

SMALL BUSINESS

EXCHANGE

Voice of Small, Emerging Diversity Owned Businesses Since 1984

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September 4, 2014

The Infrastructure the Next Generation of Cities Will Need

By Bob Graves

Are we truly entering an era of “Cities 3.0”? Sacramento Mayor Kevin Johnson is an advocate of that notion, and few elected officials are in a better position to look at cities from a broad, historical perspective than is Johnson, the new president of the U.S. Conference of Mayors.

He laid out that perspective in his inaugural speech as the conference’s president, describing how the first generation of cities was built around ports, rivers and transportation routes. Then came the Industrial Revolution and Cities 2.0. In addition to factory smokestacks, they had electricity, transportation systems and other modern services. In the new era of Cities 3.0, Johnson said, “the city is a hub of innovation, entrepreneurship and technology. It’s paperless, wireless and cashless.”

Plenty of municipal leaders, of course, are working to make that vision a reality. This strategy, however, presents tremendous challenges from an infrastructure perspective because Cities 3.0 will be operating in the older centers of most metropolitan regions.

The structural patterns of these cities, laid down like the growth rings of trees, tell a great deal about the influences at work during various stages of their histories. Geography, climate, culture, economy

and technology shaped the modern cityscape. For example, a beltway circling the city center illustrates the impact of the automobile in facilitating suburban sprawl. The car, however, didn’t start that transformation. Credit that to the streetcar and the desire of predominantly white-collar workers to live in pleasant and healthy surroundings removed from their dirty, noisy downtown workplaces.

“The bottom line is cities must provide services and infrastructure that residents and businesses need and do it quicker, faster and cheaper.”

- Sacramento Mayor, Kevin Johnson

Throughout much of the 20th century, the desire for a better living environment led to an almost unfettered growth of suburbs. The development of new homes, schools, commercial centers, malls, restaurants, parks and libraries captured the majority of interest and most of our infrastructure dollars, and all too often the older urban cores descended into decay and blight.

Today, in contrast, we see the beginnings of the rebirth of many downtowns, with people increasingly choosing them as places to live and work because of their perceived economic and quality-

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BART Silicon Valley Project Gets \$39 Million in Funding



Image Credit: Santa Clara Valley Transportation Authority (VTA)

Berryessa BART Station Area, August 2014

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By Greg Aragon

The Santa Clara Valley Transportation Authority (VTA) on August 20 received \$39 million from California’s Traffic Congestion Relief Program (TCRP) to finish work on VTA’s BART Silicon Valley (BSV). This sixth and final allocation brings the total amount of TCRP funding received for BSV to \$649 million. With this latest installment, the California Transportation Commission (CTC), who is responsible for overseeing state-funded transportation programs, will have allocated a total of \$768 million to BSV.

The extension was identified as one of 53 projects statewide eligible to receive TCRP funds in 2000, when legislation passed creating the program. The funds to date have generally been applied to the environmental, design and construction activities that are either complete or underway, including trench and bridge construction to separate the BART system from major roadways and construction of stations. The new \$39 million will help fund construction of the Milpitas and Berryessa BART station campuses and towards design and construction of the parking structures at the two stations.

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Community Outreach

CA School District to Require Ethnic-Studies Course

By Albert Lin

A school district in Greater Los Angeles has adopted a measure that will require students to pass an ethnic-studies course in order to graduate.

El Rancho Unified School District officials believe that such coursework will help bridge differences between students and teach them more about their heritage and the heritage of others.

"When students learn about themselves, their history, it gives them self-worth and self-esteem and they do better in school," Jose Lara, Vice President of the El Rancho Board of Education, told the Los Angeles Times.

The new curriculum will "expose our students to global perspectives and inclusion of diversity," Lara told the Whittier Daily News. "We feel that this resolution follows in the footsteps many universities that also require similar courses for graduation and better prepares our children for success after high school."

The requirement will be in place for the 2015–2016 school year. The district will spend the upcoming school year creating a curriculum and deciding on the best way to implement the courses. The district, which is located in Pico Rivera, 12 miles southeast of Los Angeles, is almost entirely Latino—98 percent of its 9,400 students—but courses will touch on other cultures as well. For ex-



Kitaro Webb teaches an ethnic-studies class at Santa Monica High School. The El Rancho Board of Education made it a requirement for all students in its district to take such a class starting in 2016.
(Genaro Molina / Los Angeles Times)

ample, Lara suggested an art class on Mexican art or an English class focused on African-American literature.

"If we do this right, we will put a [curriculum] together where students will be presented with an

array of cultures and how each one interacts with one another," Superintendent Martin Galindo said. "They will learn about the interrelationships between different cultures. They don't exist by themselves."

El Rancho puts itself ahead of the curve, as a bill has been passed by the California State Assembly that would require the state Department of Education to form a task force to study how to implement an ethnic-studies curriculum in all high schools statewide. That bill is now before the State Senate.

Requirements such as these are not without controversy.

Tucson, Ariz., was forced to end its Mexican-American studies program in 2011 when classes that promote the overthrow of the United States government; that promote resentment toward a race; and that promote ethnic solidarity rather than individuality, were banned by the state. An effort was made to revive the program last summer, but it's unclear if it was successful. One report said that the program was being held at a local college rather than in public high schools.

A brief write-up on the El Rancho resolution for National Review Online, the website of the conservative magazine, is headlined "Calif. School District Decides Learning About Diversity Is More Important Than Learning Geography." This references the district's decision to remove a geography requirement in order to accommodate the ethnic-studies requirement.

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

Obama Names Jenny Yang to Lead Equal Employment Commission



The U.S. Equal Employment Opportunity Commission (EEOC) today announced that President Obama has named Vice Chair Jenny R. Yang as Chair of the EEOC. Yang, whose term expires July 1, 2017, was unanimously confirmed by the U.S. Senate on April 25, 2013. She has served as Vice Chair since April 2014. Yang will be the first Asian-American Chair of the EEOC.

"It is an honor and privilege to have been named by President Obama to serve as Chair of the EEOC," Chair Yang said. "Our outgoing Chair, Jacqueline Berrien, has left an extraordinary legacy. I look forward to building upon that foundation with my fellow Commissioners, our General Counsel, and all of our dedicated and talented staff."

As a member of the Commission and Vice Chair, Yang led a comprehensive review of the agency's systemic program, which addresses issues of alleged discrimination that have broad impact on an industry, profession, company or geographic area. She also represented the agency on the White House Initiative on Asian Americans and Pacific Islanders.

Chair Yang added, "Fifty years ago, this nation made a fundamental promise to its people to assure equality of opportunity at work. Congress created the EEOC to make good on this promise -- to lead the nation in enforcing our anti-discrimination laws and to champion equal employment opportunity in workplaces across America. It is a tremendous privilege and responsibility to serve this remarkable agency in fulfilling this promise to our nation."

Immediately prior to joining the EEOC, Yang was a partner at Cohen Milstein Sellers & Toll PLLC, where she represented employees across the country in numerous complex civil rights and employment actions. Yang also served as a senior trial attorney with the U.S. Department of Justice, Civil Rights Division, Employment Litigation Section, where she enforced federal laws prohibiting discrimination in employment by state and local government employers from 1998 to 2003.

Yang received her B.A. from Cornell University in government. She received her J.D. from New York University School of Law, where she was a note and comment editor of the law review and a Root-Tilden

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AWARDS

• CITY OF LOS ANGELES

Black Business Association,
Outstanding Entrepreneur
Mayor's Advisory Board,
Outstanding Achievement as a Vendor/Supplier

• COUNTY OF LOS ANGELES

Black Business Association,
Outstanding Entrepreneur

• BAY AREA CONTRACT COMPLIANCE

OFFICERS ASSOCIATION
Champion of Diversity

• NAMCSC

Minority Advocate

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

Minority Advocate

CALIFORNIA CERTIFICATIONS



• CPUC Clearing House

• San Francisco Human Rights Commission

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California Sub-Bid Request Ads

**REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:
Hwy 680 Pavement Rehab, Benicia/Fairfield
Caltrans #04-3G6504
BID DATE: September 10, 2014 @ 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, Water Pollution Control Program, Sweeping, Treated Wood Waste, Noise Monitoring, Cold Plane AC, Structure Excavation, Structure Backfill, Preparing Inertial Profiler, Geosynthetic Pavement Interlayer, Rumble Strip, Data Core, AC Dike, Minor Concrete, Drill and Bond Dowel, Misc. Iron & Steel, Guard Railing Delineator, Object Marker, Midwest Guardrail System, Single Thrie Beam Barrier, Transition Railing, Striping & Marking, Progress Schedule (CPM), Remove Guardrail, Pavement Marker, Loop Detector and Construction Materials

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990

Contact: Greg Souder

An Equal Opportunity Employer

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

**San Leandro Contractors Are Encouraged to Respond
Cannon Constructors Requests Sub Bids on All Trades
from Qualified Subcontractors for:**

Cornerstone Family Housing

1460 San Leandro Blvd. San Leandro, CA

Description: New Construction of 115 unit Residential Building.

Please note, this is a California prevailing wage project.

BID DATE: September 22, 2014 @ 4:00 pm

Trades Requested (but not limited to) Sub bids for: SURVEYING, DEMOLITION, EARTHWORK, UNDERGROUND UTILITIES, EROSION CONTROL, ASPHALT PAVING, STRIPING, SITE CONCRETE, LANDSCAPING & IRRIGATION, BUILDING CONCRETE, REINFORCING MASONRY, STRUCTURAL & MISC. STEEL, CARPENTRY, INSULATION, ROOFING, WATERPROOFING, SHEET METAL, ARCHITECTURAL METAL, DOORS, FRAMES & HARDWARE, GLASS & GLAZING, TILING, LATH & PLASTER, DRYWALL, ACOUSTICAL CEILINGS, FLOORING, PAINTING & WALL COVERING, SIGNAGE, TOILET ACCESSORIES, FIRE EXTINGUISHERS, PLUMBING, HVAC, ELECTRICAL

Interested bidders only, please contact Mia Lee at (415) 546-5500 x239

or email mlee@cannongroup.com with "Cornerstone" + your trade in the subject line.

Evans Brothers Inc. (EBI) is requesting bids from qualified Small Business Enterprise Subcontractors and Suppliers for the following project:

**Candlestick Stadium Demolition & Abatement
OWNER: Lennar Urban**

BIDS Due to the Owner: 9/23/14 @ 4:00 PM

Subcontractor/Supplier Bids due to EBI: 9/19/14 @ 5:00 PM

We hereby encourage responsible participation of Small Business Enterprises (SBEs) in the zip codes 94124, 94107, and 94134, San Francisco based SBEs and Non-San Francisco Based SBEs, and solicit their subcontractor and/or supplier quotation for the following type of work including, but not limited to:

ABATEMENT, STREET SWEEPING, WATER TRUCKS, SWPPP PLAN AND AMENDMENTS, SWPPP MONITORING AND TESTING, EROSION CONTROL INSTALLATION, MAINTENANCE AND REMOVAL, EROSION CONTROL MATERIALS, HYDROSEEDING, DEMOLITION, CONCRETE CRUSHING, GRADING, PAVING, UNDERGROUND, ELECTRICAL, CONCRETE, TRAFFIC CONTROL, TRAFFIC CONTROL DESIGN PLANS, TRAFFIC CONTROL MATERIALS, QUALITY CONTROL, SURVEY, AIR MONITORING, DUST MONITORING, VIBRATION MONITORING, PRE AND POST PHOTOGRAPHIC AND VIDEO SURVEYS, FACILITY MAINTENANCE/OPERATION RUNNING, DEWATERING, SHORING, FENCE, EQUIPMENT RENTAL, ENGINEERING, AND SECURITY SERVICES.

100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Subcontractor's Surety Company will have to be approved by Evans Brothers Inc. prior to the issuance of a subcontract. Subcontractors must possess current insurance and worker's compensation coverage meeting Evans Brothers Inc.'s requirements. Please call if you need assistance in obtaining bonding, insurance, or if you require additional information regarding the project. Evans Brothers Inc is willing to break down items of work into economically smaller segments to encourage SBE participation. Plans and specifications are available for review in our office and from the Owner.



EVANS BROTHERS INC.

7589 NATIONAL DRIVE • LIVERMORE, CA 94550-8803

CONT. LIC. 443018

Phone 925.443.0225 Fax: 925.443.0229

Estimator: Wil Evans

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Advertise with the Small Business Exchange

Utilize SBE's TARGET DISTRIBUTION to reach the DBEs, SBEs, DVBEs, MBEs, and OBEs that match the trades and goods you need. www.sbeinc.com

San Bernardino County Small Business Involved in CP1

By Adeline Yee

Working with rebar is a family tradition for Debbie Martinez. Her grandfather, father and husband all started out as iron workers. So it's no surprise that Debbie and her husband Joe Martinez own a company called Martinez Steel in Fontana. This state-certified small business in Southern California is already making a big impact in helping build the nation's first high-speed rail system.

"Honestly, we were shocked and excited," said Martinez when she first learned her company was awarded a contract with Tutor-Perini/Zachary/Parsons (TPZP), a Joint Venture, to work on the high-speed rail program. "Just the chance to be able to be part of something that big and have a chance to prove that we can do it," she added.

Martinez Steel fabricated the huge metal cage that is being used in test pile work in the Central Valley. It will also provide the rebar for Construction Package 1 (CP 1), the initial 29 miles of high-speed rail construction project currently ongoing from Madera to Fresno.

Started in 1994, Martinez says their company went through tough times during the recession. "It was really difficult in this industry, the competition was really tough, there were no profit margins on projects and there were companies taking jobs at a loss just to get cash flow," said Martinez.

A year and a half ago, she saw a solicitation in the mail from TPZP to bid on the high-speed rail project. "I was kind of hesitant but then decided what the heck? We have nothing to lose, this could be a real blessing for us and could help us get back on our feet," she said.

Fast forward to today, things are finally picking up. Martinez Steel currently employs 40 to 50 workers, depending on the project. Once heavy construction begins on high-speed rail, she anticipates hiring about 50 to 60 more employees, some from Iron Workers 155, the local union in Fresno.

The high-speed rail program has helped turn Martinez Steel around and in turn, she believes her small company will create more jobs and provide new opportunities for young workers. "As an iron worker, once you learn the skills, you can go anywhere. It's a legitimate good occupation," said Martinez.

Martinez Steel is also working on the 91 freeway in Corona and the Third Street Light Rail Project in San Francisco. Debbie encourages all small businesses to take advantage of what government agencies, like the Authority, can offer.

"There are programs out there to help small businesses. It's small businesses that keep this country going," said Martinez.

Source: California High-Speed Rail Authority



Joe Martinez and Debbie Martinez (owners) and Harry Williams (Vice President) of Martinez Steel at their Fontana plant.

California Sub-Bid Request Ads

REQUESTING SUB-BIDS

From Qualified DBE
Subcontractors and Suppliers
for the following project:

**Circle Drive over Virginia Road
in San Marino, California
RDC0015569**

Bid Date: September 16, 2014 at 11:00 a.m.

Owner: :

L.A. County Dept. of Public Works
900 S. Fremont Ave., Alhambra, CA 91803

Scope of Work Includes:

Demolition, Traffic Control, Clearing and
Grubbing, Reinforcing Steel, Joint Seal,
CIDH Piles, Chain Link Fencing, AC Pavement,
Curb and Gutter, Landscaping, Irrigation.

Plans and Specifications are available from the
Owner and may be viewed at the office of G.B.
Cooke, Inc. Monday through Friday 8:00 a.m. to
5:00 p.m. All quotes are requested by the COB
September 15, 2014. G.B. Cooke, Inc. is An Equal
Opportunity Employer. We will assist in obtaining
bonds, line of credit and insurance if necessary.

G.B. Cooke, Inc.

580 E. Foothill Blvd. • Azusa, CA 91702
Phone: 626-969-8736 • Fax: 626-969-7919
Contact: Cori Greene

TAFT ELECTRIC COMPANY,

1694 EASTMAN AVENUE, VENTURA, CA 93003

Contact: Tim Herrera

Phone: (805) 642-0121 • Fax: (805) 650-9015

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

**Specification No. DS14-10
Traffic Signal Modification Intersection
Rice Ave. and Latigo Ave.
HSIPL-5129 (082)**

**Location: Rice Ave. and Latigo Ave.,
Oxnard CA**

BID DATE/TIME: 9/10/2014 @ 2:00 PM

SEEKING: Clearing & grubbing, access ramps,
gutters, striping, traffic signals, pedestrian heads
& push buttons, luminaires, relocation of street
name signs, new street name signs, battery back-
up, Emtrac detection system, loops, pull boxes,
traffic control, survey.

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

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

We Are An Equal Opportunity Employer

Candlestick Point in San Francisco Opportunity to Perform CANDLESTICK CP-01 INFRASTRUCTURE IMPROVEMENTS during the development of CANDLESTICK POINT in San Francisco.

Lennar Urban is requesting qualified,
interested construction firms to respond to
a public request for proposals to perform
**CANDLESTICK CP-01
INFRASTRUCTURE IMPROVEMENTS**
services for Candlestick Point Redevelopment.

For more information, please visit:
[http://mission.sfgov.org/OCABidPublication/
BidDetail.aspx?K=8485](http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=8485)

The Successor to the San Francisco Redevelop-
ment Agency (SFRA) has established the 50%
Small Business Enterprise (SBE) Participation
goal for Construction Subcontracting. Respon-
dents are encouraged to check this website
regularly for updates.

Pre-Bid Coordination Meeting and Job Walk:

**August 27, 2014 @ 10:00 AM
Hunters Point Shipyard**

**101 Horne Avenue
San Francisco, California 94124**

LENNAR URBAN

One Sansome Street, Suite 3200
San Francisco, CA 94104

**Proposals must be submitted by
September 18, 2014 @ 4:00 PM (PST).**

Candlestick Point in San Francisco Opportunity to Perform CANDLESTICK STADIUM DEMOLITION & ABATEMENT during the development of CANDLESTICK POINT in San Francisco.

Lennar Urban is requesting qualified,
interested construction firms to respond to
a public request for proposals to perform
**CANDLESTICK STADIUM
DEMOLITION & ABATEMENT**
for Candlestick Point Redevelopment

For more information, please visit:
[http://mission.sfgov.org/OCABidPublication/
BidDetail.aspx?K=8457](http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=8457)

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

Respondents are encouraged to check this
website regularly for updates.

Pre-Bid Coordination

Meeting and Job Walk:

August 20, 2014 @ 10:00 AM

**Candlestick Park Conference Room
Room 397**

**Candlestick Park
San Francisco, California 94111**

LENNAR URBAN

One Sansome Street, Suite 3200
San Francisco, CA 94104

**Proposals must be submitted by
September 23, 2014 @ 4:00 PM (PST).**

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

**CONSTRUCTION ON STATE HIGHWAY IN
SOLANO COUNTY IN AND NEAR BENICIA
AND FAIRFIELD FROM BENICIA VIADUCT TO
ROUTE 680/80 SEPARATION,**

Contract No. 04-3G6504,

Federal Aid Project ACNHPI-680-1(073)E

OWNER: STATE OF CALIFORNIA

DEPARTMENT OF TRANSPORTATION

1727 30th Street, Bidders' Exchange, MS 26,
Sacramento, CA 95816

BID DATE: September 10, 2014 @ 2:00 P.M.

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

AC DIKE, CONSTRUCTION AREA SIGN,
ELECTRICAL, GEOSYNTHETIC PAVE-
MENT INTERLAYER, GUARDRAIL, LEAD
COMPLIANCE PLAN, MINOR CONCRETE
STRUCTURE, RUMBLE STRIP, STRIPING,
PREPARE WPC PROGRAM, TEMPORARY
EROSION CONTROL, TRUCKING, WATER
TRUCKS, STREET SWEEPING, HOT MIX AS-
PHALT (TYPE A) MATERIAL, RUBBERIZED
HMA (GAP GRADE) MATERIAL.

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

DESILVA GATES CONSTRUCTION, L.P.

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

Study Finds 1 in 6 Construction Workers in California Labors in the Shadows



Informal workers are growing part of Califor-
nia's economy -- a shift keenly felt in the construc-
tion industry, where 1 in 6 workers is either off
the books or misreported, new research has found.

Construction businesses in the state employ
roughly 895,000 workers, according to a report by
downtown Los Angeles research group Economic
Roundtable that was released Sunday. In 2011,
143,900 of those workers labored unofficially.

Some 39,800 workers were misclassified by
employers as independent contractors, despite
not owning their own tools or setting their own
schedules. An additional 104,100 workers weren't
recorded at all.

In specialty trades such as drywall and flooring,
a quarter of laborers are considered informal, ac-
cording to the Economic Roundtable.

Construction in California is a \$152-billion in-
dustry, one in which so-called gray employment
has surged 400% since 1972. The upswing has
been especially pronounced since the most recent
recession because only two-thirds of the formal
construction jobs that disappeared have since re-
turned.

This year, for each construction job opening
nationwide, there are seven unemployed workers,

suggesting that some laborers may be shifting vol-
untarily into the shadow economy.

What results, according to lead researcher
Yvonne Yen Liu, is an industry where highly
skilled and well-paid workers are aging out of the
system and being replaced by less-skilled laborers
who are often transient because of steep turnover
rates.

"The construction industry in California is
sinking underground," she said. "It hurts all of
us, not just construction workers. It hurts high-
road businesses who play by the rules and takes
away much-needed public revenue that doesn't get
paid."

California lost out on \$473 million in 2011 be-
cause of informal construction work, according to
the study. The state was stiffed on \$264 million in
workers' compensation payments, \$146 million in
disability dues and \$64 million in unemployment
insurance.

But informal workers also miss out, according
to the report. For every dollar earned by a formal
employee, an unreported one gets 52 cents and an
incorrectly categorized one gets 62 cents.

Across the board, that's a wage gap of \$1.2 bil-
lion, researchers said. Households led by such
workers are three times more likely to live in pov-
erty than those supported by an officially recog-
nized construction employee.

Jose Javier Lara Sandoval, a drywall hanger and
Gardena resident, said he was paid under the table
for several months this year while working on a
public works project building a community col-
lege. His cash payments came in at less than half
the official hourly rate.

■ Continued on page 11

California Sub-Bid Request Ads

SKANSKA

Fairway Drive Grade Separation Project
City of Industry, CA
Alameda Corridor East (ACE) Construction Authority
ACE Contract/IFB No.: 1401 State Project No. TCIF 6303(041)
SBE Goal: 8%
Bid Date: September 24, 2014 - 2:00PM

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified SBE companies for this project. All interested subcontractors, please indicate all lower tier SBE participation offered on your quotation as it will be evaluated with your price. Please call if we can assist you in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation.

Plans and Specifications are available for view at our main office in Riverside or on the ACE website: <http://www.theaceproject.org/contract.php>

Quotes requested for contractors, suppliers and service providers include, but are not limited to: SWPPP, Street Sweeping, Fencing, Construction Area Signs, Traffic Control Sys., Portable Delineator, Temp. Pavement Marking & Traffic Stripe, Portable Changeable Message Signs, Temp. Crash Cushion Module, Roadside Signs, Cold Plane Asphalt Concrete Pavement, Concrete Barrier, Clearing & Grubbing, Roadway Excavation, Structure Excavation (Bridge & Retaining Wall), Structure Backfill, Fiber Rolls, Class 2 Aggregate Base, Hot Mix Asphalt, Tack Coat, Concrete Pavement, Seal Pavement Joint, Develop Water Supply, Furnish & Drive Steel Pile, CIDH Concrete Piling, Structural Concrete (Bridge, Retaining Wall, Box Culvert) Minor Concrete, Joint Seal, Bar Reinforcing Steel (Bridge, Retaining Wall), Relocate Sign Structure, RCP, Misc. Metals, Misc. Iron & Steel, Paint Traffic Stripe, Pavement Marker, Signal Lighting, Ramp Metering System, Landscape & Irr., Survey, Track Install & Remove, Water & Sewer Line, Lime Treated Sub Base, Lean Concrete Base, Masonry, Pump Station, Jack & Bore, Tubular Railing, Waterproofing.

Subcontracting Requirements: Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. and general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., and a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract by an admitted surety and subject to approval by Skanska. Skanska will pay bond premium up to 1%. 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. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, and Carpenters Unions. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contract. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

Skanska is an Equal Opportunity Employer

Skanska Estimating Dept: 1995 Agua Mansa Rd, Riverside, CA 92509 - Ph: (951) 684-5360, Fax: (951) 788-2449
 Email: bids.socal@skanska.com

SUKUT CONSTRUCTION

Is requesting quotes from qualified DBE/MBE/WBE Subcontractors, Suppliers, and Service Providers for the following (but not limited to) work:

Clearing and Grubbing, V-Ditch, Finish Concrete, Fencing, Underground, Electrical, Dewatering, SWPPP Installation, AC Paving, Hydro Seeding, Rip Rap, Rock, Sand, Geogrid, Geotextile Filter Fabric, Concrete, Rebar, Pipe (SCH 40), Pipe (HDPE), Pipe (RCP), Asphalt, Aggregate Base, Trucking

Canada Gobernadora Detention Basin

East of San Juan Capistrano
 Orange County, CA

Santa Margarita Water District
Contract No. 1685D

BID DATE: September 23, 2014 @ 10:00 a.m
Sub & Vendor Bids Due Prior

Sukut Construction, LLC
 4010 W. Chandler Avenue, Santa Ana, CA 92704
Contact: Scott Emery
 Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: estimating@sukut.com

Plans/specs are available for viewing at our office by appointment, or may be obtained from Owner. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Sukut Construction will assist Qualified Subcontractors in obtaining bonds, insurance, and/or lines of credit. Please contact Sukut Construction for assistance in responding to this solicitation. Subcontractors/Vendors will be required to sign Sukut's Standard Subcontract/Purchase Order. Copies are available for examination.

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

Sukut Construction, LLC
 An Equal Opportunity Employer

SKANSKA

Replace Genesee Ave. Bridge at Route 5
Caltrans District 11
Contract No.: 11-0223U4
DBE Goal: 10 %
Bid Date: October 9, 2014 - 2:00 PM

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. All interested subcontractors, please indicate all lower tier DBE participation offered on your quotation as it will be evaluated with your price. Please call if we can assist you in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation.

Plans and Specifications are available for view at our main office in Riverside or on the Caltrans website: http://www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php

Quotes requested from Subcontractors, Suppliers and Service Providers include, but are not limited to: Job Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Type III Barricade, Fencing, Temporary Pavement Marking, Temporary Traffic Stripe, Temporary Railing, Portable Changeable Message Signs, Temporary Crash Cushion Module, Metal Beam Guard Railing, Roadside Signs, Abandon Culvert, Cold Plane Asphalt Pavement, Concrete Barrier, Bridge Removal, Clearing and Grubbing, Roadway Excavation, Develop Water Supply, Structure Excavation (Bridge), Structure Excavation (Retaining Wall), Structure Backfill, Sand Backfill, Rock Blanket, Soil Nail, Erosion Control, Fiber Rolls, Class 2 Aggregate Base, Hot Mix Asphalt, Place Hot Mix Asphalt Dike, Tack Coat, Concrete Pavement, Seal Pavement Joint, Furnish & Drive Steel Pile, CIDH Concrete Piling, Prestressing CIP Concrete, Structural Concrete (Bridge), Structural Concrete (Retaining Wall), Structure Concrete (Box Culvert), Minor Concrete, Shotcrete, Treat Bridge Deck, Joint Seal Assembly, Joint Seal, Bar Reinforcing Steel (Bridge), Bar Reinforcing Steel (Retaining Wall), Furnish & Install Sign Structure, Furnish Laminated Panel, Furnish Single Sheet Aluminum Sign, Roadside Sign, Alternative Pipe Culvert, Reinforced Concrete Pipe, Welded Steel Pipe Casing, Alternative Flared End Section, Rock Slope Protection, Slope Paving, Rock Slope Protection Fabric, Miscellaneous Metal, Miscellaneous Iron and Steel, Bridge Deck Drainage System, Chain Link Fence, Pipe Handrail, Cable Railing, Transition Railing, Terminal System, Crash Cushion, Concrete Barrier, Thermoplastic Pavement Marking, Thermoplastic Traffic Stripe, Paint Traffic Stripe, Pavement Marker, Signal & Lighting, Lighting & Sign Illumination, Electric Service (Irrigation) Closed Circuit TV System, Ramp Metering System, Slope Inclinometer, Landscape and Irrigation, Dust Palliative, Ground Anchor, Rock Staining, and Water Line.

Subcontractor scope (incl. any conditions or exceptions) is requested 3 days prior to bid deadline to allow for proper evaluation.

Subcontracting Requirements: Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. and general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., and a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract by an admitted surety and subject to approval by Skanska. Skanska will pay bond premium up to 1%. 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. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, Carpenters Unions and Teamsters. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contract.

Skanska is an Equal Opportunity Employer

Skanska Estimating Dept: 1995 Agua Mansa Rd, Riverside, CA 92509 - Ph: (951) 684-5360, Fax: (951) 788-2449
 Email: bids.socal@skanska.com

Seeking DBE subcontractors and suppliers for
For Construction on State Highway in Los Angeles County in LA Canada Flintridge, Glendale and Pasadena from Dunsmore Avenue Undercrossing to North Los Robles Avenue Overcrossing

Contract No. 07-2881U4

Project Owner: CALTRANS

Project Location: Los Angeles County LA Canada Flintridge, Glendale, Pasadena

Bid Date: September 11, 2014

Trades: Asphalt, AC Dike, Bridge Deck Surface, Bridge Demolition, Building Masonry, Clear and Grub, Cold Plane AC, Concrete Barrier, Concrete Structure, Concrete Paving, Concrete Supply, Curb & Gutter, Construction Area Signs, Control Building, Drainage, Doors and Gates, Drill And Bond Dowel, Electrical, Erosion Control, Excavation, Expansion Joints, Fencing/Railing, Grind PCC, Guardrail, Joint Seal, Landscape & Irrigation, Materials Trucking, Metal Roofing, Minor Concrete, Miscellaneous Iron & Steel, Overhead Signs and Striping, Painting, PCC Supplies, Pipe Supply, Pre/Post Construction Surveys, Precast Concrete, Reinforcing Steel, Roadside Sign, Rock Slope Protection, Slope Paving, Street Sweeping.

Pulice Construction, Inc.

591 Camino de la Reina, Suite 1250 • San Diego, CA 92108
 Phone: (619) 814-3705 • Fax: (619) 814-3770
 Contact: **Arinda Cale** • E-mail: acale@pulice.com

An Equal Opportunity Employer

California Sub-Bid Request Ads

REQUESTING BIDS FROM QUALIFIED DBE SUBCONTRACTORS AND SUPPLIERS FOR THE FOLLOWING PROJECT:

Rt. 74 - Hurkey Creek Bridge Project
Riverside County, Caltrans Project No. 08-383504, Bid Date: September 17th, 2014 at 2:00 pm

We hereby encourage responsible participation of local Disadvantaged Business Enterprises (8% Goal), and solicit their subcontractor or material quotation for the following types of work. This is a highway project with the typical items of work associated, but not limited to: Lead Compliance Plan, Construction Area Signs, Traffic Control, Striping and Markers, Channelizers, Portable Changeable Message Signs, K-Rail, SWPPP, Temp Soil Binder, Temp Fiber Roll, Temp Concrete Washout, Temp Fence, Remove Guardrail, Remove Roadside Sign, Cold Plane Asphalt Concrete Pavement, Bridge Removal, Clear and Grub, Structure Excavation, Structure Backfill, Fiber Rolls, Hydroseed, Class 2 Aggregate Base, Hot Mix Asphalt, Tack Coat, Structural Concrete, Precast Prestressed Concrete Slab, Joint Seal, Rebar, Aluminum Sign, Roadside Sign, Prep and Stain Concrete, Rock Slope Protection, Delineator, Vegetation Control, Concrete Barrier, Marker, Guardrail System, Construction Equipment and Rentals, Trucking.

C.C. Myers, Inc. is willing to break down items of work into economically feasible units to encourage DBE participation. If you are interested in any of this work, please provide us with a scope letter or contact us immediately. Plans and Specifications are available from the Caltrans website at http://www.dot.ca.gov/hq/esc/oe/contractor_info/.

Conditions or exceptions in Subcontractor's quote are expressly rejected unless expressly accepted in writing. Subcontractor and Supplier quotes are required 24 hours prior to the bid date to enable thorough evaluation.

C.C. Myers, Inc.



3286 Fitzgerald Rd. • Rancho Cordova, CA 95742 • 916-635-9370 • Fax 916-635-1527

Each Subcontractor shall be prepared to submit faithful performance and payment bonds equal to 100% of their quotation.

The Contractor will pay standard industry rates for these bonds.

Contact C. C. Myers, Inc. for assistance with bonds, insurance, lines of credit, equipment, supplies or project plans and specifications. C.C. Myers, Inc., is a Union Contractor.

AN EQUAL OPPORTUNITY EMPLOYER

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers For Construction on State Highway In Los Angeles County In La Canada Flintridge, Glendale and Pasadena From Dunsmore Avenue Undercrossing to North Los Robles Avenue Overcrossing District 07

Location: 07-LA-210—R16.1/R25.8

Contract No. 07-2881U4

Bid Date: 09-11-2014 @ 2:00 PM

We have information about the plans, specifications, and requirements in our office located at 14425 Joanbridge Street, Baldwin Park, CA. Please call to arrange an appointment, our office hours are 8:00 am to 4:30 pm. Copying services are available.

Chumo Construction, Inc.

14425 Joanbridge Street, Baldwin Park, CA 91706 • Phone: (626) 960-9502 Fax: (626) 960-3887

Contact: George Chumo

100% Performance and Payment Bonds with a surety company subject to approval of Chumo Construction Company, Inc. are required of subcontractors for this project. Chumo 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 AGC Standard Long Form Subcontract incorporating prime contract terms and conditions, including payment provisions. Chumo 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. Chumo Construction requires that Subcontractors and Suppliers price quotes be provided at a reasonable time prior to the bid deadline to enable complete evaluation. For assistance with bonding, insurance or lines of credit contact George Chumo at (626) 960-9502.

An Equal Opportunity Employer

BARNARD CONSTRUCTION COMPANY INCORPORATED, an Equal Opportunity Employer, is seeking quotes from certified SBE/DVBE firms and other Subcontractors and Suppliers for the Haiwee Power Plant Penstock Replacement Project (No. 90162)

Opportunities Include: Office rental and setup, sanitation services, office cleaning, clearing and grubbing, survey, trucking, pipe Rehab (sandblasting and painting), rebar, supply and tie, concrete supply, concrete structure, form, pour, and strip, electrical work, instrumentation and controls, misc. metals, supply and install, QA / QC Material and compaction Testing.

Owner: Los Angeles Department of Water and Power
Bid Date: Wednesday, September 17, 2014, at 2:00 p.m.

Project Location: Inyo County

Plans and Specs: Interested vendors can access the documents via LADWP's electronic bidding system, eRSP (ersp.ladwp.com). Your company must either register to be a vendor or login before you can access the information. The project can be found under All Open Opportunities and is document #90162 Haiwee Power Plant Penstock Replacement Project. Barnard can also assist with access to the plans and specifications as needed.

Upon request, Barnard will assist interested SBE/DVBE firms in obtaining bonds, lines of credit and/or required insurance. Barnard will, when economically feasible, divide total contract requirements into small portions to permit maximum SBE/DVBE participation.

For additional information, please contact:

BARNARD CONSTRUCTION COMPANY INCORPORATED

P.O. Box 99, Bozeman, MT 59771 • Ph: (406) 586-1995 • Fax: (406) 586-3530

California License Number: 555983

Email: sam.holt@barnard-inc.com

REQUESTING BIDS FROM QUALIFIED DBE SUBCONTRACTORS AND SUPPLIERS FOR THE FOLLOWING PROJECT:

Circle Drive over Virginia Road
County of Los Angeles, Department of Public Works, Project ID RDC0015569
Bid Date: September 16, 2014 at 11:00am

We hereby encourage responsible participation of local Disadvantaged Business Enterprises (6% Goal), and solicit their subcontractor or material quotation for the following types of work. This is a highway project with the typical items of work associated, but not limited to: Traffic Control, Temporary Railing (Type K), Shoring of Open Excavations, Clear and Grub, Office Facilities, Tree Removal, Bridge Removal, Temporary Shoring, Structure Excavation, Structure Backfill, Structure Concrete, Concrete Barrier, Rebar, Joint Seal, Prestressing CIP Concrete, CIDH, Picket Railing, Cable Railing, Chain Link Fence, Crushed Misc. Base, AC Pavement, Sidewalk Concrete, Concrete Retaining Wall, Curb and Gutter, Parkway Drain, Concrete Collar, Sewer Line Encasement, Landscaping, Irrigation System, Aesthetic Treatment, Rectangular Concrete Panel, Decorative Foam Elements, Concrete Logo, Stone Veneer Facing, Soffit Lighting, Street Light, Construction/Equipment Rentals, Trucking, etc.

C.C. Myers, Inc. is willing to break down items of work into economically feasible units to encourage DBE participation. If you are interested in any of this work, please provide us with a scope letter or contact us immediately. Plans and Specifications are available from Los Angeles County Department of Public Works website, <http://dpw.lacounty.gov/general/contracts/opportunities/>.

Conditions or exceptions in Subcontractor's quote are expressly rejected unless expressly accepted in writing. Subcontractor and Supplier quotes are required 24 hours prior to the bid date to enable thorough evaluation.

C.C. Myers, Inc.



3286 Fitzgerald Rd. • Rancho Cordova, CA 95742 • 916-635-9370 • Fax 916-635-1527

Each Subcontractor shall be prepared to submit faithful performance and payment bonds equal to 100% of their quotation.

The Contractor will pay standard industry rates for these bonds.

Contact C. C. Myers, Inc. for assistance with bonds, insurance, lines of credit, equipment, supplies or project plans and specifications. C.C. Myers, Inc., is a Union Contractor.

AN EQUAL OPPORTUNITY EMPLOYER

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

ALTA VISTA TANK NO. 2 PROJECT (RE-BID)

Owner: Montara Water and Sanitary District

Location: Near Montara, CA

Bid Date: September 16, 2014 @ 2:00 P.M.

J.F. Shea Construction, Inc.

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

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

Contact: Lori Olivas, lori.olivas@jfshea.com

J.F. Shea Construction, Inc. is soliciting your participation in the preparation of this bid. We are particularly interested in bids from subcontractors/suppliers for the following work items: Demolition, Aggregates, Geomembrane Containment Barriers, Riprap, Shoring, Chain-Link Fencing, Landscaping, Hydroseeding, Directional Drilling, Monitoring Wells, Ready-Mix Concrete, Reinforcing Steel, Shotcrete, Grouting, Precast Concrete Structures, Prestressed Concrete Circular Tank, Below Grade Vapor Barrier, Painting & Coatings, Electrical and Instrumentation, Shoring and Hydroseeding.

Plans and Specifications are available from: SRT Consultants, 792 Bay Street, San Francisco, CA 94109, contact: Tanya Yurovsky, PE. Phone: (415) 776-5800, Fax: (415) 776-5200, Email: tanya@srconsultants.com, \$75 excluding postage or digital copies may be downloaded from www.eBidboard.com. You may also request access to our SharePoint site by emailing: lori.olivas@jfshea.com. 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/DBE firms and intends to utilize the lowest responsive bidder. J.F. Shea expects potential subcontractors to be bondable. J.F. Shea will pay for up to 1% for subcontractor bond costs. Subcontractors and Suppliers are expected to bid per plans and specifications, including requirements for warranties. Standard manufacturer's warranties, if not in conformance with owner's specifications, will not be accepted.

Sub Bids Requested From Qualified DBE and UDBE Subcontractors & Suppliers for

County of Shasta
Department of Public Works
Smith Bottom Road at A.C.I.D. Canal
Location: Cottonwood, CA
Contract No. 705921
Bid Date: September 18, 2014 @ 11:00 AM

McGuire and Hester is seeking qualified subcontractors in the following trades: erosion control/hydroseed; AC paving; reinforcing steel; fencing; concrete barrier; SWPPP; clearing/grubbing; bridge demolition; and trucking.

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

McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603

Phone: (510) 632-7676 • Fax: (510) 562-5209

Contact: Keith Ones

An Equal Opportunity Employer

California Sub-Bid Request Ads



Project Name: UPDATED Pier 70 Project
Location: San Francisco, California
Early Trades Due: September 12, 2014 @ 2pm
Add'l Trades Due: September 29, 2014 @ 2pm

Nibbi Brothers has been selected as the General Contractor for the Pier 70 project in San Francisco, CA. We are in receipt of the pricing set of plans for Bldg. 14, 113/114, 115/116. We are currently requesting bids from qualified subcontractors and suppliers for:

Early Trades Out to Bid August 5, 2014 and Due September 12, 2014

Structural Demo, Earthwork, Concrete, Rebar, Piles, Masonry, Structural Steel, Misc. Steel, Metal Deck, Rough Carpentry, Waterproofing, D/F/H, Glazing, Drywall, Ceramic Tile, Paint, Toilet Accessories, Elevators, Design-Build Fire Sprinklers, Plumbing, and Electrical.

Additional Trades Out to Bid August 28, 2014 and Due September 29, 2014

Survey, Site Utilities, Site Fencing, Scaffolding, Roofing, Flashing & Sheet Metal, Joint Sealants, Plaster, Misc. Bldg. Specialties, Signage and HVAC.

The project consists of restoration to the Port's Pier 70 buildings located on San Francisco's Central Waterfront. The Master Plan balances ship repair activities, new waterfront parks, rehabilitated historic buildings, and new development opportunities over the 65-acre area. The Developer is working with the San Francisco Contract Monitoring Division (CMD) to meet a LBE goal of 17%. Therefore, those firms certified with the CMD as local business enterprises (LBE's) are strongly encouraged to bid. If you would like to receive documents and be added to BuildingConnected in order to provide a bid to Nibbi Brothers, please email Kristin Medwick, kristinn@nibbi.com.

For specific questions regarding this project, please email **Elizabeth Crockett**, elizabethc@nibbi.com or **Tom Giarrusso**, tomg@nibbi.com

Kiewit Infrastructure West Co.

Request for Quotes from Small Business Enterprises (SBEs), Disabled Veteran Business Enterprises (DVBES), Minority Business Enterprises (MBEs), Women Business Enterprises (WBEs), and all Other Business Enterprises (OBEs), Subcontractors, Consultants, Professional Service Firms, and Material Vendors/Suppliers:

Project Owner: The Department of Water and Power of the City of Los Angeles
Project Name: Haiwee Power Plant Penstock Replacement, RFP No. 90162, LABAVN Opportunity ID 20690
Project Location: Owens Valley, approx. 30 miles south of Lone Pine, CA
Project Proposal Due: Wednesday, September 17, 2014 @ 2:00PM PDT
Subcontractor/Supplier Quotes Due: Friday, September 12, 2014 @ 5:00PM PDT
Contract-Specific SBE Participation Goal: 7%

The Haiwee Power Plant Penstock Replacement Project includes the replacement of approximately 10,000 SF of steel penstock with FRP pipe ranging in size from 84" – 102". The duration of the contract is expected to be 1.5 years.

Kiewit Infrastructure West Co., a subsidiary of Kiewit Infrastructure Group (Kiewit), is bidding as a prime contractor for the construction of the project listed above and is seeking sub-quotes from interested subcontractors, consultants, professional service firms, and material vendors/suppliers for the areas of work listed below. While there is a contract-specific SBE Participation Goal of 7%, Kiewit encourages all DVBES, MBEs, WBEs, and OBEs to participate as well.

All responsive Subcontractors must possess a valid California Contractor's license and provide acceptable insurance. Responsible Subcontractors will be expected to provide bonding for 100% of their contract value. Bond premium will be reimbursed by Kiewit. Subcontractors, Consultants, Professional Service Firms, and Material Vendors/Suppliers must be able to accept all terms and conditions of the project under its resultant agreement.

Kiewit will conduct itself in good faith with all SBEs, DVBES, MBEs, WBEs, and all OBEs regarding participation on the project. Kiewit shall, when economically feasible and practical, divide total contract requirements into small portions or quantities to permit maximum participation of SBEs, DVBES, MBEs, WBEs, and OBEs. Kiewit will provide assistance in directing interested SBEs, DVBES, MBEs, WBEs, and all OBEs to where they may obtain bonding, lines of credit, or insurance required by the contract.

We are accepting quotes for the following services/supplies: Piping Material, Pipe Lining Subcontractor, AC Paving, Cement and Concrete, Concrete Pumping, Saw Cutting, Rebar Installation, Miscellaneous Metals, Instrumentation / Electrical Subcontractors, Manhole Covers and Frames, Aggregates, Excavation Support and Protection, Paintings and Coatings, FRP Material Consulting, Hydraulic Analysis, Site Pipe Inspector, Survey, Hydro / Vac Truck, Trucking and Hauling, Dumpster / Trash Service, Abatement Services

Quotes are to be submitted to:



Kiewit Infrastructure West Co.

10704 Shoemaker Ave., Santa Fe Springs, CA 90670

Tel: (562) 946-1816, Fax: (562) 309-8201

Contact **Paul Villanueva**, Paul.Villanueva@Kiewit.com, (562) 946-1816, or **Ann Klunder**, Ann.Klunder@Kiewit.com, (562) 567-2580 for questions.

To obtain more information about this bid, or for assistance with the requirements of the contract, plans, specifications, and selected work areas, please contact Kiewit directly. Electronic versions of all project documents, including plans, specifications, and the RFP, are available for downloading through LABAVN at <http://www.ladwp.com/ersp> as well as via Smart Bid Net available through Kiewit. The project documents are also available for viewing at our office 10704 Shoemaker Ave, Santa Fe Springs, CA 90670, 7am – 5pm, M – F. For more information pertaining to Smart Bid Net, or to visit the office to view project documents, please contact Ann Klunder, Ann.Klunder@kiewit.com, (562) 567-2580.

Equal Opportunity Employer

Requests proposals/quotes from all qualified and certified Disadvantaged Business Enterprise (DBE) subcontractors, suppliers, and truckers for the following project:

SAN FRANCISCO ROADWAY BRIDGES REPLACEMENT PROJECT
(22nd Street, 23rd Street, and Paul Avenue)
Peninsula Corridor Joint Powers Board,
Contract 13-PCJPB-C-036
Bids: September 29, 2014 @ 2PM
DBE – 5.70%

Proven Management, Inc.

2000 5th Street, Berkeley, CA 94710
 Phone: 415-421-9500 • fax: 415-421-9600

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

100% Payment & Performance bonds will be required from a single, Treasury-listed surety company subject to PMI's approval. PMI will pay bond premium up to 1.5%. Subcontractors awarded on any project will be on PMI's standard form for subcontract without any modifications. For questions or assistance required on the above, please call.

We are an Equal Opportunity Employer

Sub Bids Requested From Qualified DBE and UDBE Subcontractors & Suppliers for

Department of Transportation - Bridge Seismic Retrofit

Location: Oroville / Butte County, CA
Project No. 03-3E1204

Bid Date: September 10, 2014 @ 2:00 PM

McGuire and Hester is seeking qualified subcontractors in the following trades: construction area signs; traffic control; striping; SWPPP; cold plane AC; bridge demolition; clearing/grubbing; temporary fencing; metal beam guard rail; concrete barrier; rebar; signs; polyester concrete overlay; AC dike; joint seal; and clean & paint structural steel. We will pay up to and including one and one half percent (1-1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans and specs.

McGuire and Hester

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

Contact: **Keith Ones**

An Equal Opportunity Employer

Measuring the Strength of Small Business Ecosystems in the Ten Largest Urban Markets



By Genevieve O'Mara, ICIC

City leaders across the U.S. are embracing the role of small businesses in generating vibrant urban economies. Most cities have a number of organizations and initiatives focused on stimulating small business growth. These organizations and initiatives form small business support networks often called ecosystems. But what makes one small business ecosystem stronger or more effective than another?

While many people talk about small business ecosystems, few try to understand their components or measure their strength. In a recent study funded by the JPMorgan Chase Foundation as part of JPMorgan Chase & Co.'s new Small Business Forward initiative, ICIC took a step in that direction by developing a conceptual framework of small business ecosystems and applying it to the nation's ten largest cities (New York, Los Angeles, Chicago, Houston, Philadelphia, Phoenix, San Antonio, San Diego, Dallas and San Jose), allowing us to make cross-city comparisons. Our framework identifies six key players that are important to the structure and, therefore, the effectiveness of small business ecosystems:

- City government
- Small business development centers (SBDs)

Continued on page 8

Sacramento Works to Use Light Rail Extension Funding Before Expiration

After nearly a decade of struggles, Sacramento Regional Transit's Blue Line light-rail extension project -- the line that will land trains at Cosumnes River College's front door -- is now full throttle.

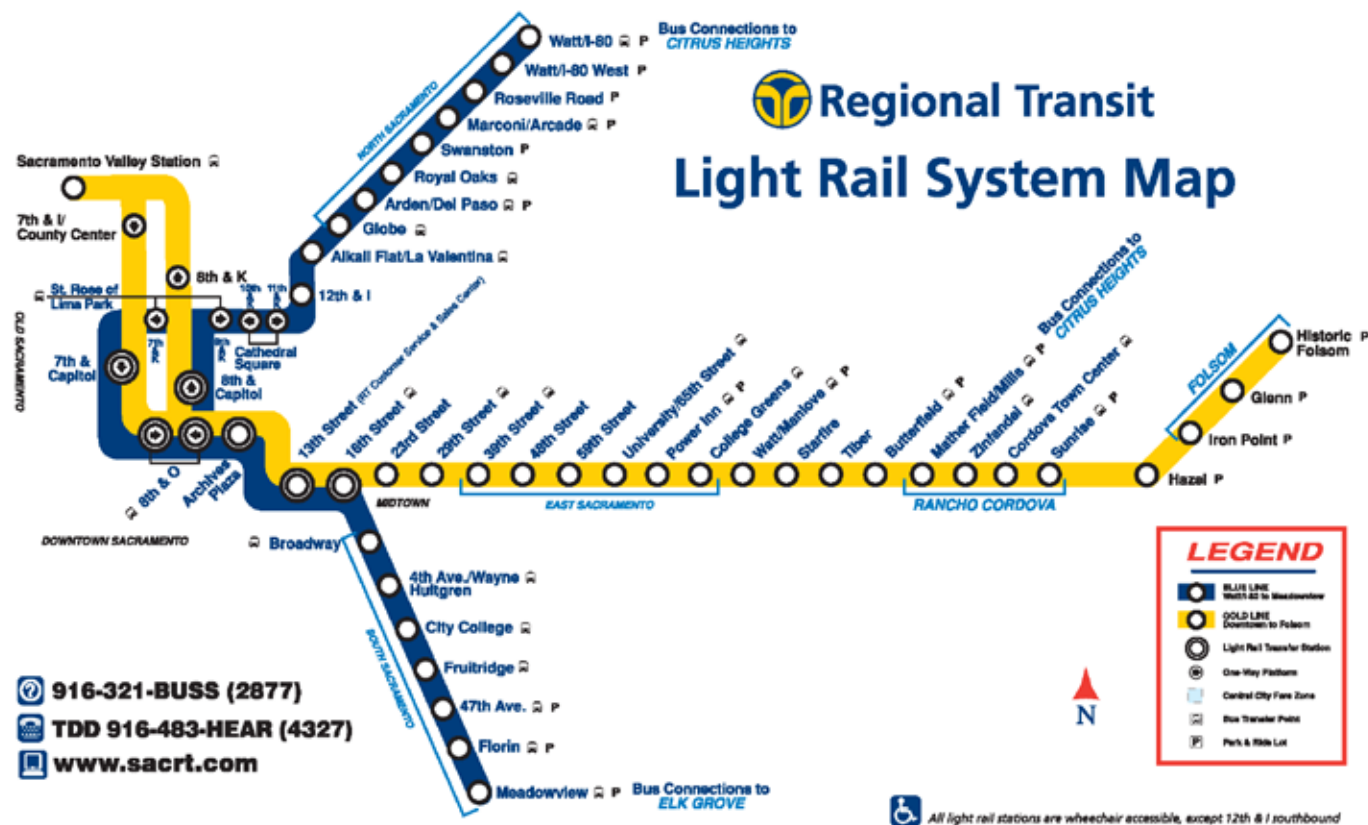
The local bus and rail agency is up against a "use it or lose it" \$135 million federal deadline. Either it has trains rolling in one year -- by Sept. 6, 2015 -- or risks losing the federal financial backing that has made the project possible.

"The schedule is tight," RT project manager Ed Scofield said this week. "But we feel comfortable we can open on that date."

A new station is taking shape fronting the campus on Bruceville Road, to be used by students as well as south county workers who want to avoid Highway 99 on downtown commutes. Crews are pouring concrete a mile away near Franklin Boulevard at another new station site, and rail track is being laid behind subdivisions along nearby Strawberry Creek. A campus parking garage for students and commuters is finished and open for use. The curving bridge that will carry trains over Cosumnes River Boulevard is nearly complete.

If RT stays on pace, the new line could open a month or two before the September date, in time for the start of next year's fall semester, officials say. If RT doesn't make the Federal Transit Administration deadline: "You can negotiate," Scofield said, "but they don't make it easy on you."

The project has been a decade in the making, delayed by recession, design issues and bureaucratic hurdles, including several years of work to get federal officials to agree to fund half of the \$270 million project's cost. RT has cobbled together the



Continued on page 16

BART Silicon Valley Project Gets \$39 Million in Funding

Continued from page 1

The BART Silicon Valley project is an overall 16-mile, six-station extension of the San Francisco Bay Area Rapid Transit (BART) system beginning at the future Warm Springs Station in Fremont and running alongside the Union Pacific Railroad (UPRR), extending south into Santa Clara County, with stations in Milpitas, San Jose and Santa Clara. The alignment will travel at-grade, above-grade, and below-grade (in trenched segments and in a subway through downtown San Jose).

The project includes six stations, a new BART maintenance and storage facility in the city of Santa Clara, and the purchase of rail cars needed to operate the extension once it is built.

The extension project is planned for two phases. The \$2.3 billion 1st phase, which is currently under-construction, is known as the Berryessa Extension. This 10-mile, two-station extension runs from Fremont, through Milpitas, into the Ber-

ryessa district of north San Jose. Two new BART stations will be constructed as part of the Berryessa Extension; the Milpitas BART Station located between Montague Expressway and Capitol Avenue in the City of Milpitas and the Berryessa BART Station located between Berryessa Road and Maury Road in the City of San Jose.

The first phase construction is being led by the Skanska-Shimmick-Herzog Joint Venture, which was awarded a contract in 2011 to complete the design and construction of the line, track, systems and stations. It is expected to be operating in early 2018.

The planned six-mile second phase of the project is expected to cost more than \$6 billion and be serviceable by 2035. It is currently in design and environmental testing.

Source: <http://california.construction.com>



Measuring the Strength of Small Business Ecosystems

Continued from page 7

- Economic development authorities
- Community development organizations (e.g., community development corporations)
- Financial institutions, including micro-lending organizations and CDFIs
- Community colleges and other workforce development organizations

For our study, we interviewed 54 experts representing organizations in these six categories in each of the ten cities for insight into what's happening, and, more importantly, what's working in their small business ecosystems. Our conversations unveiled compelling examples of where their cities are getting it right.

City government

Strong leadership by city government is essential to coordinate small business support resources and organizations and to develop a city-wide small business growth strategy. The Bloomberg Administration in New York City was recognized as a leader on this front, streamlining and increasing the effectiveness of small business support across the city. According to the experts we interviewed, the City of Dallas also stands out in its strong intentional effort to coordinate initiatives across public and private organizations. It also has two dedicated departments that concentrate on small business initiatives and business expansion and incentives.

Small business development centers (SBDCs)

SBDCs play a substantive role in providing technical assistance, mentorship and educational programming to startups and established businesses in most cities across the U.S. In San Antonio, the SBDC housed at the University of Texas San Antonio Institute for Economic Development (IED) has an astonishing impact on small businesses. Last year alone, the IED -- in which the largest program is the SBDC -- served over 36,000 businesses, trained 23,000 participants, and generated \$350 million in new financing for small businesses.

Economic development authorities

Economic development authorities, as part of their mission to drive economic growth, are important leaders in developing small businesses. In Philadelphia, the Philadelphia Industrial Development Corporation (PIDC) was identified by the experts we interviewed as one of the most robust small business support organizations in the city. Known for its direct and efficient delivery of capital to small businesses, PIDC is also especially highly regarded as an important connector to CDFIs, banks, the City, and a number of small business initiatives.

Link to download the full report: www.icic.org/ee_uploads/publications/ICIC_JPM-organChase_Report.pdf

Lean In or Lean Together

A Female HR Manager's Sexual Advances toward a Male Operations Manager May Result in Liability for the Employer

By Darryl K. Henderson, J.D.



Darryl K. Henderson

You may think that in the business world of today, quid pro quo sexual harassment (e.g., "sleep with me or you're fired") no longer occurs. You may think that any U.S. business employing more than 15 employees would definitely have an Anti-Harassment Policy and an internal Employee Compliant Procedure. You may think that a human resources professional would serve as a champion of the importance of avoiding conduct that might be judged to be harassment under State or Federal employment laws. And, you may think that a female human resources manager would never be the perpetrator of conduct akin to sexual harassment. Well, think again.

A three judge panel of the U.S. Circuit Court of Appeals has ruled that a U.S. shopping center management company, DDR Corp. ("DDR"), may be liable to a former regional general manager for terminating his employment after a female HR manager demanded that he be terminated for job performance issues. Coincidentally, the HR manager cited the job performance issues after the regional manager rejected her repeated sexual advances.

DDR terminated the employment of Antonio Velazquez-Perez, seemingly based upon negative information provided by Rosa Martinez, the HR manager for the DDR Puerto Rico operations. As a result, Antonio sued the company in the federal district court for the District of Puerto Rico for sex discrimination and retaliation, under Title VII of the Civil Rights Act of 1964.

Prior to Antonio's firing, the following actions occurred:

- During the first 10-months of his employment with DDR, Antonio and Martinez had a good working relationship, which included frequent telephone and email communication, sometimes involving open flirtation.
- After his first 10-months tenure, Martinez made a direct sexual advance towards Antonio, while the two were attending an offsite company meeting at a hotel. But Antonio told Martinez that he had no interest in a romantic relationship, and he asked her to respect his decision. Martinez responded angrily and threatened to have Antonio terminated.
- Subsequently, Antonio verbally told his direct supervisor about the hotel incident, and his supervisor told him that he should send Martinez a conciliatory email because if he did not do so, "she's going to get you terminated." The supervisor then jokingly suggested to Antonio that he have sex with Martinez.
- After the hotel encounter, Martinez began to identify issues with Antonio's job performance, and she discussed her findings with his supervisor. In response, Antonio's supervisor decided to place Antonio on a 30-day Performance Improvement Plan ("PIP") for attendance and punctuality issues. This decision was based, in part, upon the supervisor's independent investigation of Antonio's job performance, including discussions with Antonio's staff.
- Martinez objected to the supervisor's plan to place Antonio on a PIP, and she demanded that Antonio be fired. She also stated that she would elevate the matter to two executives at the DDR headquarters in Ohio.
- On the day that she communicated with the two DDR executives, Martinez saw Antonio in a hotel at a second offsite company meeting. She approached Antonio and told him that she



Image credit by: <http://www.totaljobs.com>

did not love her husband, was in love with him, and wanted to have a sexual relationship with him. Antonio, once again, rejected Martinez's sexual advances, and he asked her to stop following him. Martinez eventually heeded Antonio's request.

- Four days after the second hotel incident, Antonio was called into his supervisor's office. He was told by his supervisor that he was being terminated from DDR for "absenteeism, failure to report, and unsatisfactory job performance."

Harassment is a form of employment discrimination. The courts have defined sex to include gender, being male or female, and have categorized sexual harassment as a form of sex discrimination.

The U.S. Supreme Court has made it clear that the prohibition against sex discrimination in the workplace protects men as well as women.

Sexual harassment occurs when a supervisor, coworker, or non-employee (customer or vendor), over whom the employer has some control, engages in verbal, written or physical conduct in the workplace involving intimidation, ridicule or insult that meets the following elements:

- It is unwelcome, meaning the victim did not do anything to solicit or condone the conduct and finds it to be unwanted and offensive;

■ Continued on page 12

Many States Are Helping the Unemployed Find Work



Image credit by: <http://www.hlntv.com>

By Susan Milligan

Caroline Reardon hadn't looked for a job in more than a dozen years when she got laid off last year as an administrative assistant with the Boston office of the U.S. Department of Homeland Security.

Nervous and unsure how to start looking, she went to one of Massachusetts' One-Stop Career Centers, where they taught her Excel and other computer skills, tutored her in interview techniques and helped her create different resumes to match different job openings. They even gave her a voucher to get a business suit at a local charity shop and a coupon for a new haircut.

Eight months later, the 48-year-old Quincy resident landed a job as a medical support assistant at the U.S. Department of Veterans Affairs. She credits the state career counselors for her success. "I brought in flowers. I just can't say enough about

them," Reardon said. "They really (boost) your self-esteem and confidence."

States are still paying out millions in unemployment insurance benefits as the national jobless rate remains stubbornly high at 6.7 percent, and as high as 8.7 percent in the states. So states are getting personal by offering one-on-one or group counseling and training to help people with the actual mechanics of the modern day job search.

Displaced workers in years past might have needed training in entirely new fields to get jobs, particularly when their lost jobs were in heavy industry. Today, what often separates a job-seeker from an actual job is a command of social media, resume writing and interview techniques -- and states are finding that teaching those simple skills can turn an unemployment compensation recipient into a tax-paying employee.

■ Continued on page 13

Public Legal Notices

UNIVERSITY OF CALIFORNIA SAN DIEGO

ADVERTISEMENT FOR PREQUALIFICATION OF CONTRACTOR (NO SUBCONTRACTOR BIDS REQUESTED AT THIS TIME)

Subject to conditions prescribed by the undersigned, Prequalification Questionnaires from Contractors licensed as follows:

C20 - Warm-Air Heating, Ventilating and Air-Conditioning Contractor

are invited for the following work:

**140 ARBOR HVAC UPGRADE
UCSD MEDICAL CENTER – HILLCREST
UNIVERSITY OF CALIFORNIA, SAN DIEGO**
Project No. 4800/A4S-025/966192
Estimated Construction Cost: \$200,000

PROJECT DESCRIPTION:

For the medical office building at 140 Arbor the following work shall be completed: install new DDC controls, rebalance all spaces, install new access panels for all VAV boxes, install new VFD on AHU on 4th floor and replace the sewer ejector pump.

The University seeks Contractors with demonstrated experience in HVAC system upgrades including the following: install new DDC controls, rebalance all spaces within a building according to approved engineered drawings, install new access panels for all VAV boxes within a building, install new VFD on existing air handling unit, and replacement of sewer ejector pumps.

The Contractor shall have demonstrated annual business revenue of at least \$800,000 for each and every one of the last five (5) consecutive years. The Contractor must have demonstrated experience on a

minimum of two (2) comparable projects with the Contractor providing services as Prime Contractor within the last ten (10) years. Projects should have possessed the following construction challenges: Urban site work with limited construction and staging area, repair of buildings requiring proactive and innovative solutions due to noise, dust, and pedestrian traffic while building is occupied, and renovations/expansions requiring proactive and innovative solutions due to unknown and/or unforeseen field conditions.

To view and download Prequalification Questionnaires go to www.fdc.ucsd.edu. Click on Contracting Opportunities and Work Available for Bid. Open this project and download all prequalification files attached.

Prequalification Questionnaires will be received only at the following address:

**FACILITIES DESIGN & CONSTRUCTION
UNIVERSITY OF CALIFORNIA, SAN DIEGO
10280 N. Torrey Pines Road, Ste. 465
Contracts Department (MC 0916)
La Jolla, CA 92037
Attention: Carrie Robb**

No Prequalification Questionnaires will be received after 4:00 P.M., WEDNESDAY, SEPTEMBER 17, 2014.

Confidentiality of the information provided will be respected to the extent permitted by law.

Response to the Prequalification Questionnaire must be submitted on the forms contained within the Prequalification Questionnaire available at the address above.

All information requested in these forms must be provided in order to be considered "responsive" to the requirements of the prequalification. The University contacts are Rod Barker, Project Man-

ager (858) 822-1971 or Rhonda Mitchell, Contracts Manager, Facilities Design & Construction (858) 822-3126.

A mandatory Prequalification Conference will be conducted on **WEDNESDAY, SEPTEMBER 10, 2014, at 9:00 A.M.** at Facilities Design and Construction, 10280 N. Torrey Pines Rd., Ste 466, Large Conference Room, La Jolla, CA 92037. Campus maps can be found at <http://maps.ucsd.edu>.

Attendance at the Prequalification Conference is mandatory for Contractors attempting to become prequalified to bid on this specific project.

Metered parking spaces are available (for up to 2 hours) in the service yard/shuttle stop parking lot and underground parking area of Torrey Pines Center South. **Please allow ample time to secure parking. Contractors must be present for the entire conference.**

UC San Diego encourages the participation of Small, Disadvantaged, Minority-owned, Women-owned and Service/Disabled Veteran-owned Business Enterprises (S/D/M/W/DVBE's) and is committed to promote a diverse pool of firms for our building programs. Potential bidders will be required to submit their small business outreach plan to the University as part of the prequalification process.

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 Bidder may be required to show evidence of its equal employment opportunity policy.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
SEPTEMBER 2014

Bidding Documents and complete advertisement can be viewed and may be ordered on line at the following website address: <http://www.ucsfplans.com/>

Bidders and 1st tier Electrical subcontractors must attend a **mandatory** pre-bid conference at **1 PM on Thursday, September 11, 2014**. For details, see above website address.

Bids will be received only at Office of Design and Construction, University of California, San Francisco, Medical Center, 3333 California Street, Suite 115, San Francisco, CA 94118. Phone: (415) 885-7257.

Bid Deadline: Sealed bids must be received on or before **2:00 PM, Thursday, September 25, 2014**. And Bids will be opened after **2:05 P.M.**

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 Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the non-discrimination requirements set forth in the Bidding 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.

The successful Bidder will be required to have the following California current and active contractor's license at the time of submission of the Bid: GENERAL BUILDING CONTRACTOR, B

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
University of California,
San Francisco Medical Center
September, 2014

Public Legal Advertisers:

The Small Business Exchange gives you more coverage and better results

The best way to reach the African American, Chinese and Hispanic communities

Resolution 242-12: On June 28, 2012 San Francisco Board of Supervisors designated the Small Business Exchange newspaper as a minority outreach newspaper for the following communities for FY 12-13: African American, Chinese, Hispanic.

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The Small Business Exchange assists public agencies in buying goods and services through economic downturns and budget cuts by offering lower advertising rates and cost-efficient value-added services.

Advertise in the Small Business Exchange and receive these benefits:

- Targeted distribution by industry, location, focus group(s) from our comprehensive and constantly updated 1.5 million business-to-business database.
- Our multi-channel distribution system delivers your message via print, email and online for maximum exposure.
- More bidders, which reduces the cost of goods and services to purchase.
- Wider and more diverse business participation.

"SBE is able to handle ads in a certain target area and in a diverse marketplace."

Eileen Martinez, The Daily Journal

The Small Business Exchange has been providing advertising services for the San Francisco Department of Public Works for ten years . . . and has met our specific requirements . . . The Department has been more than satisfied.

Gordon Choy,
San Francisco Department of Public Works
former Division Manager
DPW Contract Administration

UC SAN FRANCISCO MEDICAL CENTER

ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, San Francisco Medical Center, sealed bids for a lump-sum contract from General Building Contractors are invited for the following work:

Moffitt Motor Control Center (MCC) and Distribution Panel Replacement

Project Number: 11-635,
Contract Number: L00167

Description of Work: Remove existing Motor Control Center MCC P1A1. Provide new Motor Control Center MCC P1A1 in new location including providing new feeder and feeder breaker in existing Distribution Panel, interception and reconnection of existing feeders. Remove existing Motor Control Center MCC P5B. Intercept and reconnect existing feeders including providing new motor starters in existing MCC 5PC. Remove existing Motor Control Centers PRB, PRC, PRD, PRE & PRF. Provide Temporary Motor Control Centers MCPT-PRF including feeder breaker(s) at existing MCC 16PS. Provide new Motor Control Centers MCC PRC, PRD, & PRF at location and temporary feeder. Intercept and reconnect existing feeders at new Motor Control Centers MCC PRC, PRD, PRE & PRF. Provide new Distribution Panel PRA at location shown on floor plan. Intercept and reconnect existing feeders or provide new feeder conductors at new Motor Control Centers MCC PRB, PRC, PRD, PRE & PRF. Alternate: Replace 1950's era Distribution Panel "A" in the basement. Provide new circuit breakers in existing Substation HCM-L and replaces old panelboards Panel BA, Panel BAA, Panel 6A, Panel 7A, Panel 8A, and Panel 9A and associated feeders which are located in existing Electrical riser closet by the Service Elevator of UCSF Medical Center Moffitt Hospital; build new electrical closet for new Distribution Panel A. Electrical Distribution Panel A is located at Ground Floor, Moffitt Hospital adjacent or near to Moffitt Pharmacy, Material Services and Sterile Processing Department.

Estimated construction cost range: \$ 950,000 - \$1,100,000.

Bidder (General Building and 1st tier Electrical Subcontractor) Qualifications: To be allowed to submit a bid, Bidders (General Contractors, B) and 1st tier Electrical (C-10) subcontractors must have the minimum experience and certify their firm has not been cited by the Medical Center for health, safety, infection control or interim life safety violations, set forth in the Supplementary Instructions To Bidders of the Bidding Documents.

Bidders (General Contractors, B) and 1st tier Electrical (C-10) subcontractors must submit qualification documents in a sealed envelope on **Friday September 19, 2014 at 2:00 PM**, at: Office of Design and Construction, University of California, San Francisco, Medical Center, 3333 California Street, Suite 115, San Francisco, CA 94118. Phone: (415) 885-7257. Bidders will be notified whether or not they are allowed to submit a bid for this project **within five (5) business days** of the due date of the Contractor's Statement of Experience (Exhibit 13A or 13B).

IF YOUR FIRM WAS NOTIFIED BY LETTER ON JANUARY 6, 2014 BY THE UNIVERSITY AS QUALIFIED TO BID THE MOFFITT/LONG GROUND FLOOR DISTRIBUTION PANEL A REPLACEMENT, YOUR FIRM WILL NOT NEED TO SUBMIT EXHIBIT 13A/13B STATEMENT OF QUALIFICATIONS TO BID THIS PROJECT. YOUR FIRM, GENERAL OR ELECTRICAL, IS DEEMED QUALIFIED TO BID THIS PROJECT.

Procedures: Bidding documents will be available on **Thursday, September 4, 2014 at 10 AM**, and will be issued only at:

UCSF Documents, Media & Mail (UCSF-DMM)
1855 Folsom Street, Room 135
San Francisco, CA 94103
Contact Persons: Ben La (415) 476-5030
(9AM - 5PM)
Customer Service Line (415) 514-2054 (before & after working hours)
Fax No. (415) 476-8278

Jenny Yang

Continued from page 2

public interest scholar. Yang and her husband, Kil Huh, director of the States' Fiscal Health Project at the Pew Charitable Trusts, have two sons.

The EEOC enforces federal laws prohibiting employment discrimination. Further information about Chair Yang and the EEOC is available on its website at www.eeoc.gov.

Source: 2014 JD Supra, LLC

Public Legal Notices



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

**Contract No. 3245V
(ID No. FCP15022)**

**JOSEPH L. ALIOTO PERFORMING ARTS
PIAZZA (CIVIC CENTER PLAZA)
PAVEMENT MAINTENANCE**

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30 p.m. on September 17, 2014**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Department of Public Works (DPW) Electronic Bid Documents Download site at www.sfdpw.org/biddocs, or purchased on a CD format from 1155 Market St., 4th Fl, S.F., CA 94103, tel: 415-554-6229, for a non-refundable \$15.00 fee paid by cash or check to "Department of Public Works". Please visit the DPW's Contracts, Bid Opportunities and Payments webpage at www.sfdpw.org for more information. Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is located at the Joseph L. Alioto Performing Arts Piazza (Civic Center Plaza) bordered by Dr. Carlton B. Goodlett Place, Larkin, Grove and McAllister Sts in San Francisco, CA and consists of demolition, hazardous abatement, building and site improvements, traffic routing, paving and electrical work, and all associated work. The time allowed for completion is 75 consecutive calendar days. The Engineer's estimate is approximately \$1,200,000. For more information, contact the Project Manager, Karen Mauney-Brodek at 415-575-5601.

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

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

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

Bid discounts may be applied as per SFAC Chapter 14B. Subcontracting goal is **10% LBE**. Call Finbarr Jewell at 415-554-8360 for details. In accordance with SFAC Chapter 14B requirements, all bidders, except those who meet the

exception noted below, shall submit documented good faith efforts with their bids and must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference. Refer to CMD Form 2B for more details. Exception: Bidders who demonstrate that their total LBE participation exceeds the above subcontracting goal by 35% will not be required to meet the good faith efforts requirements.

A pre-bid conference will be held on **September 9, 2014; 2:00 p.m.**, at 30 Van Ness Ave., 5th Fl., S.F.

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

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

Class "A" license required to bid.

In accordance with SFAC Chapter 6, no bid is accepted and no contract in excess of \$400,000 is awarded by the City and County of San Francisco until such time as the General Manager of the Recreation and Park Dept. recommends the contract for award, and the Recreation and Park Commission then adopts a resolution awarding the Contract. Pursuant to Charter Sec. 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

Minimum wage rates for this project must comply with the current General Prevailing Wage as determined by the State Dept. of Industrial Relations. Minimum wage rates other than applicable to General Prevailing Wage must comply with SFAC Chapter 12P, Minimum Compensation Ordinance.

This Project is subject to the requirements of the S.F. Local Hiring Policy for Construction ("Policy") as set forth in Sec. 6.22(G) of the SFAC. Bidders are hereby advised that the requirements of the Policy will be incorporated as a material term of any contract awarded for the Project. Refer to Sec. 00 73 30 of the Project Manual for more information.

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

9/4/14
**CNS-2661641#
SMALL BUSINESS EXCHANGE**



UCLA

ADVERTISEMENT FOR BIDS

The following is a summary of a full Advertisement for Bids posted on the UCLA Capital Programs Website (<https://www.uclaplanroom.com>). **All interested parties must go to the Website for complete information.**

Subject to conditions prescribed by the University of California, Los Angeles, sealed bids for a lump-sum contract are invited for the following work:

Project Name: CARNESALE FITNESS CENTER

Project Number: 947494.01

Description of Work: Renovation of 14,972 GSF of shell space on the ground level of Carnesale Commons for use as a student fitness center. Refer to website for complete description.

Estimated Construction Cost: N/A

Bidding Documents Available at:

UCLA Online Planroom Website (<https://www.uclaplanroom.ucla.edu>)
Bid Submittal Location:
Contracts Administration
University of California, Los Angeles
1060 Veteran Avenue, Suite 125
Box 951365
Los Angeles, California 90095-1365
310-825-7015

Dates:

Bidding Document Availability: September 4, 2014

Mandatory Pre-Bid Conference/Job Walk:

September 8, 2014
Beginning promptly at 10:00 a.m.

Bid Submittal Deadline:

2:00 p.m., September 24, 2014

License Requirement: B License (General Building)

Prequalification: University has prequalified general contractor bidders for this Project and posted a list of said firms on the website address listed at the beginning of this Advertisement.

THE REGENTS OF THE UNIVERSITY
OF CALIFORNIA

**UNIVERSITY OF CALIFORNIA
SANTA CRUZ**

ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, Santa Cruz sealed bids for a lump-sum contract are invited for the following work:

**UNIVERSITY HOUSE EXTERIOR REPAIRS
Project Number: 2908**

Prospective Bidders shall note that this project has NOT received final budget approval, and the University reserve the right to stop the project and reject any and all bid packages and/or proposed bid amounts.

Description of Work: Removal of roof to facilitate removal and replacement of structural elements. Build back to include new fire sprinkler rough-in, seismic hardware and greening features.

Procedures: Bidding documents will be available at 1:00PM Monday, September 1, 2014 from UCSC's Online Planroom web site at www.ucscplanroom.com. Create your Username and Password under the 'Login' heading on the home page to register for a free account.

Bids will be received only at:

Physical Planning and Construction,
UNIVERSITY OF CALIFORNIA, Santa Cruz
1156 High Street, Barn G, Contracts Trailer
Santa Cruz, CA 95064
831-459-2366 / 831-459-5540

Bid Deadline: Sealed bids must be received on or before **Monday, September 15, 2014 at 3:00 PM.**

Bid Security in the amount of 10% of the Lump Sum Base Bid shall accompany each Bid. The surety issuing the Bid Bond shall be, on the Bid Deadline, an admitted surety insurer (as defined in California Code of Civil Procedure Section 995.120).

Bidders must attend a **mandatory** Pre-Bid Conference and Job Walk on **Tuesday, September 2, 2014** beginning promptly at **2:00 PM**. Participants shall meet at the Office of Physical Planning and Construction, 1156 High Street, Barn G, Contracts Trailer Santa Cruz Campus. Only bidders who participate in both the Conference and the Job Walk in their entirety, will be allowed to bid on the Project as prime contractors. For further information, contact University's Representative Art Wellersdick at 831-212-0202.

The successful Bidder will be required to have the following California current and active contractor's license at the time of submission of the Bid: **B - General Building Contractor.**

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 Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding 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.

Estimated construction cost: **\$560,000.00.**

THE REGENTS OF THE UNIVERSITY
OF CALIFORNIA
University of California, Santa Cruz
August 2014

Study Finds 1 in 6 Construction Workers in California Labors in the Shadows

Continued from page 4

The Mexico native, a legal U.S. resident, said he struggled to pay rent and provide food for his family. His wife decided to leave him.

"Because we never got paid right, it caused problems at home," Sandoval, 50, said in Spanish through a translator. "It gets really depressing."

Payroll fraud, labor violations and tax evasion related to shadow construction work occurs on multimillion-dollar private and taxpayer-funded projects alike, according to David Kersh, executive director of the nonprofit watchdog group Carpenters/Contractors Cooperation Committee.

Companies who rely on unreported or incorrectly categorized workers can low-ball other bidders for contracts.

"We come across these types of unlawful business practices at schools, colleges, universities, libraries, airports and other government facilities; at multi-unit housing projects and high-rise buildings," he said. "They involve regional and international contractors and developers, and companies employing from dozens up to 200 workers on a single project."

Mark Fowler, executive vice president of the Western Wall and Ceiling Contractor Assn., was once a contractor. He said he watched the best workers gravitate to employers who could pay in cash.

Fowler's family business, operating legitimately, was left with high tax and insurance costs as well as employees who were less productive, he said.

"We were doing everything by the book and couldn't compete," he said.

The Economic Roundtable report recommends a wage floor that allows informal and formal workers to be paid the same amount and also suggests that legislators enact policies that reward on-the-level contractors.

"It's looking like more and more California residents are making their living hustling and working on the fringes," Liu said. "And as part of the reality of more people choosing to work in contingent situations, we need to figure out ways to harness their creativity and resilience and make sure social protections are extended."

Source: (c)2014 the Los Angeles Times



A Female HR Manager's Sexual Advances

Continued from page 9

- It is directed at an employee because of sex;
- It is severe or pervasive enough to alter the conditions of the employee's employment and create a hostile or abusive work environment for the employee;
- The employee subjectively feels sexually harassed; and
- A reasonable person in the employee's circumstance would objectively feel sexually harassed.

Examples of sexual harassment include but are not limited to the following:

- "Sleep with me or you're fired."
- A supervisor changes an employee's performance rating to a lower score after the employee refuses a request for sexual favors.
- A male coworker subjects a male victim to sexually-laced verbal abuse, threats of physical assault of a sexual nature, or actual physical assault of a sexual nature.
- A coworker repeatedly requests that the victim go out on a date with him or her after work.
- A female coworker repeatedly directs text messages, emails or telephone calls to a female coworker to express admiration, attraction, or comments of a sexual nature.
- A customer repeatedly asks a waitress out for a date, over a course of days, and one day unexpectedly grabs the waitress's butt.
- A male supervisor grabs a male employee's groin.

An employer's liability for unlawful harassment depends upon the identity of the perpetrator:

(A) If a Non-Supervisor – The employer would be liable if it knew or reasonably should have known about the unlawful conduct and failed to stop it. This is a negligence standard. This is why it is so important for employers to stop any hint of conduct that might rise to the level of unlawful harassment. It is also why employers must have and enforce anti-harassment policies, internal complaint procedures, and anti-harassment training.

(B) If a Supervisor – The employer would be strictly liable, with no defense, if the supervisor engaged in unlawful harassment that culminates in some "tangible employment action" (meaning, the employee suffers some negative economic harm). The classic example is, "Sleep me or you're fired," the employee fails or refuses to succumb, and gets fired. This has been commonly referred to as Quid Pro Quo harassment (a Latin term, meaning, "this for that").

Another example of "tangible employment action" that would lead to strict liability for the employer is when a supervisor repeatedly engages in off-color joking of a sexual nature and the employee refuses to laugh at the jokes and seems to object to the jokes, then he or she is denied a promotion or salary increase that would have ordinarily been granted. This is a form of Hostile Environment harassment.

So, if a supervisor engages in Hostile Environment sexual harassment and the employee suffers negative economic harm, the employer will be strictly liable, with no defense. However, if the supervisor engages in Hostile Environment harassment, but the employee does not suffer any negative economic harm, the employer would be assumed liable, but can assert what is called an "affirmative defense". For the affirmative defense to stand, the employer must establish 2 elements:

1. The employer exercised reasonable care to prevent and correct any harassing behavior, and
2. The victim unreasonably failed to take advantage of the preventative or corrective opportunities that the employer provided.

Back to the Velazquez case: The federal district court (trial court) granted summary judgment to DDR. But, the 1st Circuit Court (appellate court) reversed the trial court summary judgment decision, in part, and remanded the case for further proceedings. More specifically, the 1st Circuit Court ruled as follows:

- Despite the influence that Martinez appears to have asserted over Antonio's direct supervisor, she cannot be considered a "supervisor" for the purpose of applying Title VII employment discrimination standards because she was not, in fact, officially empowered to individually take tangible employment action against Antonio (e.g., hire, fire, fail to promote, reassign with significantly different responsibilities, or cause a significant change in benefits).
- There is no evidence of sexual harassment because (i) although Martinez's conduct during and after the first hotel encounter does appear to have been "unwelcome" to Antonio, her conduct did not appear to be "unwelcome" before that encounter, and (ii) Antonio did not establish that Martinez's conduct was objectively severe or pervasive.
- There is no evidence of retaliation because Antonio did not introduce sufficient facts on appeal to demonstrate that he was terminated for complaining about Martinez's conduct towards him. (This was, in essence, a technical deficiency in Antonio's appeal.)
- The trial court must, however, conduct further proceedings to determine whether Antonio has a discriminatory termination claim against DDR, based upon both Martinez's conduct and the basis of the decision to terminate Antonio's employment made by his supervisor.

Surely, you see the importance of an employer having and enforcing the following:

1. An anti-harassment policy,
2. An internal employee complaint procedure, and
3. Anti-harassment training, especially for people managers.

Antonio Velazquez-Perez vs. Developers Diversified Realty Corp., DDR PR Ventures II LLC, 1st Cir., No. 12-2226 (May 23, 2014).

Darryl K. Henderson, J.D., is the president of Keith Consulting Group, an advisory services and project management consulting firm based in Cornelius, NC. Dhend4165@gmail.com In addition to his extensive consulting experience, Darryl has served as a human resources executive, Chief Diversity Officer and Chief Employment Compliance Officer for a Fortune 500 company. He is a licensed attorney, specializing in employment and commercial law.



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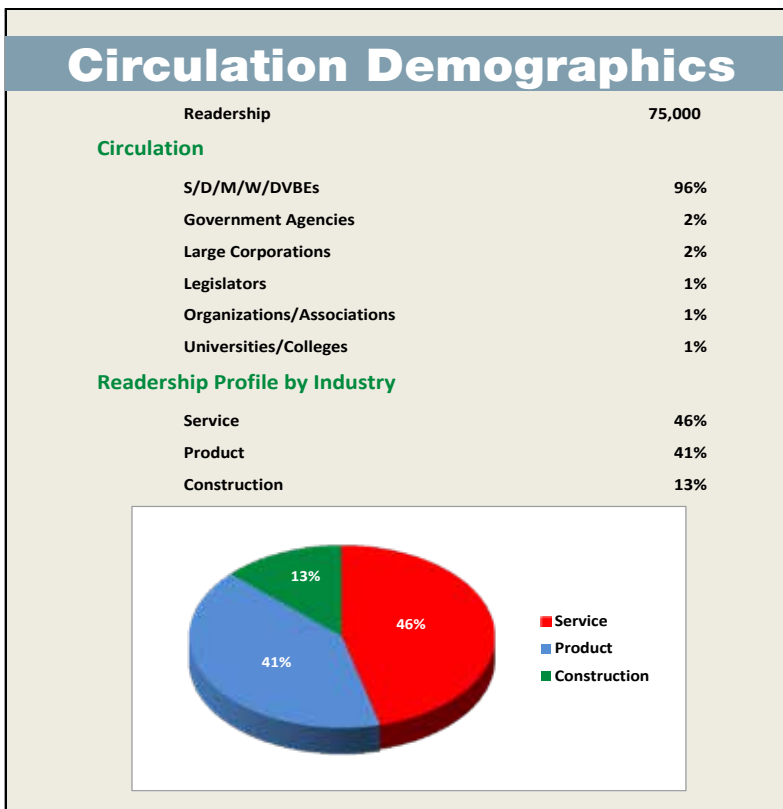
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FICTITIOUS BUSINESS NAME STATEMENT File No. A-0359622-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0359793-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0360235-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-359835-00	FICTITIOUS BUSINESS NAME STATEMENT File No. A-0359902-00
<p>Fictitious Business Name(s): AgeSong University Address 350 University Street, San Francisco, CA 94134 Full Name of Registrant #1 AgeSong Living LLC. (CA) Address of Registrant #1 551 Page Street, San Francisco, CA 94117</p> <p>This business is conducted by A Limited Liability Company. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on 7/28/2014</p> <p>Signed: Nader R. Shabahangi</p> <p>This statement was filed with the County Clerk of San Francisco County on 7/25/2014.</p> <p>Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law</p> <p>Filed: Guillermo Sandoval Deputy County Clerk 7/25/2014</p> <p>8/21/14 + 8/28/14 + 9/4/14 + 9/11/14</p>	<p>Fictitious Business Name(s): Gamelink LLC Address 537 Stevenson Street, San Francisco, CA 94103 Full Name of Registrant #1 Ilan Bunimovitz, ETAL Address of Registrant #1 537 Stevenson Street, San Francisco, CA 94103 Full Name of Registrant #2 Andrew Sullivan Address of Registrant #2 537 Stevenson Street, San Francisco, CA 94103</p> <p>This business is conducted by A Limited Partnership. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on May 7, 2014</p> <p>Signed: Ilan Bunimovitz</p> <p>This statement was filed with the County Clerk of San Francisco County on 8/6/2014.</p> <p>Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law</p> <p>Filed: Maribel Jaldon Deputy County Clerk 8/5/2014</p> <p>8/07/14 + 8/14/14 + 8/21/14 + 8/28/14</p>	<p>Fictitious Business Name(s): Columbus Bar Service Address 2338 48th Avenue, San Francisco, CA 94116 Full Name of Registrant #1 August Marino Address of Registrant #1 2338 48th Avenue, San Francisco, CA 94116</p> <p>This business is conducted by An Individual. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on 8/29/2014</p> <p>Signed: August Marino</p> <p>This statement was filed with the County Clerk of San Francisco County on 8/29/2014.</p> <p>Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law</p> <p>Filed: Morgan Jaldon Deputy County Clerk 8/29/2014</p> <p>9/4/14 + 9/11/14 + 9/18/14 + 9/25/14</p>	<p>Fictitious Business Name(s): Truly Mediterranean Address 3109 16th Street, San Francisco, CA 94103 Full Name of Registrant #1 Farid Tawil Address of Registrant #1 4335 B Anza Street, San Francisco, CA 94121 Full Name of Registrant #2 Omar Ikfafi Address of Registrant #2 733 Front Street Apt #606 San Francisco, CA 94111</p> <p>This business is conducted by A General Partnership. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on 8/7/2014</p> <p>Signed: Farid Tawil</p> <p>This statement was filed with the County Clerk of San Francisco County on 8/7/2014.</p> <p>Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law</p> <p>Filed: Morgan Jaldon Deputy County Clerk 8/7/2014</p> <p>8/14/14 + 8/21/14 + 8/28/14 + 9/4/14</p>	<p>Fictitious Business Name(s): 1. Treasure Island Brands 2. Yerba Buena Brands 3. Yerba Buena Distillery 4. Treasure Island Distillery 5. Distillery at the Brig 6. Brig Distillery 7. Lone Stag Winery 8. Lone Stag Distillery 9. Branded Spirits Distillery 10. Branded Spirits Ltd 11. Jackpot Spirits 12. Reed & Lacey Spirits</p> <p>Address 990 13th Street, San Francisco, CA 94130 Full Name of Registrant #1 Yerba Buena Beverage, LLC (CA) Address of Registrant #1 23797 Thurston Ct., Hayward, CA 94541</p> <p>This business is conducted by A Limited Liability Company. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on 11/18/2008</p> <p>Signed: William E. Smith</p> <p>This statement was filed with the County Clerk of San Francisco County on 8/11/2014.</p> <p>Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law</p> <p>Filed: Sharlene Carter, Deputy County Clerk 7/18/2014</p> <p>8/14/14 + 8/21/14 + 8/28/14 + 9/4/14</p>

Many States Are Helping the Unemployed Find Work

Continued from page 9

Yvette Chocolaad, employment and training director for the nonpartisan National Association of State Workforce Agencies, said states save an average of \$2 in unemployment benefit payments for every dollar spent on job-search assistance. And that doesn't count the impact of workers who land jobs paying state taxes and boosting the local economy by spending, she said.

"The research shows you get a big bang for your buck with re-employment services," Chocolaad said.

"You get a lot of people, particularly in this last recession, who find themselves out of work for the first or second time in their entire lives, and are 50 or older," Wentworth said. (The unemployment rate among older workers was 4.7 percent in March.) George Wentworth, an analyst with the National Employment Law Project, an employee rights group, said mid-career and older job-seekers face particularly high hurdles – not just because of age discrimination, but because the last time they looked for a job, they may have banged out a boilerplate resume on a manual typewriter and mailed it to companies listed in the classified ad sections of newspapers.

But "the way you look for work has changed," he said, and the current crop of unemployed needs to be schooled in using LinkedIn and other new job-search tools.

Laura Romanelli, 51, a single parent in Cape Cod, said she started looking for a job by "doing the regular old thing, sending out resumes, looking in the paper, online. And nothing – nothing." A One-Stop Career Center counselor helped Romanelli translate her skills as a psychiatric health care worker to other occupations. This led to a position doing case management at a nonprofit advocacy group – a job she never would have considered herself qualified to do before the One-Stop counselor helped her.

The employment counselors "literally take an analytics approach to these job-seekers," matching their skills to what's out there and steering clients away from the idea that they are defined by their last job titles, said Rachel Kaprielian, Massachusetts Secretary of Labor and Workforce Development. Mature workers in particular are often self-conscious about their age and benefit from the class on "Using Your Age to Your Advantage," she said.

Some 236,000 Bay Staters visited one of the 33 career centers last year (it's mandatory for unemployment insurance recipients but open to everyone), Kaprielian said. Half of them found jobs within six months.

Incentive to Help

States have a financial interest in reducing unemployment, since they shoulder most unemployment insurance costs. Federal and state unemployment compensation cost \$68 billion last year, down from a high of \$156.3 billion in 2010, according to a report by the Congressional Research Service.

All states are required have One-Stop Career Centers under the federal Workforce Investment Act. The centers, financed by \$731 million from the federal government and sometimes supplemented by individual states, are scattered within the states and are supposed to provide self-service options (such as online job listings) and on-site services such as computers and staff help. Services and requirements vary by state.

Colorado job-seekers can take workshops about how to use LinkedIn, networking, how to succeed in a job interview, the art of salary negotiation, how to research a company online and writing an effective resume. Job counselors are also available for one-on-one help, and there are special "job club" meetings aimed at older unemployed people new to the job hunt. "One of the biggest things is helping them translate the skills they have in one

job or field into something else," said Anita Davis, state manager of workforce development operations.

California's job centers offer workshops on resume writing and job search, as well as free use of phones, fax machines, computers and the Internet. Career counselors help people match their skills to a wider array of jobs, and an online tool called "CalJOBS" allows job-seekers to plug in their last job title and get a list of open jobs that require similar skills or experience.

Utah's "Work Success" program offers two to four weeks of intensive training in topics ranging from interview coaching to financial management and budgeting. The program has strict performance guidelines, including appropriate dress and punctuality, and has a 79 percent success rate in helping people get work, according to the state Department of Workforce Services.

Mississippi, using grant money from a U.S. Department of Labor pilot program, recently created a mobile phone app that allows job-seekers to use their smartphones to look for work in their fields and in their regions. Department of Employment Security spokeswoman Kathryn Stokes said the app is especially useful in rural areas, where many people have smartphones but may not have broadband Internet access. At the state's Workforce Investment Network (WIN) job centers, the unemployed get career counseling and basic job-search skills. "It's not uncommon for someone to walk into a job center and be afraid of a computer," Stokes said.

Test Case in Nevada

Experts tout Nevada as having one of the best re-employment approaches, in part because people applying for unemployment insurance are required to have a one-on-one meeting with an employment counselor early on. By connecting the screening process for benefits eligibility to the job-search training program, Nevada reduced the aver-

age length of payments from 31.5 weeks to 28.1 weeks, according to a study last year by IMPAQ International researcher Marios Michaelides, who examined the impact of re-employment programs during times of high joblessness. For every dollar spent, the Nevada program yielded more than \$4 in benefits savings, he wrote.

Nevada's early intervention is key to its success, said employee rights analyst Wentworth, since the unemployed often tend to "go into a biz of a daze" for a month or two after losing a job, wasting valuable time and putting themselves at greater risk of becoming long-term unemployed (defined as jobless for more than six months).

The U.S. Senate has approved language in an unemployment benefits extension bill that would provide enhanced personal help from job counselors. But the provision, which faces an uphill fight in the House, kicks in only after an individual is out of work for 27 weeks or more, making it less useful, Wentworth said.

And some experts believe these types of job-search help are not enough, arguing that the "skills gap" is the reason why companies have openings but the unemployed can't find jobs.

"For some, (job-search assistance) works. For others, it requires going back and getting occupational skills" they don't have, said Bryan Wilson, state policy director for the National Skills Coalition, a workforce policy group that advocates for more retraining of U.S. workers.

The upfront cost of job training is higher than job-search assistance, Wilson acknowledged, but "if one looks at the return of what comes back in landing jobs and getting higher pay, job training pays for itself with the tax revenues and the new jobs generated."

Source: GOVERNING

Access to Capital

SMALL & MINORITY BUSINESS

ICBA Recognizes Three Community Banks for Outstanding Community Service

ICBA and the nation's community banks provide tips and advice for young adults on practical financial advice they should know

The Independent Community Bankers of America® (ICBA) honored three community banks that have demonstrated outstanding community service. The annual ICBA National Community Bank Service Awards program brings national recognition to the unparalleled contributions that community banks make to their communities.

"We commend this year's community bank award recipients for giving their time, expertise and resources to better their communities and the lives of local residents. Their actions and generosity exemplify what community banking is all about," John Buhrmaster, ICBA chairman and president and CEO of 1st National Bank in Scotia, N.Y., said. "ICBA founded the National Community Bank Service Awards program to help celebrate the outstanding volunteer efforts of the nation's community banks, which for generations have taken a proactive approach to helping local residents and their communities thrive."

ICBA is pleased to honor the following community banks with the 2014 ICBA National Community Bank Service Awards:

Grand National Award:

- First Columbia Bank & Trust Co., Bloomsburg, Pa.

National Award:

- 1st United Bank, Fairbault, Minn.
- Bank of American Fork, American Fork, Utah.

As the Grand National award recipient, First Columbia Bank & Trust Co. is recognized for its creative Teen Star Service program, which helps



support young musicians while raising money for local school music programs. Teen Star gives musicians in grades 9 through 12 a venue to publicly perform and showcase their talents in a supportive setting. The American Idol-inspired competition is open to students who live or go to school in Columbia County. Since the program's inception in 2011, First Columbia has given away \$20,000 in prize money to contest winners and has raised an additional \$20,000 in ticket proceeds and dona-

tions for local high school music departments. The schools have used that money to purchase items such as sound equipment, new instruments and sheet music.

1st United Bank was named a National Award recipient in recognition of its Ride for Hospice, an initiative it has championed since 2008 that helps raise resources for Faribault Area Hospice. In 2013, 120 riders participated in the event, divided among motorcyclists and classic car drivers. The

2013 event raised nearly \$42,000 for the Faribault Area Hospice, which in turn was used to help fund massage and music therapy services for hospice clients. The money raised during last year's event by the Ride for Hospice paid for 355 massages and 219 music therapy sessions.

Bank of American Fork was named a National Award recipient in recognition of its Project Teddy Bear initiative. For the past 15 years, Bank of American Fork has coordinated the program, which invites bank employees and members of the community to collect teddy bear donations and other stuffed animals for at-risk, abused or neglected children in the community. In 2013, 20,480 stuffed animals were donated to crisis shelters and child and family service agencies in five different areas.

Learn more about these banks' unparalleled acts of community service and the ICBA National Community Bank Service Awards at www.icba.org/awards/.

About ICBA

The Independent Community Bankers of America®, the nation's voice for more than 6,500 community banks of all sizes and charter types, is dedicated exclusively to representing the interests of the community banking industry and its membership through effective advocacy, best-in-class education and high-quality products and services.

Source: Independent Community Bankers of America

Global Venture Capital Investors Enthusiastic About U.S.

Global investor confidence in the U.S. has increased significantly, thanks to favorable capital markets, abundant investment opportunities and a strong investor climate, according to the 2014 Global Venture Capital Confidence Survey from Deloitte and the National Venture Capital Association.

Investor confidence has also increased in Israel and Canada.

The survey was conducted in May and June among some 300 venture capital, private equity and growth equity investors in the Americas, Europe, Asia and Africa.

It looked specifically at investor confidence on the global venture capital environment, market factors shaping industries and investments in specific geographies and industry sectors, assigning confidence levels on a scale of 1 to 5 (most confidence).

"For the past three years, the U.S. has seen a significant increase in investor confidence, continuing the trend which began to take hold in 2012," Jim Atwell, national managing partner of Deloitte

& Touche's emerging growth company practice, said in a statement.

"Improving capital market conditions lifted the pace of initial public offerings, fed by a strong lineup of new and innovative companies like we see on the Technology Fast 500 list, along with increased investor confidence both in the ability to fundraise as well as to achieve favorable returns on investment."

According to the statement, venture capital fundraising has accelerated in recent quarters, with U.S. firms having raised \$7.4 billion in new commitments from 78 funds during the second quarter of 2014.

This was the strongest quarter for the number of funds raised since the fourth quarter of 2007.

Venture capitalists invested \$29.5 billion in 3,382 companies in 2013. Software was the leading sector, receiving 37.3% of total dollars followed by biotechnology with 15.4% of total investment.

Among first fundings, software led the way with 591 companies getting their initial venture capital rounds, some 46% of all first fundings.

In line with this, the survey found that global investors continued to invest and were most enthusiastic for less capital intensive IT-related sectors, particularly technology, mobile and cloud computing.

Less in favor were sectors requiring more capital intensive spends, including hardware and semiconductors.

U.S. respondents' outlook on investing in U.S. opportunities scored an average of 4.17, up 41 basis points from 2013, according to the survey.

At the same time, U.S. confidence in global capital markets rose from 2.70 in 2013 to 2.99 in 2014.

Emerging markets continued to decline among global investors.

Survey participants rated Brazil at 3.13, down 42 basis points from 2012; China at 3.27, down 18 basis points from 2012; and India at 3.08, down 16 basis points from 2012.

Cloud Computing Ascendant

For the second year in a row, U.S. venture capital investors surveyed named cloud computing as the area they were most confident investing in, with a 4.29 rating, trailed closely by mobile technology at 4.28.

Enterprise software followed at 4.00, and health care IT and services at 3.87.

Global venture capital investors survey responses showed similar results: cloud computing (4.11), mobile (4.02) and health care IT and services (3.94).

U.S. investors gave lowest confidence scores to energy/clean technologies (2.47) and semiconductors (2.33), while the global group showed the least confidence for investments in hardware (2.83) and semiconductors (2.76).

Overall confidence about the global economy increased 33 basis points from the previous year to 3.20. Fifty-five percent of investors expressed a neutral sentiment about global economic prospects.

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Access to Capital

SMALL & MINORITY BUSINESS

Bank of America Merrill Lynch Publishes Report on Latin America Market, "Driving Growth in Latin America"



Photograph by Getty

The Global Transaction Services business at Bank of America Merrill Lynch has published its annual report on the Latin America market, entitled "Driving Growth in Latin America." The report, which appears in Treasury Management International magazine (TMI), includes a series of articles summarizing the challenges and opportunities for companies conducting business in the region.

"Clients around the world increasingly tell us that Latin America is a crucial part of their strategic growth objectives. It's no wonder. Foreign direct investment (FDI) is booming. Latin America and the Caribbean hit a historic high of \$184.92 billion in 2013 – 5 percent more than in 2012," said Juan Pablo Cuevas, head of Global Transaction Services for Latin American and the Caribbean. "In addition, Mexico – which has just implemented a number of investor friendly reforms – is expected to enjoy a significant boost to FDI, perhaps overtaking Brazil as the largest recipient of FDI in the region. Meanwhile, Chile, Peru and Colombia now have economies that rank as some of the most open among emerging market countries."

"Driving Growth in Latin America," which is available to BofA Merrill clients and through TMI, features articles on the following topics:

- The impact of the expanded remit of the treasury function.
- The growth of non-bank financial institutions and public sector entities doing business in the region.
- Best practices of in-house banking.
- The appeal of Latin America to U.S. middle-market companies looking to expand internationally.
- The role of escrow in managing risk, including M&A-related risk.
- What treasury professionals should look for when investing in money market funds.
- How the integration of trade finance and for-

eign exchange can lower a company's costs and risks.

- A new era for supply chain finance in Latin America.

"Facilitating the Growing Strategic Role of Treasury" examines the parallel evolution of the growing importance of the treasury function with the expansion of companies into international markets, including Latin America. "Corporate treasury has become a linchpin in supporting a company's growth strategy in an increasingly complex global environment," states the article, which goes on to offer guidance on managing risk, enhancing visibility and control, and knowing when to centralize treasury operations.

The regional opportunities for non-bank financial institutions and public sector entities are examined in "Latin America's Growth Drives Search for Global Solutions." The article notes that one driver of this trend is the increase in consumer spending, particularly on auto, health and other insurance products. This in turn has been fueled by the growth in the region's middle classes, which it is estimated, will outnumber the region's poor by 2016.

"In-House Banking: Is the Time Right for You?" looks at how the changing regulatory landscape and the desire to harness internal liquidity is spurring companies to restructure their cash management structures. The article provides an explanation of in-house banking and identifies the characteristics of best-in-class models.

In the article, "Latin America Opens Up to the U.S. Middle Market," Brazil and Mexico are identified as the primary expansion targets for many U.S. companies given their size. However, as noted in the article, the two countries have different characteristics. Brazil is a complex and challenging country in which to operate while Mexico is generally seen as the easiest. The article further discusses that Chile, Colombia and Peru are often secondary target markets once a company is established in Mexico and Brazil.

"Mitigating Risk in Latin America" examines the crucial role of escrow services as a risk management tool for multinationals as they increase their business in Latin America. Escrow services can be effective tools to manage M&A-related risk, as well as transaction, regulatory and counterparty risk.

Money market funds historically have been among the most liquid and stable investments available. Despite this, treasury professionals need to carefully vet funds' investment risk to ensure a fund manager's risk appetite aligns with their risk tolerance. "Dissecting Risk in Money Market Funds" details how to assess and select approach that selection.

In the article, "FX and Trade Finance Convergence Delivers Benefits," the author explains how integrating trade finance and foreign exchange can lead to lower costs and reduced risks. For example, purchasing goods in local currency can allow companies to negotiate more competitive local pricing and avoid overpaying for their imports.

"Supply Chain Finance in Latin America: A New Era" discusses the current environment for supply chain finance in the region, where banks have successfully adapted their products and support to reflect the specific needs of buyers and suppliers in Latin America.

"Our goal in writing this report was to showcase our advisory expertise across treasury and transaction services, and to demonstrate our commitment to supporting companies doing business in Latin America," said Cuevas. "We hope that clients will benefit from the intelligence that we've shared, and as a result, will continue to invest in the region."

¹ **Foreign Direct Investment in Latin America and the Caribbean 2013, Economic Commission for Latin America (United Nations), May 2014**

² **Social Gains in the Balance, World Bank, February 2014**

Bank of America

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with approximately 5,000 retail banking offices and approximately 16,000 ATMs and award-winning online banking with 30 million active users and more than 15 million mobile users. Bank of America is among the world's leading wealth management companies and is a global leader in corporate and investment banking and trading across a broad range of asset classes, serving corporations, governments, institutions and individuals around the world. Bank of America offers industry-leading support to approximately 3 million small business owners through a suite of innovative, easy-to-use online products and services. The company serves clients through operations in more than 40 countries. Bank of America Corporation stock (NYSE: BAC) is listed on the New York Stock Exchange.

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YOUR SINGLE SOURCE SUPPLIER

Global Venture Capital Investors Enthusiastic About U.S.

Continued from page 14



U.S. firms raised \$7.4 billion in new commitments in the second quarter.

Among U.S.-based participants, confidence in the global economy scored 2.96, up 19 basis points from 2013.

U.S. Policymaking Doubted

Across the globe, the U.S. maintained its position as the best country in which to invest, rating 4.03, followed by Israel at 3.71, Canada at 3.48 and Germany at 3.38.

However, U.S.-based respondents doubted government's ability to enact policies that support domestic venture capital, private equity and growth equity investment in the coming year.

Confidence in government policymaking dropped from a collective 2.17 in 2013 to 2.05 in this year's survey, the lowest among the countries surveyed.

"A global environment where capital flows to companies from creation to growth to exit depends, in part, on government policies that encourage investment in new ideas and provide a clear pathway for innovations to go to market," Scott Sandell, general partner of New Enterprise Associates and chairman of NVCA, said in the statement.

"Decreased confidence in government drives capital away from economies, and if more isn't done to improve the U.S. policymaking process, we could lose our foothold as the preeminent destination for innovation investment."

Confidence of respondents from 11 other countries in their government's support averaged a 3, but all of them had higher confidence levels than the U.S. respondents.

Investors' confidence in their home government's ability to help domestic venture capitalists via incentives, policy and legislation were highest for India (3.83), China (3.63) and Japan (3.58).

Source: ThinkAdvisor

Sacramento Works to Use Light Rail Extension Funding

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local share through several state grants and Sacramento County transportation sales tax funds.

Federal Transit Administration officials, who have been monitoring the project, expressed confidence last week that the project is on solid footing and reconfirmed their support for RT's efforts in an email. "Barring unforeseen complications, the Sacramento Blue Line extension project is on time, on budget, and expected to meet the scheduled opening date of September 6, 2015, as agreed to in our construction grant agreement."

The 4.3-mile extension is the most ambitious since RT built the first light-rail line in the 1980s, and one of the most difficult, RT General Manager Mike Wiley said, partly because of the federal funding hoops, and partly because the project had to squeeze through a neighborhood just south of Meadowview Road. The agency had to purchase slices of four dozen backyards in south Sacramento a few years ago, paying on average \$7,500 to each homeowner, to make room for the tracks after Union Pacific insisted light-rail trains stay 50 feet from the freight tracks. On previous projects, UP had allowed light-rail trains to be 20 feet from freight trains.

RT faces still another potential added financial question involving its federal government sponsors. The agency may have to pay up to \$100,000 to replace parts of a Pacific Gas and Electric valve lot that was relocated to make room for the tracks. Federal officials require that the project meet "Buy America" standards, but some valve parts at the relocated PG&E site have not been certified as made in America. RT officials say they knew that when they relocated the lot, but felt they could not stop and wait for a federal ruling on their petition for relief.

"We were in this Catch-22," Scofield said. "We felt we had to keep moving forward or miss our deadline."

South county leaders say they are eager to see the project become a reality. Traffic congestion on nearby Highway 99 is now the worst in the region during commute hour. The line is expected to be busy from the start, with about 7,500 daily riders. Elk Grove officials say they will link their e-tran bus system to the college station.

"I'm excited," said Elk Grove Mayor Gary Davis. "This will be a huge amenity for our community."

Davis said his city is planning denser, transit-friendly development south of the college on Bruceville Road. It hopes that will help RT make a stronger case for more federal funds to extend light rail into Elk Grove, including to a planned civic center, an aquatic center and a shopping mall. "We know it's not easy to get funding," Davis said. "We want to make sure we're competitive."

Cosumnes River College President Debbie Travis said the on-campus station is part of a broader ongoing effort by the Los Rios Community College District to allow easier access to higher education for the region's students, especially students who don't have a car or can't afford gas for driving long distances.

Sacramento City College has a light-rail station. The district's Rancho Cordova center is across the street from light rail. The center in Natomas is on a future light-rail line, and the one in West Sacramento is next to that city's bus terminal. The district allows students to take classes at more than one campus at a time. A fee embedded in tuition covers the costs of students' transit passes.

"We are starting to connect the outlying and suburban areas to the (region's) core," Travis said. "That is what light rail will do."

That is a different mentality among college leaders than existed in the 1980s when the initial light-rail line was built. Sacramento State University officials then rejected proposals for a light-rail station on or near campus, citing costs and fears that it would bring "an undesirable element to campus."

Even with the new line to Elk Grove, the region's light-rail network remains far from complete, local transportation leaders say. RT has fielded requests for light-rail extensions to Roseville, El Dorado Hills and even Davis. But agency officials say they are focused next on a cooperative effort with the cities of Sacramento and West Sacramento on a streetcar line over the Tower Bridge, and to extend rail through Natomas to Sacramento International Airport. Both of those projects are in the planning stages and will likely need federal funding support.

RT chief Wiley said the agency also hopes to build a second rail track into downtown Folsom to allow for more frequent service there.

Source: (c)2014 The Sacramento Bee (Sacramento, Calif.)

The Infrastructure the Next Generation of Cities Will Need

Continued from page 1

of-life benefits. Unlike the sameness of suburban communities, the look and feel of older cities benefit from the uniqueness of their geography, culture and architecture. What an amazing turn of events: Cities, unlike trees, can apparently "grow" back inward.

Whether or not this trend continues and Cities 3.0 become a reality will depend on the ability of civic leaders to effectively guide the rebuilding and enabling of existing infrastructure to meet the needs of this new and growing population. Modern lifestyles are much more resource-intensive than those of 50 to 60 years ago. This places tremendous strains on maxed-out transportation systems as well as on the aging infrastructure of the "unseen city" -- the communications, energy, water and waste networks that serve the urban metabolism.

Mayor Johnson has it right: "The bottom line is cities must provide services and infrastructure that residents and businesses need and do it quicker,

faster and cheaper." Technology, to be sure, will play an important role, just as it did in enabling Cities 2.0.

To begin with, Cities 3.0 will be built on ubiquitous and untethered world-class broadband. These cities also will incorporate intelligent infrastructure in its many variations: smart grids for energy and water, virtual environments for health care and education, and intelligent systems for transportation and buildings. At the core of successful 3.0 cities will be connected intelligence, sustainability and resiliency, all enabled by emerging technologies and innovative new companies.

But it is the urge to both live and work in the dynamic environment of a city, more than technology itself, that will drive the creation of Cities 3.0. Where civic leaders understand this and harness technology to enable it we will find remarkable cities that are great places to work, live and play.

Source: GOVERNING