

SBE TODAY

Vol 30, Edition 244 AUGUST 17, 2015 Diversity in Action Publish by SBE certified SBE/DBE/MBE

Governments Could Pay High Price for Lagging on Tech

Sam Blakeslee, who heads up the Institute for Advanced Technology and Public Policy at Cal Poly, warns failure to keep up can disconnect government and citizens.



Photo credit: Eyragon Eidam

Sam Blakeslee speaks at the 2015 California Technology Forum.

By Eyragon Eidam

To hear the 2015 California Technology Forum's keynote speaker tell it, government is straddling the divide between potential successes and missed opportunities when it comes to technology.

Sam Blakeslee, who heads up the Institute for Advanced Technology and Public Policy at California Polytechnic State University, addressed government and technology industry officials at Thursday's forum and spoke to the challenges and opportunities presented through advancing technology.

While much of Blakeslee's address focused on the vast potential for meaningful connection between business, government and the public, he also warned of the paradox of "creative destruction" that is inextricably linked to advancing technologies.

He connected the advent of nearly instantaneous, free news websites to the failings of many newspapers, and pointed to the massive ripples

seen throughout the music industry in the wake of the successes of iTunes and other instant-download outlets.

"This technology revolution goes far beyond the amazing new gadgets we wear, carry and touch almost every hour of every day. The revolution didn't stop at giving us neat new George Jetson-type devices," he said during his address. "It went quickly toward deconstructing the entire economic ecosystem that we once knew as our status quo."

The technological advancements are just the beginning of what, Blakeslee believes, will become an even more extensive peer-to-peer society that will continue to challenge many of our "legacy institutions" in the years to come.

"What [political theorist Karl] Marx couldn't possibly anticipate was the rise of technology-enabled peer-to-peer economy in which average citizens would simultaneously engage that economy as both the owners of capital and the providers of labor," he said.

Companies like Amazon and eBay have changed the way people do business. Individual-to-individual

business transactions pose a substantial threat to brick-and-mortar businesses, he said.

"The rate of change is accelerating," he said.

Blakeslee also called on attendees to consider what the effective uses of social media mean for groups like ISIS.

"We are now seeing the al Qaeda model being replaced by one even more effective and deadly," he said. "ISIS has understood the potential of the peer-to-peer revolution and is using it to great effect. ISIS saw the game-changing potential of shedding the complex command and control system of al Qaeda and replacing it with a peer-to-peer model. What they did was weaponize social media ..."

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California Sub-Bid Request Ads

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REQUEST FOR MBE/WBE/SBE Subcontractors and Suppliers for:
Main Wastewater Treatment Plant Engineers Road Widening
Specification SD-357A
East Bay Municipal Utility District
BID DATE: September 16, 2015 @ 1:30 PM

We are soliciting quotes for (including but not limited to): Trucking, Construction Staking, Waterline, Fencing, Striping, Signs, Minor Concrete Curb & Gutter, Street Lighting - Electrical and Construction Materials

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

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 Contact: Jean Sicard • An Equal Opportunity Employer

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:
Cold Plane Asphalt Concrete Pavement and Overlay
Hwy 13/580 Separation - Oakland
Caltrans #04-1J1904
BID DATE: August 26, 2015 @ 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 Signs, Water Pollution Control Program, Sweeping, Noise Monitoring, Temporary Drainage Inlet Protection, AC Dike, Cold Plane AC, Clearing & Grubbing, Data Core, Tack Coat, Striping & Marking, Extinguishable Message Sign, and Construction Materials

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



SKANSKA
 Stacy and Witbeck

SIXTH STREET VIADUCT REPLACEMENT PROJECT CONTRACT OPPORTUNITY

Skanska Stacy and Witbeck is seeking additional Disadvantaged Business Enterprises participation for the Sixth Street Viaduct Replacement Project (www.sixthstreetviaduct.org) located in the City of Los Angeles, Contract Number C123545.

Needed scopes include: Bearing Plates, Bridge Deck Drainage System, Cable Support Systems, Concrete Barriers (Bridge, Roadway), Concrete Pumping, Drilling, Expansion Joints, Fencing/Handrailing, Forms, Lighting/Electrical/Falsework Lighting, AC Paving (Temporary/Permanent), Photography, Pendulum Replacement Jacking, Post Tensioning, Ready Mix, Reinforcing Steel, Stairs/Approach Slab/Minor Concrete, Stay in Place Metal Decking, Survey, Pre/Post Construction Surveys & Vibration Monitoring, Timbers, Plywood and Dimensional Lumber, Traffic Control, Storm Drain, QA/QC Testing, Utilities

If your firm provides these services and would like to be considered, please contact us at 098009CRD@skanska.com and we will provide you a questionnaire to complete by Wednesday, August 19, 2015.



Kiewit

Kiewit Infrastructure West Co.
 4650 Business Center Drive Fairfield, CA 94534
 Attn: Victor Molina - victor.molina@kiewit.com

Requests sub-bids from qualified Subcontractors, Consultants, and/or Suppliers seeking to participate in the City of Fresno Southeast Surface Water Treatment Facility Project.

<http://www.epa.gov/> / <http://www.sba.gov/> / www.californiaucp.org
 Subcontractors, Consultants and Suppliers for the following project:

Southeast Surface Water Treatment Facility Project
Client Project No. 3369 - Phase Two

Owner: City of Fresno

Bid Date: September 29, 2015 @ 3:00 P.M.

Disadvantaged Business Enterprises (DBEs)

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

AC Paving, Aggregates, Cathodic Protection, Concrete, Concrete Formwork, Concrete Reinforcing, Minor Concrete, Precast Concrete, CIDH, Conveying Systems, Doors & Windows, Earthwork, Electrical & Instrumentation, Mechanical Equipment & Pumps, Erosion Control, Fencing, Finishes, Fire Protection, Furnishings, HVAC, Janitorial Services, Landscaping, Masonry, Metals, Painting & Coating, Pavement Markings, Piping & Valves, Quality Control, Security, Signage, Specialties, Support of Excavation, SWPPP, Temp Facilities, Thermal and Moisture Protection, Traffic Control, Trucking & Hauling, Utility Locating, Water & Sweeping Trucks, Well Drilling & Abandonment, Wood & Plastics.

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

Subcontractor and Supplier Scopes are due
NO LATER THAN September 18, 2015 and
Quotes by September 25, 2015 at 5 PM.

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

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

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

100% Performance Bond and Payment Bonds are required for this project. Cost of bond will be reimbursable.

Davis Bacon Act, Buy American Act and American Iron and Steel provisions apply.

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California Sub-Bid Request Ads

DeSilva Gates Construction

11555 Dublin Boulevard • P.O. Box 2909
 Dublin, CA 94568-2909
 (925) 829-9220 / FAX (925) 803-4263
 Estimator: Alan McKean
 Website: www.desilvagates.com
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DeSilva Gates Construction, L.P. is soliciting for DBEs for the following project:

FOR THE PAVEMENT REHABILITATION OF VARIOUS ROADWAYS IN THE UNINCORPORATED AREAS OF ALAMEDA COUNTY SPECIFICATION NO. 2261, FEDERAL AID PROJECT NO. STPL-5933(125)

OWNER:

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

BID DATE: August 20, 2015 @ 2:00 P.M.

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

Adjust Iron, Cold Plane, Crack Sealing, Electrical, Minor Concrete, Paving Fabric, Slurry Seal, Striping, Survey/Staking, SWPPP Prep/ Water Pollution Control Plan Prepare, Temporary Erosion Control, Trucking, Street Sweeping, Class 2 Aggregate Base Material, Hot Mix Asphalt (Type A) Material

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

DeSilva Gates Construction

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

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

CALTRANS ROUTE 13 – CONSTRUCTION ON STATE HIGHWAY IN ALAMEDA COUNTY IN OAKLAND FROM ROUTE 13/580 SEPARATION TO ROUTE 13/24 SEPARATION, Contract No. 04-1J1904, Federal Aid Project ACNHP-P013(027)E

OWNER:

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

BID DATE: August 26, 2015 @ 2: 00 P.M.

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

AC DIKE, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, EMULSION SUPPLIER, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.

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



DeSilva Gates Construction

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

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

CALTRANS ROUTE 65 – CONSTRUCTION ON STATE HIGHWAY IN PLACER AND YUBA COUNTIES, IN AND NEAR WHEATLAND, FROM BEAR RIVER BRIDGE TO 0.10 SOUTH OF MAIN STREET AND FROM GRASSHOPPER SLOUGH BRIDGE TO 0.8 MILES NORTH OF SOUTH BEALE ROAD, Contract No. 03-4F0404, Federal Aid Project ACSTP-P065(102)

OWNER:

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

BID DATE: August 18, 2015 @ 2: 00 P.M.

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

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

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

CAHILL CONTRACTORS, INC.

Contact: Julie Park
 estimating@cahill-sf.com, (415) 986-0600

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

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

**O'Farrell Towers
 477 O'Farrell Street
 San Francisco, CA 94102**

Bid Date: 9/1/15 @ 2 PM

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

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



California Sub-Bid Request Ads

REYES CONSTRUCTION, INC.

State License Number 507561
1383 South Signal Drive, Pomona, CA 91766
Phone: 909-622-2259 • Fax: 909-622-3053
Contact: Estimating • Mon-Fri 8am-5pm

REQUESTING SUB & SUPPLIER BIDS

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

**La Palma Recharge Basin
Contract No. LPRB-2015-1
Owner: Orange County Water District**

Reyes Construction is requesting bids for:

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

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

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

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

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

- 1.) <http://www.bidmail.com/Sublogin.aspx>
(To request an invite please email estimating@reyesconstruction.com)
- 2.) Via email by requesting to estimating@reyesconstruction.com
- 3.) ocwdplanroom.com – registration required
Please fax quotes to: 909.622.3053

REYES CONSTRUCTION, INC.

State License Number 507561
1383 South Signal Drive, Pomona, CA 91766
Phone: 909-622-2259 • Fax: 909-622-3053
Contact: Estimating • Mon-Fri 8am-5pm

From All Qualified

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

**Laguna Niguel/Mission Viejo Station
Improvements Project
Owner: Orange County
Transportation Authority**

Reyes Construction is requesting bids for:

SUBCONTRACTORS: Wet utilities, Fencing, Landscape and Irrigation, Minor Concrete, Reinforcing Steel, Structural Concrete, Earthwork, Signage, Plumbing and Mechanical, Doors, Drywall, Painting & Coating, Demolition, Electrical, Asphalt Paving, SWPPP, Quality Control Testing, Surveying, Railing & Handrails, Ceramic Tiling, Flooring.

SUPPLIERS: Miscellaneous Metals, Ready Mix Concrete, PVC Pipe & Fitting, Trench Drain, Concrete Supplies, Clay Pipe, Precast Manhole Shaft, Aggregate, Structural Steel, Site Furnishings, BMP Materials, Traffic Control material, Office Trailer.

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

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

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

- 1.) <http://www.bidmail.com/Sublogin.aspx>
(To request an invite please email estimating@reyesconstruction.com)
- 2.) Orange County Transportation Authority website
<http://www.octa.net/cammnet> (free registration)
Please fax quotes to: 909.622.3053

4 Strategies for Sharing Ownership with Employees

By Barbara Weltman

Business owners may have sound reasons for giving shares in their employees. It incentivizes staff to be loyal and productive and it can translate into financial rewards for the owner. Tax rules make transfers of stock complicated for corporations and employees. Here are four ways to get stock into the hands of employees, and what these strategies mean for you, the owner, your company, and your staff.

1. Potential for tax-free gain. Certain C corporations, such as small tech companies, that meet the tax law definition of a qualified small business corporation can transfer shares to an employee who can get a special tax break when the shares are sold in the future. As long as the stock is held for more than five years, there's no taxable capital gain; all future appreciation will be tax-free. (The 100% break expired at the end of 2014 but is expected to be extended for shares issued in 2015, as it has been several times before.)

Caution: As mentioned earlier, this opportunity only applies to certain businesses that meet the definition of a small business corporation. Details about qualified small business stock can be found in Chapter 4 of IRS Publication 550. Download Adobe Reader to read this link content.

2. Restricted stock. Whether or not shares don't qualify for the exclusion (e.g., the corporation is an S corporation so the exclusion can't be used), you can give stock that is subject to restrictions or forfeiture. Employees must stay with the company for a fixed number of years or satisfy other restrictions to gain full ownership (i.e., being able to transfer the

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Governments Could Pay High Price for Lagging on Tech

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He called the technological paradigm part of the "Uber to ISIS" phase of technology.

"Nowhere is the opportunity for impact in this phase of the [technological] revolution greater than in government. Because we're facing such a tremendous vacuum and because government is so far behind in the technology revolution, this vacuum creates the potential for forces from all sides to engage for good or ill," he said.

Perhaps the issue closest to home for the former California legislator was the disconnect between government and the people it serves.

His effort to create and implement the revolutionary website digitaldemocracy.org has been a game-changer in the public's ability to access information in an arena that was once limited to an insulated band of "insiders."

By his own admission, Blakeslee said life as a state official can mean the gradual separation from constituents due to the sheer amount of contact with lobbyists and special interest groups.

Because of the shrinking footprint of many traditional news outlets, the innovator said the lack of connectivity and access to the halls of government has resulted in information deficits that stretch from constituents to the national press.

The keynote speaker referred to well-informed journalists as a valuable tool in notifying the public and holding politicians and officials accountable for their actions.

The Digital Democracy project, which allows users to search through legislative session videos at will, could soon be a consideration on the national legislative level.

Blakeslee said his team is currently working to hone the California website, which is in the final stages of beta testing, before pursuing funding for a potential expansion. The beta phase of the project is expected to close in September.

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

California Sub-Bid Request Ads

RGW Construction, Inc.

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

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

Recycled Water Storage and Distribution Pump Station Improvements
City of Watsonville, PajaroValley Water Mgmt. Agency
Engineer Estimate: \$4,300,000
Bids: September 2, 2015 @ 11:00 AM

Requesting Sub-quotes for (including but not limited to): Electrical Material, Traffic Control, Clear & Grub, Roadway Excavation, Structural Concrete, Reinforcing Steel, Clean and Paint Steel, Water Truck, Sweeper, Trucker, Storm Drain(Underground), Pump Station Mechanical, Electrical.

Scope of Work: Partially buried concrete storage tank, pump station improvements and all associated work to complete and operable facilities.

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

Plans and Specs are available to view and copy at our office or the Watsonville Blueprint 831-728-7717 or Contact Dan Schultz 925-606-2400 dan.schultz@rgwconstruction.com for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

RGW Construction, Inc.

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

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

Peninsula Vegetation Removal
Contract No. WD-2654R
San Francisco Public Utilities Commission (SFPUC)
Engineer Estimate: \$11,000,000 – 720 Calendar Days
Goal: LBE 11%
Bids: September 3rd, 2015 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to): Traffic Control, Clear and Grub, Hydroseeding, Erosion Control, Irrigation, Aggregate Base, Asphalt Paving, Fencing, Painted Traffic Stripe & Marking, Surveyor, SWPPP, Water Truck, Hazardous substance removal, Asbestos Monitoring, Pest Control Advisor, Hygienist, Arborist, and Trucker.

Scope of Work: Remove non-native trees from approximately 48 acres within the SFPUC Watershed and rebuilding and repaving of access roads.

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

Plans and Specs are available to view and copy at our office or from the SFPUC, 525 Golden Gate Avenue, San Francisco, CA 94102 415-551-4603. Contact Andy Eldridge at 606-2400 andrew.eldridge@rgwconstruction.com for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

CAHILL CONTRACTORS, INC.

Contact: Julie Park
estimating@cahill-sf.com, (415) 986-0600

Bid Requests from Certified SBE Subcontractors and Suppliers for the following Trades:
Earthwork, Soil Cement Columns, Structural Concrete, Structural Steel, Metal Stairs, and Elevators.

TRANSBAY BLOCK 7 (SELECT TRADES)

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

Transbay Block 7
255 Fremont Street • San Francisco, CA 94105
Bid Date: 9/14/15 @ 2 PM

Voluntary Pre-bid Meeting on 8/31/15 at 2:00 PM at Cahill Contractors,
425 California Street, Suite 2200, San Francisco, CA 94104.

There will not be a job walk.

4 Strategies for Sharing Ownership with Employees

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shares to others). In effect, the restricted stock acts like golden handcuffs to keep key employees.

Employees receiving restricted stock can make a Section 83(b) election (the name of the election is based on the part of the Tax Code governing it). Usually, they don't have to report the stock as ordinary income until restrictions are lifted. However, they can opt to report the current value of the stock when received with the hope that there will be future appreciation; this election turns future appreciation into capital gain.

Note: The election must be made within 30 days of receipt; the employees can't wait until filing their return to do this. Details about making the election can be found at recently proposed regulations. Download Adobe Reader to read this link content that apply to restricted stock received on or after January 1, 2016, but can apply for such stock received in 2015. These proposed regulations simplify the election process by eliminating the need to send a copy of the election to the IRS when the employees' tax return for the year of the election is filed, but an election must still be filed with the IRS within the 30-day period. A sample Sec. 83(b) election statement can be found here. Download Adobe Reader to read this link content.

3. ESOPs. Both C and S corporations can set up a retirement-like plan funded with employer stock. The arrangement offers significant benefits to owners, employees, and the corporation. Owners who want to retire or are thinking about what happens at their demise create a ready market for their shares. Employees enjoy an ownership interest in the company. And the corporation can deduct contributions of shares to the plan, using borrowing by the plan itself.

ESOP rules can be found at the National Center for Employee Ownership.

4. Stock options. Instead of giving shares, a corporation can grant options to buy company stock at a set price. There are different types of options: statutory stock options, which include options granted under an employee stock option plan or incentive stock options (ISOs), and nonqualified stock options.

An overview of stock options from the employee perspective is at the IRS website.

Conclusion

If you own a corporation, you can devise strategies for rewarding and retaining staff that entails no cash outlay using company stock. Of course, you give up a portion ownership, but you can keep control. The rules are complex, so work with a knowledgeable tax advisor to craft an ownership-sharing plan that is best for your situation.

Source: www.sba.gov