

SBE TODAY

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DIVERSITY IN ACTION - Published by SBE, certified SBE/DBE/MBE

Mastering the Art of Healthy Business Relationships

10 Don'ts that Destroy Life-Changing Connections at Work

Let's face it, business relationships can be tough and some even adversely impact careers and the bottom line. Although relationships are a fundamental aspect of the human experience, our dealings with co-workers and superiors as well as clients and customers are often riddled with strife and consternation. Difficult workplace relationships are far more than a nuisance, as they can cause anxiety, burnout, clinical depression and even physical illness. What's more, highly toxic workplace affiliations can undermine your professional success and threaten your livelihood at large.

The bottom line is this: the right relationships can propel you to great heights of achievement; the wrong ones will tether you to mediocrity and mire you in disappointment. With this in mind, in striving for rewarding connections with others, it's essential to evaluate relationships intelligently: What makes a great relationship? How do you keep a relationship great? What are the warning signs of trouble? While it's so very easy to blame the other person in a distressed relationship, it's far more effective to consider and assess the situation objectively and build your Relational IQ—the mindset that helps us to better understand and control our professional relationships to maximize happiness and realize life-changing success.

Relationships are an art, and most of us lack the skill and mastery to help break—or all together avoid—destructive patterns, disrespect, and deception. Far too many people also lack the ability to have productive connections with others—those that help you achieve goals, sharpen your mind, and generally uplift and enrich your life. There are, in fact, fundamental principles for interacting with others in the complex and ever-changing dynamics of today's culture that, if adhered to, can best assure relational success in business. Choose not to and suffer the consequences. Naysayers might ask, "Is it really possible to master relationships?" The answer is an unequivocal "yes"—if you're willing to learn skills and proactively apply tactical techniques, that is.

To help kick-start your Relational IQ so that you can better navigate, and begin to master, your own professional affiliations, here are 10 pitfalls to avoid when seeking to develop and manage positive business relationships that will result in greater success and overall enjoyment in the work environment:

1. Don't hide: While secret identities might be fun in the movies, a person who harbors secrets, and hides their fears, and beliefs from others will never be able to enjoy an authentic relationship. Being real and authentic with others and even making yourself vulnerable from time to time can foster tremendous emotional connections, including all-important trust, and forge unbreakable bonds.
2. Don't tweak the truth. Studies show that 10-30% of applicants admit to "tweaking" their resumes—that's certainly no way to start an engagement with a new employer. Even small white lies will do nothing but undermine and compromise any relationship. Even slightly altering the truth is one of the most destructive forces that can permanently damage a personal or professional relationship. Keep your work relationships transparent and honest to build trust with your superiors, colleagues, and customers.
3. Don't rush and miss critical red flags. Understand that a relationship is a journey with changes in direction, twists and turns, and roadblocks along the way. It's imperative to pass through certain experiences and navigate through difficulties to learn from these situations and create a healthy outcome. Resist the desire to take shortcuts or race through certain aspects of a relationship. Even if it is painful or boring, embrace it, knowing that it offers a healthy purpose for the big picture of a relationship.
4. Don't force it. There's an old R&B lyric that says, "If it don't fit, don't force it." Despite the poor grammar, it is quite insightful in its simplicity. Relationships that create positive synergy through mutual respect and shared values are worth your investment.

5. Don't repeat the past. The past should not define a person, and there is no reason to keep looking back. While previous events and actions might be a life lesson, the nature of every journey is to move forward. Don't repeat those actions that did not produce the intended results; instead, focus on new choices that will "effect" a more desirable outcome.
6. Don't be a "taker." All relationships involve give and take, so it is important to recognize when each relationship could use more of a giving spirit. When we think about what we can do for others instead of what they can do for us, we get to the very heart of healthy, successful interactions. In a strong relationship, both people willingly give far more than they take.
7. Don't stay in an unhealthy relationship. Unfortunately, sometimes we make a poor

Continued on page 4

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REQUESTS FOR BIDS & SUB-BIDS

SKANSKA

Sub-Bids Requested From Qualified DVBE Subcontractors & Suppliers

**Widening of State Highway 91 In Orange County In Anaheim From 0.3 Mile West Of Tustin Avenue
Overcrossing To 0.3 Mile East Of 91/55 Separation And At Lakeview Avenue Overcrossing
District 12 on SR 91
Contract No.: 12-0C5604**

Bid Date: August 8, 2013 – 2:00PM

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 for contractors, suppliers and service providers include, but are not limited to: Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Flashing Area Sign, Type III Barricade, Fencing, Erosion Control, Portable Delin-eator, Temporary Pavement Marking, Temporary Traffic Stripe, Channelizer, Temporary Railing, Portable Changeable Message Signs, Temporary Crash Cushion Module, Metal Beam Guard Railing, Roadside Signs, Abandon Culvert, Cold Place Concrete Pavement, Remove Concrete (Structure), Concrete Barrier, Bridge Removal, Clearing and Grubbing, Roadway Excavation, Develop Water Supply, Structure Excava-tion, Structure Excavation (Bridge), Structure Excavation (Retaining Wall), Structure Backfill, Sand Back-fill, Erosion Control, Fiber Rolls, Corrugated Steel Pipe Conduit, Class 2 Aggregate Base, Lean Concrete Base, Hot Mix Asphalt, Place Hot Mix Asphalt Dike, Tack Coat, Concrete Pavement, Seal Pavement Joint, Furnish & Drive Pile, Vibration Monitoring, CIDH Concrete Piling, Soil Nail, Ground Anchors, Shotcrete, Structural Concrete (Bridge), Structural Concrete (Retaining Wall), Minor Concrete, Joint Seal, Bar Reinforcing Steel (Bridge), Bar Reinforcing Steel (Retaining Wall), Architectural Treatment, Furnish Sign Structure, Install Sign Structure, Furnish Laminated Panel, Furnish Single Sheet Aluminum Sign, Metal (Barrier Mounted Sign) Roadside Sign, Install Sign, Reinforced Concrete Pipe, Corrugated Steel Pipe, Welded Steel Pipe Casing, Alternative Flared End Section, Rock Slope Protection, Slope Paving, Minor Concrete, Rock Slope Protection Fabric, Miscellaneous Metal, Miscellaneous Iron and Steel, Bridge Deck Drainage System, Chain Link Fence, Chain Link Railing, Concrete Barrier, Cable Railing, Transition Rail-ing, Terminal System, Crash Cushion, Concrete Barrier, Thermoplastic Pavement Marking, Thermoplastic Traffic Stripe, Paint Traffic Stripe, Pavement Marker, Signal & Lighting, Lighting & Sign Illumination, Interconnection Conduit & Cable, Fiber Optic Conduit, Electric Service (Irrigation, Traffic Monitoring Station) Closed Circuit TV System, Ramp Metering System.

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DVBE companies for this project. All interested subcontractors, please indicate all lower tier DVBE 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.

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. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

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

DL Falk Construction is requesting subcontractor / supplier bids from certified
SLBE, LBE, MBE & WBE Companies for:

**George Peabody Elementary School Modernization And New Multipurpose Building
251 6th Avenue, San Francisco, CA 94118
Bid Date: August 8, 2013 at 2:00 PM**

Scope includes hazmat abatement, selective demo, underground utilities, planting & irrigation, concrete, struc-tural steel, masonry, metal fabrication, rough carpentry, caseworks, insulation, roofing, floor/wall/ceiling fin-ishes, metal doors & hardware, specialties, equipments, HVAC, plumbing, electrical and etc.

D.L Falk Construction, Inc.

3256 Investment Blvd. • Hayward, CA 94545 • Phone 510-887-6500 Fax 510-887-6501

Bid Documents are available for viewing at our office, or at local Builders Exchanges

**DeSilva Gates Construction-Robert A. Bothman
A Joint Venture**

REQUEST FOR QUALIFIED SBE's
SUBCONTRACTORS AND SUPPLIERS
FOR:

**Civil and Station Improvements Contract,
Santa Clara - Alum Rock Bus Rapid Transit
Project Contract C830 (13058)**

**Owner: SANTA CLARA VALLEY
TRANSPORTATION AUTHORITY
3331 North First Street, Building A,
San Jose, CA 95134**

Bid Date: August 27, 2013 @ 3:00 pm.

We hereby encourage responsible participation of local Small Business Enterprises, and solicit their subcontractor or material quotation for the follow-ing types of work including but not limited to:

**DESILVA GATES CONSTRUCTION –
Estimator: Grant Rhodes – Phone No. 925-829-
9220 Fax No: 925-803-4263:**

CLEARING AND GRUBBING/DEMOLI-TION, MINOR CONCRETE STRUCTURE, STREET ELECTRICAL, PCC GRINDING, CONSTRUCTION AREA/ROAD SIGNS, SLURRY SEAL, STRIPING, SWPPP, UN-DERGROUND, QC/QA, TRUCKING, CLASS 2 AGGREGATE BASE MATERIAL SUPPLI-ER, CLASS 4 AGGREGATE BASE MATERI-AL SUPPLIER, HOT MIX ASPHALT (TYPE A) MATERIAL SUPPLIER, CLASS 3 AG-GREGATE BASE MATERIAL SUPPLIER, GEOTEXTILE WRIP SUPPLIER, SURVEY AND COMMUNITY RELATIONS OFFICER

**ROBERT A. BOTHMAN –
Estimator: Michael Maldonado –
Phone No. 408-279-2277 Fax No: 408-279-2286:**

SAW CUTTING, DRILLING (PIERS), ELEC-TRICAL (STATIONS), REBAR, GUARD RAIL/METAL RAILING, CAULKING/SEALANTS, ANTI GRAFFITTI/PAINTING, METAL FABRICATION (BUS SHELTERS), TRUCKING, MASONRY, CONCRETE PUMPING, FENCING (ORNAMENTAL FENCING), LANDSCAPING AND CON-CRETE READY MIX

100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Surety com-pany will have to be approved by DeSilva Gates-Robert A. Bothman, A Joint Venture of DeSilva Gates Con-struction and Robert A. Bothman Inc. will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meet-ing DeSilva Gates-Robert A. Bothman 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-Robert A. Bothman
A Joint Venture**

11555 Dublin Boulevard
P.O. Box 2909
Dublin, CA 94568-2909
(925) 829-9220 / FAX (925) 803-4263
Website: www.desilvagates.com

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REQUESTS FOR BIDS & SUB-BIDS



Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers

Regional Connector Transit Corridor Design-Build Project

Owner: LACMTA

RFP No.: C09080

DBE Goal: 20% Design & 18% Construction

Subcontractor Proposal Due Date:

August 5, 2013, 2:00PM

Website: www.teamrcc.com

Team RCC, lead by Skanska, is interested in soliciting in Good Faith all subcontractors as well as certified DBE subcontractors related to the scopes of work below for the Regional Connector Transit Corridor Project. Quotes will be requested from Subcontractors, Vendors, Professional Service and Trucking companies. Please visit our website for the RFP documents and addenda, Subcontracting Requirements, Sample Contracting Documents, Project Announcements, Outreach and Contact Information. **If you are interested in joining our team for this project, please visit our website, fill out and return the Invitation to Bid form to the fax number below. All Quotes are due Aug. 16th, 2013.**

Requested scopes include, but are not limited to the following:

Subcontractors: Demolition, Clear & Grub, Excavation Earthwork and Support Systems, Shoring & Lagging, Temp. Tunnel Ventilation, AC Paving, Concrete Curbs, Gutters and Sidewalks, Pavement Striping & Marking, Cast-In-Place and Prestressed Concrete, Exposed Concrete Finishes, Arch. Pavers, Stone, Granite, Masonry, Misc. Metal, Welding, Steel Rail, Fencing, Rough Carpentry, Sheet and Pre-Applied Sheet Waterproofing, Painting & Coatings, Fire Protection, Suppression & Stopping, Metal Doors, Frames & Hardware, Glazing, Equipment, Mechanical Piping & Materials, Ventilation Fans & Equipment, Plumbing, Electrical & Electrical Supply, Low Voltage Systems, Hazardous Material Remediation & Hauling, Trucking

Services/Vendors: Monitoring: Sound, Vibration, Geo, and Air Quality, Security, Office Supplies, Reprographics, Sweeper Truck, Water Trucks, Jobsite Sanitation, Janitorial, SWPPP, Progress Photography, Catering

Team RCC will assist qualified subcontractors, vendors, and suppliers in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. If you are a DBE Company, please provide your certification letter with your proposal. If you are a non-DBE, please indicate all lower-tier participation on your quotation as it will be evaluated with your price. In order to assist DBE subcontractors and suppliers, we will divide total requirements into smaller packages, tasks or quantities and establish delivery and construction schedules which will permit maximum participation when feasible. Please visit our website listed above for detailed contracting requirements

Team RCC is an Equal Opportunity Employer

Estimating Dept:

1995 Agua Mansa Rd, Riverside, CA 92509

Ph: (951) 684-5360 Fax: (951) 788-2449

Email: info@teamrcc.com

SKANSKA

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers

PALM AVENUE GRADE SEPARATION

San Bernardino Associated Governments

Contract No.: C13108

DBE Goal: 9%

Bid Date: August 20, 2013 – 2:00PM

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 may be obtained from A&I Reprographics at (909) 514-0704.

Quotes requested for contractors, suppliers and service providers include, but are not limited to: Biological Monitor, Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Fencing, Erosion Control, Temporary Pavement Marking, Temporary Traffic Stripe, Plastic Traffic Drum, Temporary Railing, Portable Changeable Message Signs, Temporary Crash Cushion Module, Metal Beam Guard Railing, Roadside Signs, Abandon Culvert, Cold Plane Concrete Pavement, Remove Concrete, Concrete Barrier, Clearing and Grubbing, Roadway Excavation, Structure Excavation (Bridge), Structure Excavation (Retaining Wall), Structure Backfill, Sand Backfill, Erosion Control, Fiber Rolls, Class 2 Aggregate Base, Hot Mix Asphalt, Place Hot Mix Asphalt Dike, Tack Coat, Furnish & Drive Steel Pile, CIDH Concrete Piling, Prestressing CIP Concrete, Structural Concrete (Bridge), Structural Concrete (Retaining Wall), Minor Concrete, Joint Seal Assembly, Bar Reinforcing Steel (Bridge), Bar Reinforcing Steel (Retaining Wall), Furnish Single Sheet Aluminum Sign, Roadside Sign, Install Sign, Reinforced Concrete Pipe, Plastic Pipe, Corrugated Steel Pipe, Welded Steel Pipe Casing, Alternative Flared End Section, Precast Concrete Pipe, Slope Paving, Minor Concrete, Rock Slope Protection, Rock Slope Protection Fabric, Miscellaneous Metal, Miscellaneous Iron and Steel, Wrought Iron Fence, Chain Link Fence, Survey Monument, Chain Link Railing, Concrete Barrier, Cable Railing, Transition Railing, Terminal System, Thermoplastic Pavement Marking, Thermoplastic Traffic Stripe, Pavement Marker, Waterline, Street Lighting

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. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

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Sub Bids Requested From Qualified **MBE, WBE, DBE, UDBE**

Subcontractors & Suppliers for **City of Lincoln**

Regional and Reclamation Pipelines

Location: Lincoln, CA

Bid Date: August 29, 2013 @ 2:00 PM

McGuire and Hester is seeking qualified subcontractors in the following trades: electrical & instrumentation; tree removal/clearing; saw cutting; grinding; rebar; bore & pipe jacking; rock drilling & blasting; fencing; hydroseeding and revegetation; painting & coating; striping; horizontal directional drilling; traffic control; surveying; 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 & specs.

McGuire and Hester

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

Contact: **Don Crivello**

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REQUESTS FOR BIDS & SUB-BIDS

Healthy Business Relationships

■ Continued from page 1

choice and enter into relationships that will never be healthy no matter what actions are taken. Part of Relational IQ is knowing when and how to end a toxic relationship. If someone is not able to accept a change in the status or direction, is not loyal and stable under pressure or in the face of challenge, or had once been dependable but now is unreliable, these are strong clues that the relationship may not be worth saving. Whether it is a customer or client, a colleague, or your workplace, don't let feelings of misplaced guilt or sympathy get in the way of making good personal choices.

8. Don't lose personal power. There are situations in the work environment where healthy relationships with unhealthy people are necessary. Developing a higher level of Relational IQ will help to identify those unhealthy people and harness personal power to not let those people hurt, disrespect, or transmit negativity such that you are affected by these attempts. Instead, personal power can be used to turn the tide on those unhealthy people and maintain your resilience and composure to stay the course.
9. Don't forget who and what really matters. The most valuable people aren't always the most visible. People of true value bring fulfillment, not frustration. All too often, those taken for granted or overlooked are veritable lifesavers or ones that silently help us achieve goals, provide encouragement, or offer important insights and connections.
10. Don't accept everyone. The people around you right now are setting the course for next week, month, year and possibly the rest of your career. Accordingly, there must be a qualification and selection process for those you choose to surround yourself with. Blocking the wrong people is the only way to make room for the right people who help you achieve your dreams, enrich your lives, and create a happy, satisfying experience.

Fundamentally, every relationship you have influences you. There are no neutral relationships; each one lifts you up or weighs you down. They move you forward or hold you back. They help you or they hurt you. Only by cultivating your Relational IQ—knowing which is which and how to turn the tide on those that are negative—can you then take the appropriate action. Not to be taken lightly, these actions and decisions can make the difference between a great, happy work life or one that is riddled with disappointment, failure, and regret.

Field expert Van Moody is the author of *The People Factor* (an upcoming release by publisher Thomas Nelson) and a motivational speaker who advises on matters related to relationships as they pertain to friends, family, significant others and the workplace. He is a "People Scholar" who helps others build their "Relational IQ" to achieve success at home, in their social circles, and in business. He may be reached online at www.vanmoody.com.

Source: kerncommunications.com

SKANSKA

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers

Replace and Widen Genesee Bridge at Route 5

District 11 on Route 5

Contract No.: 110223U4

DBE Goal: 8 %

Bid Date: September 12, 2013 – 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: Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Type III Barricade, Fencing, Portable Delineator, Temporary Pavement Marking, Temporary Traffic Stripe, Channelizer, Temporary Railing, Portable Changeable Message Signs, Temporary Crash Cushion Module, Metal Beam Guard Railing, Roadside Signs, Abandon Culvert, Cold Plane Concrete Pavement, Remove Concrete (Structure), 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, Corrugated Steel Pipe, Welded Steel Pipe Casing, Alternative Flared End Section, Rock Slope Protection, Slope Paving, Minor Concrete, 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, Fiber Optic Conduit, Electric Service (Irrigation, Traffic Monitoring Station) Closed Circuit TV System, Ramp Metering System, Slope Inclinator, Landscape and Irrigation

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. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

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Skanska Estimating Dept:

1995 Agua Mansa Rd, Riverside, CA 92509 – Ph: (951) 684-5360, Fax: (951) 788-2449

Email: joe.sidor@skanska.com

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SBE reaches a diverse audience, cutting
across ethnic and gender lines as well
as traditional industry segments.**



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REQUESTS FOR BIDS & SUB-BIDS

SKANSKA

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers
City of Lincoln Wastewater Treatment and Reclamation Facility Expansion
Contract No.: 184030298

Encouraged DBE/MBE/WBE/HUB Certified Firm Participation

Bid Date: September 10, 2013 – 2:00 PM

Skanska, an equal opportunity employer, is interested in soliciting in Good Faith all subcontractors as well as certified companies for this project. All interested subcontractors, please indicate all lower tier 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/purchase at the following locations:

- Skanska USA Civil Office, located at 1995 Agua Mansa Rd., Riverside, CA 92509
- Stantec Consulting Services Inc., located at: 3875 Atherton Rd, Rocklin, CA 95765
- For Purchase: ARC Sacramento PlanWell. Please call 916-443-1322

Quotes requested from Subcontractors, Suppliers and Service Providers include, but are not limited to:

Materials: Construction Area Signs, Utility Line Marking, Watering and Water Development, Corrugated Metal Pipe Culvert, Landscape Rock, Structural Steel, Structural Aluminum, Grating, Treads, Floor Plates, Metal Framing, Steel Platforms, Mechanical Identifying Devices, Bio filter Media Replacement, Fiberglass Launder Covers, FRP Weirs and Baffles, Polyethylene Storage Tanks, Davit Cranes, Seismic Equipment Restraints, Seismic Piping Restraints, Temporary Railing, Erosion Control, Fiber Rolls, Class 2 Base, Joint Seal, Plastic Pipe, Reinforced Concrete Pipe, Welded Steel Pipe, Alternative Flared End Section, Misc Metal, Misc Iron and Steel

Works scopes: Survey, Quality Control and Testing, Pipe Chlorination, Pipe Testing, System Startup and Testing, System Training, Clear and Grub, Fence Removal, Excavation Dewatering, Structure Excavation and Backfill, Trenching and Backfill, Storm Water Pollution Plan, Hydroseed, Sheeting and Shoring, Chain Link Fence, Hot Mix AC Paving, Cast in Place Manhole Bases, Minor Concrete Structures, Concrete Saw cutting, Pipe Railing, Overhead Coiling Doors, Painting and Finishing, Mechanical Process Equipment Installation, Pre Engineered Metal Building and Canopy, Cathodic Protection of Underground Pipe, Process Piping, Process Electrical Systems, Site Lighting, Instrumentation and Controls, Thermoplastic Pavement Marking.

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. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

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Skanska Estimating Dept:

1995 Agua Mansa Rd, Riverside, CA 92509 – Ph: (951) 684-5360, Fax: (951) 788-2449
 Email: daniel.hawley@skanska.com

“NOTICE INVITING BIDS”

**Transit Partners
 (Police Construction/Dragados-USA,
 Joint Venture),
 3200 Park Center Drive #600,
 Costa Mesa, CA 92626**

Requests sub-bid quotes from certified DBE/OBE subs and suppliers for all items of work on

**MRL MOL NORTH HOLLYWOOD STATION WEST
 ENTRANCE CONTRACT NO C1013R**

**Owner: Los Angeles
 County Metropolitan Transportation Authority
 Bid Date 8/27/2013**

Requesting quotes on all items to complete the project including but not limited to the following: A/C Paving, Demo, Shoring, Striping, Fencing, Landscape, Survey, Waterproofing, Acoustical Ceilings, Rollup Doors, Elevators/Escalators, Fire Protection, Glass/Glazing, Granite Tile, HVAC, Lath & Plaster, Painting, Plumbing, Rebar, Sheet Metal, Signage, Structural Steel, Electrical and Design.

Plans & Specs available at Metro.

The complete IFB documents (on DVD) is available free of charge when picked up Monday through Friday (except holidays) between the hours of 9:00 a.m. and 4:00 p.m. at the Reception Desk of Office of Procurement & Material Mgmt (9th Floor), One Gateway Plaza, Los Angeles, CA 90012; or \$10 if the DVD is to be mailed. Mail request must be accompanied by payment to Metro in the form of a money order, a company check, a cashier check, or a certified check. Personal checks or cash are not acceptable forms of payment. Please make check payable to Metro. IFB documents fee is non-refundable.

Should you have any questions or desire to quote on this project, please contact:

John Hickman at (657) 229-7820 or jhickman@Dragados-USA.com.

Bonds from a surety acceptable to **Transit Partners** may be required. 100% Performance & Payment bonds may be required. **Transit Partners** to pay bond premium or 2% of subcontract amount, whichever is less. Assistance in bonding, insurance, lines of credit or obtaining equipment, supplies and materials is available upon request. This advertisement is in response to the Owner's DBE program. **Transit Partners** intends to conduct itself in good faith with DBE/OBE firms for participation on the project.

**“TRANSIT PARTNERS
 IS AN EQUAL OPPORTUNITY EMPLOYER”**



A Joint Venture in Association with LAN I T Y L I N

**Santa Clara Valley
 Transportation Authority
 Design-Build Contract DB1102F
 Silicon Valley Berryessa Extension Project C700**

Procurement opportunities through Skanska-Shimmick-Herzog will be diverse and ongoing.

Please visit: www.sshjv-c700.com

frequently to see procurement opportunities and project contacts in the Bid Packages folder. Plans, specs, drawings, etc. can be found on the procurement web site.

EEO

