photograph Progress Documentation, QA/QC, Temporary Facilities, Equipment Rental, Aggregate, Site Clearing, Shoring and Underpinning (Earth), Slope Protection, Erosion Control, HDPE Liners, Earthwork, Site Concrete, Flexible Pavement - Asphalt (AC), Landscaping (Planting & Irrigation), Ready Mix, Concrete Forms & Accessories, Forming Subs (including Scaffolding), Reinforcing Steel, Concrete Pumping, Precast Concrete, Miscellaneous Metals, Structural Steel, Structural Steel Erection, Metal Deck, Handrails & Railing, Grating, Thermal Protection (Insulation), Flashing & Sheet Metal, Sheet Metal Roofing, Caulking, Joint Seal, Floor Access, Doors, & Hatches, Overhead Door, Window (Glass & Glazing), Gypsum Board, Drywall, Metal Studs, Paints, Coating & Waterproofing, Louvers & Vents, Fire Extinguishers & Cabinet, Process Equipment, Cathodic Protection, Pre-Engineered Structure, Storage Tank, Hoists & Cables, Mechanical, Coupling, FCA, Flex, Ball Joints, Bolts, Nuts & Gaskets (BNG), Small Bore Pipe, Fabricated Steel Pipe, Plastic Pipe & Valves, C900/C905, HDPE, Ductile Iron Pipe, Miscellaneous Valves, Ball Valve, Butterfly Valve, Check Valve, Gate Valve, Globe Valve, Pipe Support, Pipe Insulation, Fire Protection Piping, Fire Protection Monitoring System, Plumbing, HVAC, Electrical, Instrumentation.

PLANS & SPECIFICATIONS: Project Bid Documents may be obtained from the Project Owner or you may view them at BBII's office by appointment. For your convenience, you may also view and download plans by following this link maintained by BBII: <https://secure.smartbidnet.com/External/PublicPlanRoom.aspx?Id=242155&i=1>

Subcontractors and Suppliers are responsible for reading and acknowledging all Specifications and Addenda.

BONDING & INSURANCE: Insurance requirements will include General Liability, Workers Comp and other insurance types as required by the contract documents and should be included in the Subcontractor's pricing. Please see Section FIA of the Special Conditions for details. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract, by an admitted surety subject to approval by BBII. Bonding cost assistance is available. Subcontractors should expect to sign the standard BBII subcontract agreement and provide a waiver of subrogation.

We provide assistance in obtaining insurance and bonding. Please contact BBII at (949) 544-6020 for bonding and other types of assistance.

The Contractor Development Program, through the City of Los Angeles, also provides bonding assistance at <http://www.lacondev.com/our-program/>.

QUESTIONS: For questions regarding the bid, please contact Angel Bautista at (949) 544-6020, fax: (877) 763-4002,

email: estimating.wr@bbiis.com, or in writing to: 5050 Business Center Drive, Suite 250, Fairfield, CA 94534.

Quotations must be valid for the same duration as specified by the Owner for contract award. Conditions or exceptions in Subcontractor's quote are expressly rejected unless accepted in writing. Subcontractor scope (including any conditions or exceptions) is required one week prior to bid deadline, to allow proper evaluation. To assist DBE/MBE/WBE/OBE Subcontractors and Suppliers, we will divide total scopes into smaller tasks or quantities, and if necessary adjust schedules to permit maximum participation by DBE/MBE/WBE/OBE firms. Subcontractors are required to indicate all lower-tier DBE/MBE/WBE/OBE participation offered on their quotation.

Balfour Beatty is an Equal Opportunity Employer

People & Events: A. Philip Randolph

Continued from page 1

By 1920, however, Randolph and other influential black leaders had begun to question Garvey's motives and the overall feasibility of the Garvey movement, and The Messenger began to publicly critique the movement. The opposition of Randolph, Owen and others eventually escalated into the "Garvey Must Go" campaign calling for federal intervention and Garvey's deportation. Randolph specifically questioned the plausibility of a black shipping line and the creation of a Universal Negro Improvement Association-controlled empire in Africa.

Randolph continued to be an outspoken advocate for equality, and took a leading role in efforts to redress discrimination in employment and

the armed forces. In 1941 he led a 10,000-person march on Washington to demonstrate against unfair working conditions and discrimination in the defense industries. Randolph's leadership was critical to the end of segregation in the armed forces.

With Rev. Martin Luther King, Jr., Randolph was one of the principal organizers of the historic 1963 March on Washington, which brought over 200,000 people to Washington to protest segregation and disenfranchisement. He was awarded the presidential Medal of Freedom for his lifelong work for universal civil rights.

A. Philip Randolph died on May 16, 1979, in New York City.

SOURCE: <http://www.pbs.org>

SYBLON REID

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 Contact: Karen Reichenberger

Sub-Bids Requested From MBE, WBE, DBE, DVBE, SB, SDB, WOSB, HubZONE SB, Service DVOB Subcontractors & Suppliers for:

City of Colusa WWTP 2016 Improvements Project 1

Location: City of Colusa

Bid Date: September 28, 2016 @ 3:00PM

Trades Solicited:

Demolition, Utility Vaults/Catch Basins, Pipe, Instrumentation, Pumps, Dewatering, Concrete Saw Cutting, Sealing & Coating, Davit Crane, Doors, frames, hardware, SWPPP, Mortar & Grout, Painting, Mechanical, Trucking, AC Paving, Structural Steel, Aeration Equipment, Concrete Masonry Units, Rip-rap, Concrete Pumping, Sluice, Slide, Flap gates, Geomembrane Lining System, Filter Fabric, Misc Metal, Electrical

If a portion of the work is too large for you to handle, contact us and we will try and break it into smaller portions

Subcontractors and suppliers must be licensed to conduct business in the state of California. Must be able to provide payment and performance bonds provided by approved surety company. SRC will pay bond premium up to 1.5% of subcontract amount and will assist with insurance compliance. SRC will work with subcontractors on joint check agreements. Plans and specs are available for viewing at our Folsom office and upon request will provide FTP site for electronic viewing of project.

Sub-Bids Requested from qualified MBE/WBE/SBE/DVBE/LBE Subcontractors and Suppliers For:

**EDWARD C. LITTLE WATER RECYCLING FACILITY
 CLEAN-IN-PLACE WASTE DISCHARGE PROJECT**

Owner: West Basin Municipal Water District

Location: El Segundo, CA

Bid Date: September 16, 2016 @ 2:00 P.M.

J.F. Shea Construction, Inc.

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

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

Aggregates, Precast Concrete Vaults, CLSM, Filter Fabric, AC Paving, Curb & Gutter, Ready-Mix Concrete, Reinforcing Steel, Structural Steel, Steel Decking, Miscellaneous Metals, FRP Fabrications, Sealants, Access Doors, Painting & Coatings, Signage, Equipment, Electrical & Instrumentation

Plans and Specifications: Register online with the District's online bid service at www.westbasin.org. Following registration, Bidder can download all contract documents at no cost. 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 MBE/WBE/SBE/DVBE/LBE 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.

CAHILL CONTRACTORS, LLC

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

CAHILL CONTRACTORS, LLC requests bids from Certified SBE Subcontractors and Suppliers for the following TRADES:

Hazardous and Mold Remediation / Demolition / Drywall / Tile & Stone / Flooring / Painting / Window Treatments / Final Cleaning / HVAC / Electrical / Plumbing / Finish Carpentry / Doors

MIDTOWN APARTMENTS EMERGENCY MOLD REMEDIATION - SELECT TRADES

1415 Scott, 2040 & 2060 O'Farrell, 1450 Divisadero, 2121 & 2141 Geary, San Francisco, CA 94115

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

BID DATE: 9/12/16 @ 2PM

Voluntary Pre-bid Meeting/Job-Walk:
 Wednesday, 8/31/16 @ 10AM

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 Meet at corner of Geary Blvd and Scott St.

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

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Sub-Bid Request Ad

**Brosamer & Wall, Inc. and Bay Cities Paving & Grading
A Joint Venture**



An Equal Opportunity Employer
is requesting quotations from all qualified
SBE & DBE

sub-contractors and/or material suppliers for the following project:

BALFOUR INTERCHANGE PROJECT CCTA Contract No. 427
Brentwood California

Owner: Contra Costa Transportation Authority

Bid Date: September 26, 2016 @ 2:00 PM

General Work Description:

Construct one concrete box girder bridge and two pre-cast prestressed wide flange girder bridges, retaining walls, roadway pavement, drainage systems, sewer and waterline work and electrical work.

Please contact Robert Rosas @ rrosas@brosamerwall.com to view plans and specifications or they can be downloaded at:

https://www.dropbox.com/sh/62s4a6od2d8qvkj/AADRYs8eYyRwqeivRHH6_2CJa?dl=0

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

All subcontractors will be required to sign our standard Subcontract Agreement. 100% payment and performance bonds may be required. If you have any questions regarding this project or need assistance in obtaining insurance, bonding, equipment, materials and/or supplies please call (925) 932-7900.

Plans and specifications can be viewed online or at our office located at 1777 Oakland Blvd Suite 300, Walnut Creek, Ca. 94596. Brosamer & Wall, Inc. and Bay Cities Paving and Grading A Joint Venture, intends to work cooperatively with all qualified firms seeking work on this project. We are an equal opportunity employer and will work with any interested subcontractor to identify opportunities to break items into economically feasible packages. AN EQUAL OPPORTUNITY EMPLOYER.

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San Francisco, CA 94107**

Fax your subscription form to (415) 778-6255
or email it to sbe@sbeinc.com

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

Account # _____ Expiration Date: _____

California Sub-Bid Request Ads



O.C. Jones & Sons, Inc.

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

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:
**Place HMA, replace guard rail & pull boxes, polyester bridge overlay
Hwy 51 & 160, Sacramento
Caltrans #03-0H11U4
BID DATE: September 20, 2016 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Traffic Plastic Drum, Portable Changeable Message Sign, WPCP, Treated Wood Waste, Public Safety Plan, Rapid Setting Concrete (Patch), Cold Plane AC, Polyester Concrete Overlay, Clearing & Grubbing, Develop Water Supply, Roadway Excavation (Type Z-2, Aerially Deposited Lead), Shoulder Backing, Imported Borrow, Compost, Crack Treatment, AC Dike, Tack Coat, Drill & Bond Dowel, Spall Repair, Individual Slab Replacement, Joint Seal, Grinding, Structural Concrete, Minor Concrete, Paving Notch Extension, Roadside Signs, Delineator, Object Marker, Midwest Guardrail System, Vegetation Control, Single Thrie Beam Barrier, Modular Glare Screen, Transition Railing, End Cap, Striping & Marking, Pavement Marker, 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 DBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php.



O.C. Jones & Sons, Inc.

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

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:
**HMA Paving, Replace Approach and PCC Slabs, Precast Concrete Pavement
Alameda and San Joaquin Counties
Highway 580 From Patterson Pass Road to Greenville Overhead and From Eden Canyon Road
to Strobridge Avenue - Caltrans #04-3G59U4
BID DATE: September 14, 2016 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, SWPPP, Rain Event Action Plan, Storm Water Sampling, Analysis and Annual Report, Sweeping, Treated Wood Waste, Abandon Culvert, Rapid Setting Concrete, Adjust Inlet, Cold Plane AC, Polyester Concrete Overlay, Cap Inlet, Culvert Slurry-Cement Backfill, Clearing & Grubbing, Develop Water Supply, Structure Excavation, Structure Backfill, Pervious Backfill Material, Concrete Backfill, Lean Concrete Backfill, Lightweight Aggregate Imported Backfill, Imported Borrow, Subgrade Enhancement Geotextile, Erosion Control, Hydromulch, Fiber Rolls, Hydroseed, Lean Concrete Base, Bose Bond Breaker, Precoated Screenings, Geosynthetic Pavement Interlayer, AC Dike, Tack Coat, Precast Jointed Concrete Pavement, Individual Slab Replacement, Crack and Seat, Steel Soldier Pile, CIDH Concrete Pile, Structural Concrete Retaining Wall, Structural Concrete Approach Slab, Minor Concrete (Minor Structure), Paving Notch Extension, Fractured Rib Texture, Clean Expansion Joint, Joint Seal, Bar Reinforcing Steel, Roadside Signs, Sign Structure - Truss, Timber Lagging, Clean and Paint Steel Soldier Piling, Underground, Geocomposite Drain, Rock Slope Protection, Minor Concrete (Curb & Gutter), Detectable Warning Surface, Pre/Post Construction Surveys, Misc. Iron & Steel, Fencing, Concrete Barrier Marker, Delineator, Guard Railing Delineator, Object Marker, Midwest Guardrail System, Single Thrie Beam Barrier, Double Thrie Beam Barrier, Cable Railing, Transition Railing, End Anchor Assembly, Crash Cushion, Concrete Barrier, Striping & Marking, Flashing Beacon System, Ramp Metering System, 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 DBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php.

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A. Phillip Randolph and Pullman Porters

Continued from page 2

Taking the A Train

"As the role of the Pullman porter began to be diminished in the forties and the fifties, the culture and the racism of the south had not changed. And, as an example, some people who traveled the south were often so angered by it that they avoided it as much as they could -- the rejection in the same hotel where you may have been the star in the front room [but] where you couldn't get anything to eat or a place to sleep. Duke Ellington, as an example, rented or purchased two [Pullman] cars for his orchestra. And when they would finish with their assignment they would return to this to sleep and to eat and to practice. They never felt that insult." -Timuel Black, historian

Behind the Scenes by program producer Lucy Kinsella

It's sad to see the personal stories from history die with the men and women who were present at the time of the events. Finding former Pullman porters who were alive when the union was created is difficult; they are a dying breed. We were very lucky to find Mr. Hodges who turned 99 on Valentine's Day. He was delighted to share his memories with us so that we could bring this story to you. You can hear more personal stories of for-

mer porters, who have passed away, at the A. Philip Randolph Pullman Porter Museum on Chicago's South Side.

One of the things I was shocked to learn was that Pullman porters were not paid for morning hours. If a porter worked a run from 8 a.m. until 5 p.m., he was only paid for the hours after noon. The porters were also required to arrive at their trains hours before departure time in order to prep the train with towels, linens, etc. The porters were not paid for these hours. On many occasions, they were required to start a new run immediately following the end of another, given no break in between and no time to see their families.

The Pullman Company was adept at pitting one race against another. The various jobs at the Pullman Company were usually filled by one race. When the porters decided to strike, the Pullman Company hired Filipinos as strike breakers. The Pullman Company was sending the message, "You can and will be replaced."

Lucy Kinsella has produced many documentaries for A&E and the History Channel, as well as independent projects as far away as Tanzania and as close to home as Chicago's inner city.

SOURCE: <http://interactive.wttw.com>

GOLDEN GATE CONSTRUCTORS

120 Granite Rock Way, San Jose, CA 95136
Phone (408) 574-1400 Fax (408) 365-9548
Contact: John Torres
Email: estimating@graniterock.com

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

**Terminal 1 Boarding Area B Project - BP 03.2
Mass Excavation, Sub-Grade Utility Demo & Dewatering**

Owner: City and County of San Francisco
c/o Austin - Webcor, a Joint Venture
BID DATE: September 15, 2016 @ 2:00 PM

Items of work include but are not limited to: Water Trucks, Street Sweepers, Trucking (Hauling and Disposal), Crushing Rubble, Sawcutting, Survey, SWPPP (plan creation & device installation), Dewatering, Shoring, Traffic Control, Underground Utility Locating and Removal.

Plans and specifications can be viewed at our office, 120 Granite Rock Way, San Jose or on <https://app.buildingconnected.com/rfps/5751d4df5eeba60a00021655/info>. Subcontractors will need to sign up for a free account to access the plans and specs. 100% performance and payment bonds will be required from a qualified surety company for the full amount of the subcontract price. Subcontractors are encouraged to contact GGC Estimating with questions regarding bonding assistance, obtaining lines of credit, insurance, equipment, materials and/or supplies, or with any questions you may have. Subcontractors must possess a current contractor's license, DIR number, insurance and worker's compensation coverage. Subcontractors will be required to enter into our standard contract. This will be a prevailing wage job. GGC intends to work cooperatively with all qualified firms seeking work on this project.

We are an Equal Opportunity Employer



120 Granite Rock Way, San Jose, CA 95136
Phone (408) 574-1400 • Fax (408) 365-9548
Contact: Randy Bonino
Email: estimating@graniterock.com

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

**Permanente Creek Flood Protection Project -
Rancho San Antonio Detention Basin
Contract No. C0617**

Owner: Santa Clara Valley Water District
Engineers' Estimate: \$19,000,000.
BID DATE: September 14, 2016 @ 2:00 PM

Items of work include but are not limited to: Minor Concrete, Asphalt Dike, Dewatering, Electrical, Erosion Control, Fencing, Landscape & Irrigation, MBGR, Rebar, Signs, Striping, Survey, Tree Trimming, Arborist, Underground, Trucking and Well Construction/Abandonment.

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

We are an Equal Opportunity Employer

California Sub-Bid Request Ads



Kiewit Infrastructure West Co.
4650 Business Center Drive Fairfield, CA 94534
Attn: Victor Molina · norcal.bids@kiewit.com

Requests sub-bids from qualified California Unified Certification Program (CUCP) OR U.S. DOT certified Disadvantaged Business Enterprise (DBE), Subcontractors, Consultants, and/or Suppliers seeking to participate in the Port of Stockton, Navy Drive Bridge Replacement Project in Stockton, CA.
<http://www.dot.ca.gov/obeo/index.html>

Subcontractors and Suppliers for the following project:
Navy Drive Bridge Replacement Project
Contract No. 03-16-01
Federal-Aid Project No. BRLS 6349(002)
Owner: Port of Stockton
Bid Date: September 14, 2016 at 3:00 P.M.

Disadvantaged Business Enterprises (DBEs) wanted for the following scopes, including, but not limited to:
AC Paving, Aggregates, Clear and Grub, Structural Concrete, Minor Concrete, Concrete Barriers, Concrete Supply, Concrete Reinforcement Supply & Install, Precast Concrete, Cast in Place Concrete, Demolition, Erosion Control, Fencing, Ground Improvement, Joint Sealant, Lead Abatement, Lighting, Metals, Painting and Coating, Pavement Markings, Pipe & Gate Supply, Street Sweeping, SWPPP, Structural Steel, Signage, Traffic Control, Trucking & Hauling, Water Truck.

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

Subcontractor and Supplier Scopes are due September 9, 2016 and Quotes NO LATER THAN September 13, 2016 at 5 P.M.

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

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

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

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

Davis-Bacon Act and Prevailing Wages apply.

An Equal Opportunity Employer
CA Lic. 433176
DIR # 1000001147



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

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

CALTRANS ROUTE 580 Contract No. 04-3G59U4 ALAMEDA AND SAN JOAQUIN COUNTIES ON ROUTE 580 FROM PATTERSON PASS ROAD OVERCROSSING TO GREENVILLE OVERHEAD AND FROM EDEN CANYON ROAD UNDERCROSSING TO STROBRIDGE AVENUE UNDERCROSSING AND ON ROUTE 205 FROM SAN JOAQUIN COUNTY LINE TO MIDWAY ROAD UNDERCROSSING,
Federal Aid Project ACIM-000C(438)E DBE Goal Assigned is 5%
OWNER:
STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
1727 30th Street, Bidder's Exchange, MS26, Sacramento, CA 95816
BID DATE: SEPTEMBER 14, 2016 @ 2:00 P.M.

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

AC Dike, Bridge Deck Resurfacing, Clear and Grub, Demolition, Concrete Barrier, Construction Area Sign, Crack & Seal, Develop Water Supply, Electrical, Erosion Control, Fabric/Geosynthetic Pavement Interlayer, Fencing, Cable Railing, Lead Compliance Plan, Lightweight Aggregate Supplier, Guardrail, Minor Concrete, Minor Concrete Structure, LCB, PJCP & Structural Concrete, Precoated Screenings, Roadside Signs, Channelizer, Markers, Rumble Strip, Sign Structure, Soldier Pile Wall, Striping, Survey/Staking/SWPPP/Water Pollution Control Plan Prepare, Temporary Erosion Control, Underground, Vegetation Control, Trucking, Street Sweeping, Imported Borrow, Class 2 Aggregate Base Material, Class 4 Aggregate Base Material, Hot Mix Asphalt (Type A) Material, Rubberized HMA (Open Grade) Material, Rubberized HMA (Gap Grade) Material.

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

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

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

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



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

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

PERMANENTE CREEK FLOOD PROTECTION PROJECT
Contract No. C0617
Project No. 26244001,
Small Business Enterprise Goal Assigned is 30%
OWNER:
SANTA CLARA VALLEY WATER DISTRICT - 5750
Almaden Expressway, Room B108, San Jose, CA 95118
REVISED
BID DATE: SEPTEMBER 14th, 2016 @ 2:00 P.M.

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

AC DIKE, BARRIER RAIL SUB, BIOLOGIST CONSULTANT, BOX CULVERT, BUILDING, CLEARING AND GRUBBING/DEMOLITION, DEWATERING, ELECTRICAL, EROSION CONTROL, FENCING, LANDSCAPING, METAL BEAM GUARDRAIL, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, STRIPING, UNDERGROUND, VIBRATION MONITORING, WELL DRILLING & SEALING, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AB MATERIAL &, CLASS 3 AB MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, HOT MIX ASPHALT (OPEN GRADE) MATERIAL.

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

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

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

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



Kiewit Infrastructure West Co.
4650 Business Center Drive Fairfield, CA 94534
Attn: Victor Molina · norcal.bids@kiewit.com

Requests quotes/bids from qualified Subcontractor, Service Providers, Consultants, and/or Suppliers seeking to participate in the City of Colusa, Wastewater Treatment Plant (WWTP) 2016 Improvements Project 1 in Colusa, CA.

<http://www.epa.gov/> / <http://www.sba.gov/>
www.californiaucp.org
Subcontractors and Suppliers for the following project:
Wastewater Treatment Plant 2016 Improvements Project 1
Project No. 2017-001
Owner: City of Colusa
Bid Date: September 28, 2016 @ 3:00 P.M.

Disadvantaged Business Enterprises (DBEs)

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

Aggregates, Rip Rap, Asphalt Paving, Concrete, Concrete Pumping, Concrete Supply, Concrete Reinforcement Supply & Install, Precast Concrete, Pre-Cast Building, Concrete Saw-Cutting, Clear & Grub, Conveying System, Grouting, Hydroseeding, Dewatering, Demolition, Access Doors & Windows, Electrical, Earthwork, Equipment, Erosion Control, Geotextiles, FRP Fabrications, Masonry, Metals, Paintings & Coatings, Piping & Valves, Structural Steel, Shoring, Signage, Street Sweeping, SWPPP, Thermal & Moisture Protection, Trucking & Hauling, Water Truck.

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

Subcontractor and Supplier Scopes are due September 23, 2016 and Quotes NO LATER THAN September 27, 2016 at 5 P.M.

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

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

Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company to be able to receive bidding information, Plans and Specifications Performance and Payment Bonds may be required for Subcontractors and Supply Bond for Suppliers on this project.

Clean Water State Revolving Fund (CWSRF)
Provisions apply
Buy American Iron & Steel (AIS) requirements apply
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CA Lic. 433176
DIR # 1000001147

Crowdfund or Bootstrap Your Business

Continued from page 3

What is bootstrapping? What advantages does it offer?

Bootstrapping is basically the opposite of crowdfunding. Bootstrap entrepreneurs build their businesses from the ground up with little or no additional capital. It's been the path for decades of successful business owners, and with good reason.

Bootstrapping gives company founders ultimate control. They don't have to chase down potential investors or mold their business into something they don't want it to become.

Unlike crowdfunding, bootstrapping comes with no need for a ready-made product. This enables you to develop and grow your business at a comfortable pace you -- not investors -- set. Much of the crowdfunding world has an all-or-nothing nature that doesn't allow a business the time needed to gradually build its own image.

Bootstrapping is perfect for business-to-business (B2B) and complex ideas. The most successful crowdfunded companies are rooted in easy-to-explain concepts that appeal directly to consumers. If your venture will target other businesses or your ideas involve layers of meaning, bootstrapping is a much better fit.

Why did we choose to bootstrap our company?

After careful consideration, we at Imaginovation decided to bootstrap it. Our adventure has been not only successful but rewarding on a variety of levels. Plus, we're in good company with other bootstrappers, including Mailchimp, Braintree, and GitHub, to name just a few.

Crowdfunding has the potential to change the way entrepreneurs do business. Rather than creating a product with borrowed cash, crowdfunding gives businesses the opportunity to approach the process from another angle -- backward. And it does so with a wide net of support.

Weigh the benefits and the pitfalls for yourself and then ask the real question: Which is better for your business, the way you prefer to operate and what you hope to achieve? Crowdfunding often requires maintaining a strong and active social media presence, which can be bolstered with the help of a savvy digital marketing team. Bootstrappers often build their businesses on sweat equity, putting in long hours to make up for their lack of funding. If you commit to smart planning and hard work, both methods can yield good results.

SOURCE: www.entrepreneur.com

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



Technology & Inclusion

Former Googler On The Challenges Of Being “Double Minority” In Tech

Security engineer Jamesha Fisher found several supportive communities to boost her career amid the white-dude dominance of Silicon Valley.

By Lydia Dishman

For as long as she can remember, Jamesha Fisher liked to figure out how things worked. Fisher, a former Googler who is currently a “DevOps security pirate” at CloudPassage (where she helps keep automated infrastructure up and running safely), credits her father, who worked in electronics and construction, for instilling in his daughter an early interest in taking things apart and figuring out what makes them tick.

Fisher’s budding passion soon turned towards pulling computers apart. High school classes trained her in both computer mechanics and Linux and security programming, then she went on to earn a degree in security engineering at DePaul University. The opportunity to learn just as the Internet was really taking off was unparalleled, Fisher tells Fast Company, and she says she never thought much about the fact that she was a “double minority” (both female and black) in a world dominated by white men.

Fisher’s education and career path are an exception to the rule. The numbers still indicate that women are underrepresented in the information and communications technology sector. Thirty years ago, women earned 37% of all computer science bachelors degrees, and that number has fallen to 12% today. Statistics from the National Science Foundation show that about 25% of those employed as computer scientists are female, while women make up about 17% of the engineering profession, and only one in five software developers is female.

When she landed a coveted internship at Google in Boston, Fisher moved through her work learning as much as she could. It was impactful, Fisher says, because, “postcollege graduation in 2009 meant being unemployed, [Google] gave me an edge and tons of networking connections.”

A Systematic Stigmatism

It wasn’t until Fisher landed back at Google, this time in the Bay Area, that she started becoming aware of something she couldn’t easily pull apart to figure out. “It was just kind of back of mind, the way people treated me,” Fisher explains, pointing out that she didn’t see it as a challenge. Rather, she says, it was a “systematic stigmatism that is very under the radar.” Fisher confesses that when someone would question her credentials, she would second-guess herself. Then she thought, “I wonder if they would have asked a dude? Would you tell a dude that that they’re not capable of learning another language?”

Fisher is quick to point out that no one ever overtly said they didn’t support diversity. “But culturally, when it comes up, people don’t know how to deal with it.” People do tend to seek out others like themselves, even when we know that diverse teams are more innovative and productive.



Photo: Hep Svadja

The Lack Of Minorities In Leadership Positions

Fisher admits that when she first arrived in Silicon Valley, she felt like “the odd egg,” and that can make it hard for anyone to find mentorship. Additionally, she observes, “Most minorities are in lower-level positions like contractors or support positions. So when she was asked to take on a leadership position herself, Fisher not only questioned whether or not she wanted to take the step up, but she also wondered if they chose her because of her credentials, or if they wanted her because she was also a minority.”

Deciding To Leave Google

After her two-year residency at Google ended, Fisher attempted to see if there was something else she could do for the company. Twice she was met with offerings that were just not in her area of specialty. “They have really good tech positions in sales, but that is not my deal,” Fisher asserts. So she put it behind her.

This was no easy feat, says Fisher. Pursuing employment at a company less well known as a relative newcomer to the area is daunting. “It might be the scariest thing in the world,” she says, “but it is doable,” especially if you find yourself in a position that just isn’t a good fit for your skills.

Building A Community

One of the things that helped pull her through was her small but growing circle of

support, especially on social media. Within six months of starting at Google, she explains, two people close to her died within a couple of weeks of each other. A stressful job coupled with grieving forced Fisher to reach out to other minority friends both in the workplace and outside of it.

On a larger scale, she says, she’s not interested in being a trailblazer just to set a precedent for other women or minorities in tech. “No job is worth losing your mind over,” she says. “If you feel like you are suffering as a double minority or feel stigmatism is too much, don’t stay there. You have all the right and power to go.”

Even if you’re not facing cultural issues, Fisher says, sometimes you have to make the decision to leave to take another position that will afford you the opportunity to grow. “I don’t think anybody should be like, ‘Stick it out,’” she says. The key to making the leap less scary is to tap the support of communities.

A self-professed ambivert who used to suffer from social anxiety (“Sometimes I am extroverted, but sometimes I need space and I am afraid to talk to people when they are new”), Fisher understands that reaching out—especially if you’re an introvert—is one of the hardest things to do. That’s why she advises, “Do it your own way.”

For the socially reluctant, Fisher suggests texting or using social media. She used Reddit,

then an industry mailing list to start meeting people locally. Initiating conversations on screen can often lead to invitations, Fisher notes, then when the meeting date comes, you’ll feel obligated to go. “It’s a little less pressure,” she adds.

Advocating For Other Women And Minorities

While she does consider herself an advocate for other women and minorities, even offering to help them gather the courage and support to leave a position that isn’t working for them, Fisher contends that what she does is not activism on a grand scale.

She prefers to speak at conferences, to the press, and on social media, and creating opportunities for women and minorities through diversity scholarships. Fisher also holds different meetups that are led by women, creating safe spaces for them to discuss the industry and other relevant topics. Of her CoffeeOps in San Francisco and East Bay, Fisher says, “There is a lot of female presence there, more than guys, which is great.”

Fisher is also hoping to hold a diversity conference at some point in the future. “It’s a few years off,” she points out, but recognizes the impact such an event could have on the tech industry. “It becomes a different landscape. It becomes better,” she contends, adding, “I haven’t seen anything in the news where it is a bad thing when a minority is leading something.”

SOURCE: www.fastcompany.com

Public Legal Notices

UNIVERSITY OF CALIFORNIA, IRVINE MEDICAL CENTER

NOTICE INVITING GENERAL CONTRACTOR PREQUALIFICATION

Prequalification Questionnaires will be received by the **University of California, Irvine Medical Center (UCIMC)** from General Contractors (GC) wishing to submit **design build** proposals for the **Non-OSHPD UCIMC Central Chiller Plant/Electrical Plant, Project Nos. 994507/994048**

Prequalification questionnaires will be accepted from contractors teamed with architects that have completed comparably sized design-build projects as described in the questionnaire. The University's primary objective in utilizing the design build approach is to bring the best available integrated design and construction experience to this project. The University has determined that proposers who submit proposals on this project must be prequalified. Prequalified proposers will be required to have the following California contractor's license: A - General Engineering Contractor or B - General Building Contractor.

DESCRIPTION: The non-OSHPD Chiller Plant Expansion project includes the ground-up construction of a new central chilled water plant for central cooling and an adjacent electrical yard will 12KV normal and emergency power equipment. The project also includes chilled water and electrical distribution to existing non-OSHPD buildings. The chiller plant and electrical yard equipment will be sized to service UCIMC buildings, taking future growth projected in the Long Range Development Plan (LRDP) into account. The UCIMC LRDP envisions 1.3 million gross square feet of non-OSHPD buildings by the year 2023.

Project completion time: 18 Months.

PROJECT DELIVERY: Design Build

ESTIMATED DESIGN AND CONSTRUCTION COST:

Non-OSHPD Central Chiller Plant	\$14,736,858
Emergency and Normal Power Upgrades	5,935,535
Distribution	2,192,206
Total	\$22,864,598

PROCEDURES: Prequalification questionnaires will be available electronically at 2:00 pm on 8/22/16 from UCIMC Planning Administration.

Mandatory Prequalification Conference will be held at **10:00 am on 9/7/16** at UCIMC, Building 22A, Room 2107, 101 The City Drive South, Orange, CA 92868.

Prequalification questionnaires must be received by **2:00 pm on 9/28/16** only at UCIMC Planning Administration, Building 27, Room 136, 101 The City Drive South, Orange, CA 92868.

UCIMC reserves the right to reject any or all responses to Prequalification Questionnaires and any or all proposals and to waive non-material irregularities in any response or proposal received.

Proposal Security in the amount of 10% of the lump sum price proposal, excluding alternates, shall accompany each proposal. The surety issuing the Bid Bond shall be, on the proposal deadline, listed in the latest published State of California, Department of Insurance, list of "Insurers Admitted to Transact Surety Insurance in this State."

All insurance policies required to be obtained by Proposer shall be subject to approval by University for form and substance. All such policies shall be issued by a company rated by Best as A- or better with a financial classification of VIII or better, or have equivalent ratings by Standard and Poor's or Moody's. The Certificate of Insurance shall be issued on the University's form.

Prospective proposers desiring to be prequalified are informed that they will be subject to and must fully comply with all of the proposal conditions including 100% payment and 100% performance bonds.

All information submitted for prequalification evaluation will be considered official information acquired in confidence, and the University will maintain its confidentiality to the extent permitted by law.

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Proposer may be required to show evidence of its equal employment opportunity policy. The successful Proposer and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Proposal Documents and to pay prevailing wage at the location of the work.

The work described in the contract is a public work subject to section 1771 of the California Labor Code.

No contractor or subcontractor, regardless of tier, may be listed on a Proposal for, or engage in the performance of, any portion of this project, unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5 and 1771.1.

This project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

The successful Prequalified Proposer shall pay all persons providing construction services and/or any labor on site, including any University location, no less than the UC Fair Wage (defined as \$13 per hour as of 10/1/15, \$14 per hour as of 10/1/16, and \$15 per hour as of 10/1/17) and shall comply with all applicable federal, state and local working condition requirements.

Contact David Donovan (714) 456-5628, ddonovan@uci.edu for the questionnaire. For other opportunities: <http://www.ucirvinehealth.org/planning-administration/>

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
University of California, Irvine Medical Center
August 22, 2016

Request for proposal PeopleSoft 9.2 Enterprise Resource Planning Software Upgrade



Topic: PeopleSoft 9.2 Enterprise Resource Planning Software Upgrade.

Who: Santa Clara Valley Water District is the water resource management agency meeting watershed stewardship needs of and providing wholesale water reliability to Santa Clara County's more than 1.9 million residents.

The Santa Clara Valley Water District is soliciting proposals from consultant firms to provide services for PeopleSoft upgrade 9.2 for both HCM and FSCM. Services include PeopleSoft system upgrade, integration, acceptance testing and user training. This upgrade will allow the water district to be on an up-to-date PeopleSoft version and be able to leverage new HR, Financial and Supply Chain Management features.

You are invited to submit a proposal based on your qualifications conducting upgrade projects similar in size and scope to the water district's project. The full Request for Proposal (RFP) can be viewed at <http://cas.valleywater.org>.

Please submit your proposals electronically to the water district's Contract Administration System (CAS) by the date and time specified in the RFP Schedule. Prior to submitting proposals, all firms must be registered in CAS. This can be achieved by going to the web address noted above and following the instructions to create an account. When in the creation process, select the expertise code "IS10" and add contact information as necessary.

Contact: If you need assistance with creating a CAS account, please call (408) 630-2992, or e-mail questions to ContractAdministration@valleywater.org.

All reference materials for Requirements documents listed in the Preliminary Scope of Services are posted on the water district's File Transfer Protocol (FTP) cloud provider site; contact Shelly Carey via email at SCarey@valleywater.org to obtain access to these materials. Please include 'PeopleSoft Upgrade RFP' in the 'Subject' line.

A pre-proposal meeting will be held on the date, time, and place specified in the RFP Schedule in CAS. The pre-proposal meeting will entail a presentation on project requirements, information on the CAS uploading process, and an overview of contractual requirements. An online meeting option will be provided; contact Shelly Carey via email at SCarey@valleywater.org 48 hours prior to the meeting, to obtain detailed information. Please include 'PeopleSoft Upgrade RFP' in the 'Subject' line.

In addition to submitting proposals electronically through the water district's web portal, 10 hard copies of the proposal must be received by the proposal due date and time specified in the RFP Schedule. Please refer to the RFP for detailed hardcopy delivery instructions.

General questions regarding this solicitation will be accepted by email to Fang Lu at flu@valleywater.org by the dates specified in the RFP Package Schedule tab.

08/2016_IG



UCLA

UCLA BIDDING OPPORTUNITIES

Please refer to the below-listed website for public notices of prequalification and bidding opportunities over \$200,000 at UCLA:

<http://www.capitalprograms.ucla.edu/>

If you would like to register to receive free email notifications of bidding opportunities over \$200,000 at UCLA, please refer to the website below:

<http://www.capitalprograms.ucla.edu/Subscription/Subscribe>

To be added to our Rotating Bidder's list for bidding opportunities under \$200,000, please refer to the website below:

<http://www.capitalprograms.ucla.edu/Contracts/Overview>



City and County of San Francisco
Outreach Advertising
September 2016

CONCESSION OPPORTUNITY AT SAN FRANCISCO INTERNATIONAL AIRPORT
San Francisco International Airport is accepting proposals for the Terminal 3 Boarding Area F and Terminal 1 Boarding Area C Food and Beverage Concession Leases. The Request For Proposals includes 6 Quick Serve Restaurant Leases and 2 Sit-Down Restaurant and Bar Leases. The terms are six years with two one-year options for the Quick Serve Restaurants, and seven years with two one-year options for the Sit Down Restaurants. The minimum annual guaranteed rents for the first year of the Leases are between \$250,000.00 to \$1,000,000.00. The Airport intends to award the Leases to the highest-ranked, most responsive and responsible proposers. Each proposer must submit a proposal deposit in an amount between \$35,000.00 and \$125,000.00 as a guarantee that the proposer will execute a Lease if awarded. The Lease terms have been revised since the original release. Interested parties should review and make note of the changes. Small, local and disadvantaged businesses are encouraged to participate. Proposals must be received by 2:00 p.m. on Wednesday, September 14, 2016. The RFP document is available online at <http://www.flysfo.com/business-at-sfo/current-opportunities>. For additional information, please contact Matthew McCormick at (650) 821-4500.

COUNT ON WIC FOR HEALTHY FAMILIES
WIC is a federally funded nutrition program for Women, Infants, and Children. You may qualify if you are pregnant, breastfeeding, or just had a baby; or have a child under age 5; and have a low to medium income; and live in California. Newly pregnant women, migrant workers, and working families are encouraged to apply. WIC provides Nutrition Education and Health information, breastfeeding support, checks for healthy foods (like fruits and vegetables), and referrals to medical providers and community services. You may qualify for WIC if you receive Medi-Cal, CalFresh (Food Stamps), or CalWORKS (TANF) benefits. A family of four can earn up to \$3,747 before tax per month and qualify. Enroll early! Call today to see if you qualify and to make an appointment. Call San Francisco WIC Program at 415-575-5788. This institution is an equal opportunity provider.

ASSESSMENT APPEALS BOARD (AAB)
Notice is hereby given of 11 vacancies on the AAB. Applicants must have at least 5 years of experience as one of the following: Certified Public Accountant or Public Accountant; licensed Real Estate Broker; Property Appraiser accredited by a nationally recognized organization, or Property Appraiser certified by the California Office of Real Estate Appraisers. For additional information or to obtain an application, please call (415) 554-6778.

LANGUAGE INTERPRETATION AVAILABLE UPON REQUEST CHINESE... SPANISH... FILIPINO
Requests must be received 48 hours in advance required for interpretation. For more information see the BOS website www.sfbos.org, or call 415-554-5184.

The City and County of San Francisco encourage public outreach. Articles are translated into several languages to provide better public access. The newspaper makes every effort to translate the articles of general interest correctly. No liability is assumed by the City and County of San Francisco or the newspapers for errors and omissions.

CNS-2918085#

AUDIENCE PROFILE

Small Business Exchange, Inc.
Whether You're a Small Business Looking for Opportunities, or a Prime or Agency Seeking Small Businesses
The Small Business Exchange has the resources you need to succeed.

Fictitious Business Name

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0372098-00

Fictitious Business Name(s):
Atman Computer Solutions
Address
248 Magellan Avenue, San Francisco, CA 94116
Full Name of Registrant #1
Ricky Chiu
Address of Registrant #1
248 Magellan Avenue, San Francisco, CA 94116

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **8/10/2016**

Signed: **Ricky Chiu**

This statement was filed with the County Clerk of San Francisco County on **8/10/2016**

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

Filed: **Lindsay Kimpel**
Deputy County Clerk
8/10/2016

8/18/16 + 8/25/16 + 9/1/16 + 9/8/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0372056-00

Fictitious Business Name(s):
Ciao Transport Services
Address
375 Joost Avenue, San Francisco, CA 94131
Full Name of Registrant #1
Stephen T. Chau
Address of Registrant #1
375 Joost Avenue, San Francisco, CA 94131

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

Signed: **Stephen T. Chau**

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

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

Filed: **Alex Liang**
Deputy County Clerk
7/27/2016

9/1/16 + 9/8/16 + 9/15/16 + 9/22/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0371969-00

Fictitious Business Name(s):
Culture Trails
Address
14 Cumberland Street #4, San Francisco, CA 94110
Full Name of Registrant #1
Sunny Grosso
Address of Registrant #1
14 Cumberland Street #4, San Francisco, CA 94110

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **7/1/2016**

Signed: **Sunny Grosso**

This statement was filed with the County Clerk of San Francisco County on **7/29/16**.

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

Filed: **Sonya Yi**
Deputy County Clerk
7/29/2016

8/11/16 + 8/18/16 + 8/25/16 + 9/1/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0372194-00

Fictitious Business Name(s):
Leed Services
Address
791 42nd Avenue, San Francisco, CA 94121
Full Name of Registrant #1
Derrick Lee
Address of Registrant #1
791 42nd Avenue, San Francisco, CA 94121
Full Name of Registrant #2
Ester Harris
Address of Registrant #2
791 42nd Avenue, San Francisco, CA 94121

This business is conducted by **A General Partnership**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **8/17/2016**

Signed: **Derrick Lee**

This statement was filed with the County Clerk of San Francisco County on **8/17/2016**

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

Filed: **Sonya Yi**
Deputy County Clerk
8/17/2016

8/18/16 + 8/25/16 + 9/1/16 + 9/8/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0372094-00

Fictitious Business Name(s):
Nicole Janitorial
Address
1164 Fitzgerald Avenue, San Francisco, CA 94124
Full Name of Registrant #1
Roci D. Medrano
Address of Registrant #1
1164 Fitzgerald Avenue, San Francisco, CA 94124

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

Signed: **Roci D. Medrano**

This statement was filed with the County Clerk of San Francisco County on **8/10/2016**.

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

Filed: **Fallon Lim**
Deputy County Clerk
8/10/2016

8/11/16 + 8/18/16 + 8/25/16 + 9/1/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0371928-00

Fictitious Business Name(s):
RFB Productions
Address
214 Silver Avenue, San Francisco, CA 94112
Full Name of Registrant #1
Joseph P. McDonough
Address of Registrant #1
214 Silver Avenue, San Francisco, CA 94112

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **7/27/2016**

Signed: **Sunny Grosso**

This statement was filed with the County Clerk of San Francisco County on **7/27/16**.

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

Filed: **Jennifer Wong**
Deputy County Clerk
7/27/2016

8/11/16 + 8/18/16 + 8/25/16 + 9/1/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0372337-00

Fictitious Business Name(s):
Saucy Asian
Address
3801 17th Street, San Francisco, CA 94110
Full Name of Registrant #1
Shinn & Sons, Inc. (CA)
Address of Registrant #1
14 Vallejo Dr. Millbrae, CA 94030

This business is conducted by **A Corporation**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **8/26/2016**

Signed: **Doug Shinn**

This statement was filed with the County Clerk of San Francisco County on **8/26/16**.

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

Filed: **Alex Liang**
Deputy County Clerk
8/26/16

9/1/16 + 9/8/16 + 9/15/16 + 9/22/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0372246-00

Fictitious Business Name(s):
Wells Noble
Address
2950 Jackson Street, San Francisco, CA 94115
Full Name of Registrant #1
James So
Address of Registrant #1
2950 Jackson Street, San Francisco, CA 94115

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **8/19/16**

Signed: **James So**

This statement was filed with the County Clerk of San Francisco County on **8/19/2016**

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

Filed: **Alex Liang**
Deputy County Clerk
8/19/2016

8/25/16 + 9/1/16 + 9/8/16 + 9/15/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0372242-00

Fictitious Business Name(s):
Pedicab Events
Address
2360 Martinez Avenue, San Francisco, CA 94553
Full Name of Registrant #1
Scott Myerson
Address of Registrant #1
2360 Martinez Avenue, San Francisco, CA 94553

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **8/19/2016**

Signed: **Scott Myerson**

This statement was filed with the County Clerk of San Francisco County on **8/19/16**.

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

Filed: **Morgan Jaldon**
Deputy County Clerk
8/19/16

9/1/16 + 9/8/16 + 9/15/16 + 9/22/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0372369-00

Fictitious Business Name(s):
Veranda Travel
Address
574 Hearst Avenue, San Francisco, CA 94112
Full Name of Registrant #1
Pamela Jeung
Address of Registrant #1
574 Hearst Avenue, San Francisco, CA 94112

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **8/29/2016**

Signed: **Pamela Jeung**

This statement was filed with the County Clerk of San Francisco County on **8/29/16**.

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

Filed: **Susanna Chin**
Deputy County Clerk
8/29/16

9/1/16 + 9/8/16 + 9/15/16 + 9/22/16

ABANDONMENT OF FICTITIOUS BUSINESS NAME

STATEMENT OF ABANDONMENT OF USE OF FICTITIOUS BUSINESS NAME

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

1.) H Cafe
Located at **3801 17th Street, San Francisco, CA 94110**

This fictitious business name was filed in the County of San Francisco on **11/30/2015** under file **0368073**

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

Full Name of Registrant #1
Shinn & Sons, Inc (CA)
14 Vallejo Dr.
Millbrae, CA 94030

This business was conducted by a **A CORPORATION**

Signed: **Doug Shinn**


This statement was filed with the County Clerk of San Francisco County on **8/26/2016**.

Filed: **Alex Liang**
Deputy County Clerk
8/26/16

9/1/16 + 9/8/16 + 9/15/16 + 9/22/16



Sub-Bid Request Ads



8201 Edgewater Drive, Suite 202 • Oakland, CA 94621
Phone (510) 777-5000 • Fax (510) 777-5099

LBE Subcontractor/Supplier Bids Requested For:
San Francisco International Airport
Austin Webcor Joint Venture
Terminal 1 – Boarding Area B – Buyout Package 2
Mass Excavation, Sub-Grade Utility Demo & Dewatering
Cast-In-Place Concrete
Bid Date: September 8th, 2016 at 2:00PM
Fax all quotes to 510-777-5099

Requesting certified LBE Subcontractor and Supplier Quotes on: **Earthwork, Concrete Ready-Mix, Rebar, Miscellaneous Metals, Trucking, Waterproofing, Shoring**

Please contact Jamie Helmick at jhelmick@shimmick.com if you need to view plans and specifications.

Subcontractors and Suppliers interested in this project may contact John White by phone at (510) 777-5000.

100% Performance and Payment bonds with a surety company subject to approval of Shimmick Construction Company, Inc. are required of subcontractors for this project. Shimmick Construction will pay bond premium up to 1.5%. Subcontractors will be required to abide by terms and conditions of the AGC Master Labor Agreements and to execute an agreement utilizing the latest SCCI Long Form Standard Subcontract incorporating prime contract terms and conditions, including payment provisions. Shimmick Construction's listing of a Subcontractor is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with the Subcontractor's price quote. Shimmick Construction requires that Subcontractors and Suppliers price quotes be provided at a reasonable time prior to the bid deadline to enable a complete evaluation. For assistance with bonding, insurance or lines of credit contact Scott Fairgrieve at (510) 777-5000.

Sub-Bid Requested for MBE/WBE/SBE/SBRA/LSAF/HUB/DBE and San Francisco LBE Subcontractors & Suppliers for:

San Francisco Public Utilities Commission
San Francisco Westside
Recycled Water Pipeline
Contract No. WD-2798
Bid Date 09/15/16 @ 2:00 P.M.

For Subcontractors & Suppliers in the area of **Trucking, Grinding & Paving, Concrete Work, Supply of Pipe, Valves & Fittings, Electrical, Monitoring for Settlement, Noise and Vibration, Corrosion Control and Cathodic Protection, Utility Pipe Jacking, Pipeline Installation.**

Precision Engineering, Inc.
 1939 Newcomb Ave • San Francisco, CA 94124
 Ph: (415) 621 4882 x 100 • Fx: (415) 621 4812
 Contact: Finbar Brody
 An Equal Opportunity Employer

Fictitious Business Name

FICTITIOUS BUSINESS NAME STATEMENT
 File No. A-0372388-00

Fictitious Business Name(s):
World Green Salad Sandwich
 Address
276 Imperial Dr. Apt 6, Pacifica, CA 94044
 Full Name of Registrant #1
Roberto A. Rodrigues Saldanha
 Address of Registrant #1
276 Imperial Dr. Apt 6, Pacifica, CA 94044

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

Signed: **Roberto A. Rodrigues Saldanha**

This statement was filed with the County Clerk of San Francisco County on **8/30/16**

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

Filed: **Maribel Jaldon**
 Deputy County Clerk
 8/29/16

9/1/16 + 9/8/16 + 9/15/16 + 9/22/16

FICTITIOUS BUSINESS NAME STATEMENT
 File No. A-0371819-00

Fictitious Business Name(s):
Pearl Spa
 Address
1654 Post Street, San Francisco, CA 94115
 Full Name of Registrant #1
E.G. Enterprise, Inc. (CA)
 Address of Registrant #1
1654 Post Street, San Francisco, CA 94115

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

Signed: **Eun Hee Giron**

This statement was filed with the County Clerk of San Francisco County on **7/18/2016**.

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

Filed: **Fallon Lim**
 Deputy County Clerk
 7/18/2016

FICTITIOUS BUSINESS NAME STATEMENT
 File No. A-0371596-00

Fictitious Business Name(s):
SF Auto Detail
 Address
981 Howard Street, San Francisco, CA 94103
 Full Name of Registrant #1
Samuel A. Mejia
 Address of Registrant #1
1216 Newhall Street, San Francisco, CA 94124

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **6/29/2016**

Signed: **Samuel A. Mejia**

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

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

Filed: **Fallon Lim**
 Deputy County Clerk
 7/30/2016

8/4/16 + 8/11/16 + 8/18/16 + 8/25/16

FICTITIOUS BUSINESS NAME STATEMENT
 File No. A-0372094-00

Fictitious Business Name(s):
Nicole Janitorial
 Address
1164 Fitzgerald Avenue, San Francisco, CA 94124
 Full Name of Registrant #1
Roci D. Medrano
 Address of Registrant #1
1164 Fitzgerald Avenue, San Francisco, CA 94124

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

Signed: **Roci D. Medrano**

This statement was filed with the County Clerk of San Francisco County on **8/10/2016**.

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

Filed: **Fallon Lim**
 Deputy County Clerk
 8/10/2016

Willing and (ABLE), Asian Black Latino Enterprises

Continued from page 1

New research from online lending marketplace Biz2Credit, done specifically for CNBC for its Metro 20: America's Best Places to Start a Business ranking, listed the locations with the highest levels of diversity among business owners across the country. The top five metros were Sacramento, California; Washington, D.C.; Philadelphia; San Jose, California; and Houston.

"Cities and municipalities with emerging entrepreneurial economies are those that have leadership that promote and embrace entrepreneurialism at the ground level," said MBDA's Joann Hill, chief of the office of business development. She added that the locations that were top ranked have this already in place. Another factor that allows minority-owned businesses to flourish is a local community that supports these businesses regardless of whether they're retail storefronts or tech companies, according to MBDA national director Alejandra Castillo. Location in a community that is rich with diversity undoubtedly helps to make this a reality. "The population sees minorities start businesses and then become job creators within those communities," Castillo said.

The ability to bid for and win government contracts at local, state and federal levels helps minority-owned businesses develop new and better opportunities, according to the MBDA. This is something Cora Williams, president and CEO of Washington, D.C.-based Ideal Electrical Supply has seen firsthand. The company, launched in 1991, is a wholesale distributor of electrical and industrial products that employs 21 people.

"It's easy to get access to opportunities," Williams said of the D.C. area. "But it's hard to get the business — it's very competitive. We are competing with companies that have better buying power, stronger relationships and more money."

Williams adds that D.C.'s local government makes resources readily available for smaller companies to get off the ground, and the fact that both the Small Business Administration and the MBDA are located there also help.

Challenges for minority-owned businesses

While the number of minority-owned businesses in America continues to climb, one stubborn

challenge remains: Access to capital is the top issue for these firms in launching. A separate report from Biz2Credit in April found nearly 40 percent of minority-owned businesses named getting adequate financing a top challenge for them in the year to come.

The major issues for minorities seeking credit is their relationships with banks and their credit histories. "Most minority-owned businesses do not have existing relationships with lenders, and they also have thin credit files," said Rohit Arora, co-founder and CEO of Biz2Credit. He noted that many are in Main Street businesses that banks shy away from, such as dry cleaners, Laundromats and gas stations.

The void has been filled in part by alternative lending, an emerging force in small-business lending. A recent report from Babson College, called the Global Entrepreneurship Monitor Special Report on Entrepreneurial Finance, found traditional forms of finance for entrepreneurs are increasingly being supplemented by alternate sources. This includes peer-to-peer

lending, crowdfunding and microfinance.

"After the recession, banks reduced their overall lending exposure to small businesses," said Arora. "Alternate lending and peer-to-peer lending has helped them."

Many minority businesses self-fund with their own capital or even personal credit cards to get off the ground, the MBDA's Castillo points out — something the agency is working to improve. Williams admits that finding start-up capital when she launched in the 1990s was no easy task. In fact, she withdrew her own retirement funding in order to get started.

"I think it was more about me being a woman. No one was lending start-up businesses, especially women, money," she said. "But as we gained traction and the business grew, more banks became interested in us. We went with a community bank and have been with them for 18 years."

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

Labor Day

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As manufacturing increasingly supplanted agriculture as the wellspring of American employment, labor unions, which had first appeared in the late 18th century, grew more prominent and vocal. They began organizing strikes and rallies to protest poor conditions and compel employers to renegotiate hours and pay. Many of these events turned violent during this period, including the infamous Haymarket Riot of 1886, in which several Chicago policemen and workers were killed. Others gave rise to longstanding traditions: On September 5, 1882, 10,000 workers took unpaid time off to march from City Hall to Union Square in New York City, holding the first Labor Day parade in U.S. history.

The idea of a “workingmen’s holiday,” celebrated on the first Monday in September, caught on in other industrial centers across the country, and many states passed legislation recognizing it. Congress would not legalize the holiday until 12 years later, when a watershed moment in American labor history brought workers’ rights squarely into the public’s view. On May 11, 1894, employees of the Pullman Palace Car Company in Chicago

went on strike to protest wage cuts and the firing of union representatives.

On June 26, the American Railroad Union, led by Eugene V. Debs, called for a boycott of all Pullman railway cars, crippling railroad traffic nationwide. To break the strike, the federal government dispatched troops to Chicago, unleashing a wave of riots that resulted in the deaths of more than a dozen workers. In the wake of this massive unrest and in an attempt to repair ties with American workers, Congress passed an act making Labor Day a legal holiday in the District of Columbia and the territories. More than a century later, the true founder of Labor Day has yet to be identified.

Many credit Peter J. McGuire, cofounder of the American Federation of Labor, while others have suggested that Matthew Maguire, a secretary of the Central Labor Union, first proposed the holiday. Labor Day is still celebrated in cities and towns across the United States with parades, picnics, barbecues, fireworks displays and other public gatherings. For many Americans, particularly children and young adults, it represents the end of the summer and the start of the back-to-school season.

SOURCE: www.history.com



Tennessee Valley Authority was a government program that hired workers during the Great Depression.

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