

SMALLBUSINESS

EXCHANGE

Vol 31, Edition 39 • DECEMBER 17, 2015

Voice of Small, Emerging Diversity Owned Businesses Since 1984

NEWS

INFO

BIDS

### Mayor Willie Brown to join Wooten Awards and NBCU Salute

ESP Education & Leadership announced that the Honorable Willie L. Brown, Jr., San Francisco's first Black mayor, the first Black to lead the California State Assembly and the longest serving Speaker of the California Assembly, will join in the celebration of diversity as part of Super Bowl 50 that is the 7th Annual John Wooten Leadership Awards. The gala is set for February 4, 2016 at the JW Marriott Union Square, San Francisco.

The event is a celebration of diversity in the name of the man who has been a major instrument in the successful movement for diversity in the NFL. Mr. Wooten is Chairman of the Fritz Pollard Alliance, an affinity group that works with the NFL to support a more diverse and inclusive NFL through the so-called "Rooney Rule". The event recognizes leaders and legends in business and sport who in their own way demonstrate the same commitment to equal opportunity.

The 2016 John Wooten Leadership award recipients include Warriors legend Alvin Attles, former Raiders CEO Amy Trask, Kaiser CEO Bernard Tyson and NFL Executive Vice President Troy Vincent. On the momentous occasion which is Super Bowl 50, we will also celebrate HBCU players who have contributed to the history of the Super Bowl and the game of football (3 MVPs and 21 Hall of Fame inductees including Mel Blount, Willie Brown, Harry Carson, Richard Dent, Walter Payton, Shannon Sharpe, John Stallworth, Michael Strahan and Jerry Rice). And not just because of the rich and long HBCU/NFL history, but as a way to highlight the contributions of HBCU alumni like you who have not only contributed to improving the quality of life for all Americans, but also conducted research that has strengthened the country's infrastructure and advanced the frontiers of knowledge.

#### About ESP

ESP Education & Leadership Institute is a 501(c) (3) organization. The vision of the organization is to be the premiere advocacy organization in the United States, and the nationally recognized resource for equipping athletes from under-resourced communities with the tools to excel athletically and academically, positively influence their non-athlete peers, and dramatically increase the numbers of both who join the ranks of the successful. For additional information, please visit the company website at [www.espli.org](http://www.espli.org)

# Busy Year for the Small Business Program at CHSR

By Karen Massie

In an effort to connect small businesses with opportunities on the high-speed rail program and other state projects, the Authority has hosted 23 certification and informational workshops throughout the state in 2015. Out of 226 small businesses that attended, 51 were certified. Six firms had let their small business status elapse and were able to renew their certifications. They all learned about upcoming highspeed rail contracts and how to do business with the state.

Upcoming free small business certification workshops are posted on our events page for the Authority: <http://hsr.ca.gov/Newsroom/events.html>.

If you want to be included in the mailing list for these workshops, please contact us at [sbprogram@hsr.ca.gov](mailto:sbprogram@hsr.ca.gov).

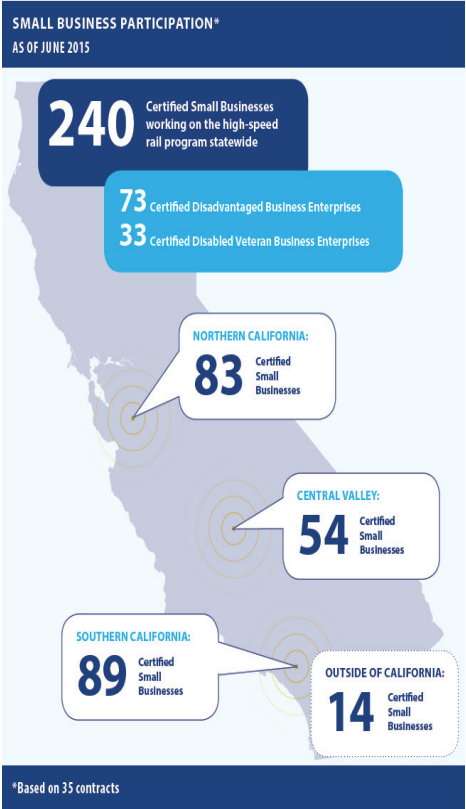
#### About California High-Speed Rail Authority

The California High-Speed Rail Authority (Authority) is responsible for planning, designing, building and operation of the first high-speed rail system in the nation. California high-speed rail will connect the mega-regions of the state, contribute to economic development and a cleaner environment, create jobs and preserve agricultural and protected lands. By 2029, the system will run

from San Francisco to the Los Angeles basin in under three hours at speeds capable of over 200 miles per hour. The system will eventually extend to Sacramento and San Diego, totaling 800 miles with up to 24 stations. In addition, the Authority is working with regional partners to implement a state-wide rail modernization plan that will invest billions of dollars in local and regional rail lines to meet the state's 21st century transportation needs.

On November 21, 2014, the Authority issued a Notice of Intention to Amend the Conflict-of-Interest Code of the California High-Speed Rail Authority. The period to comment on the code closed on January 5, 2015. The updated code will be published on this page in the coming weeks.

California has evaluated the potential for high-speed rail for several decades. It first pursued the idea of a Southern California high-speed rail corridor working with Japanese partners in 1981. In the mid-1990s, planning began in earnest as it became clear that California's growing population was putting an increasing strain on its highways, airports and conventional passenger rail lines. At the federal level, as part of the High-Speed Rail Development Act of 1994, authored by then-Representative Lynn Schenk, California was identified as one of the five corridors nationally for high-speed rail planning. In that same timeframe, the California Legislature created the Intercity High-Speed Rail Commission and



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# Alice Rodriguez: Small Business Advocate

By Karen Massie

"A state of perpetual motion" would be a good way to describe Alice Rodriguez. Since taking the job as the Authority's Small Business Advocate (SBA) in mid-July, she's attended about two dozen events where she's talked to small businesses about the high-speed rail program.

"As the small business advocate, I want to ensure that small businesses from across the state

*"As the small business advocate, I want to ensure that small businesses from across the state help us design and build this exciting infrastructure project that will be the largest ever in our nation's history."*

**Alice Rodriguez**  
Small Business Advocate

help us design and build this exciting infrastructure project that will be the largest ever in our nation's history," Rodriguez said. "They can contribute to the success of the project and in return, I want them to prosper and strengthen their local communities."

Looking forward to 2016, Rodriguez wants to expand resources for small businesses. She plans to partner with government agencies and business organizations and hold workshops where small businesses can learn about bonding, budgeting, licensing, loans, navigating the state procurement system and teaming with other small businesses.

She also wants to set-up a database that allows the public to see contact information for prime

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**Alice Rodriguez**  
Small Business Advocate



# Community Outreach

## Bayview Gateway is Officially Open

By Jackie Spear

The Bayview Gateway is a one-acre green space acting as a “gateway” into the Bayview Community. This new neighborhood landmark has design features such as inscriptions from Maya Angelou, drought-tolerant plants, fruit bearing trees, large plaza areas and open access for pedestrians to admire a remarkable view of the waterfront.

The sustainable design behind the Bayview Gateway and innovative features are carried through the open space with locally sourced construction and landscape materials and a drainage system that processes and retains 100 percent of the site’s storm-water runoff. The Bayview Gateway is the latest Port and City project and completes the City’s Blue Greenway.

Creating a new walkway along Islais Creek between the Third Street and Illinois Street bridges, the Bayview Gateway acts as a relaxing place for picnicking by the Bayview Rise mural, a resting stop for bicyclists or a place for a weekend stroll.

The Bayview Gateway is located at Third Street and Cargo Way near Pier 90. You can



read more here: <http://www.sfport.com/index.aspx?recordid=320&page=1497>

Source: <http://thesfshipyard.com>  
\*\*\*\*\*

**One-acre passive green open space at intersection of Cargo Way and Third Street near Pier 90 in the Bayview District**

The Bayview Gateway open space is the latest Port and City project to complete the City’s Blue Greenway, its location and design provides a gateway to the Bayview Community and new landscaping, plaza areas, open access to the waterfront

and includes improved pedestrian amenities. This one-acre passive open space with drought-tolerant plants and fruit bearing trees was designed to reflect the natural and cultural history of the neighborhood and to be compatible with the Port’s cargo and maritime industrial operations.

The Bayview Gateway creates a new walkway along Islais Creek between the Third Street and Illinois Street bridges, and places for picnicking and enjoying the view of the Bayview Rise art mural. The project’s innovative design features inscriptions from Maya Angelou, drought-tolerant plants and fruit bearing trees. Sustainable design is car-

ried through the open space with locally sourced construction and landscape materials, and a drainage system that processes and retains 100% of the site’s storm-water runoff.

The Bayview Gateway project was funded with \$4.6 million from the 2008 Clean and Safe Neighborhood Parks General Obligation Bond and Port funds. A future phase for the open space will bring public art to the corner of Third Street and Cargo Way.

The Blue Greenway is a City and County of San Francisco project to improve and expand

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## Leaders provide vision -- not division

By Jesse Jackson

Leaders provide vision. They help people understand where they are, how they got there and what they must do to go forward. They help calm nerves and strengthen courage. They are steady in times of trouble, inspiring in times of demoralization.

Donald Trump’s reaction to the terrorist acts in Egypt, Lebanon, Paris and San Bernardino, Calif., both divides and weakens us. And for the most part, his rivals for the Republican presidential nomination have allowed him to lead the Republican Party and its run to the White House to ignominy.

Americans are understandably worried. We have been fighting wars in the Middle East for over a decade. We lost thousands of lives and spent literally trillions of dollars in a wrong-headed war of choice in Iraq. We toppled the Taliban in Afghanistan, Saddam Hussein in Iraq, Muammar Qaddafi in Libya, producing failed states and generating more terrorists. Now we are trying to take out Assad in Syria even as his mortal enemy ISIS takes credit for terrorist horrors in Paris and Beirut. The violence keeps spreading; the terrorists keep reviving. And Americans grow more and more worried.

The task of leadership is to provide clarity, and a strategy that quells fears and offers a way out. Mr. Trump has chosen instead to foster greater fear, to divide us one from another, while calling on us to abandon our own values.

It is time for people of conscience to once more stand up. We are not in a war with our brothers and sisters of the Muslim faith. They are neighbors and friends. Some volunteer to defend this country. American Muslims despise ISIS and the way the terrorists distort and disgrace their religion. We should not lock our doors or close our hearts to those who are the victims of ISIS and the terror in Syria and Iraq whatever their religion or tribe.

The threat to lock out Muslims is harmful, hurtful and divisive.

It is immoral and perversely counterproductive. There are more Muslims than Americans. ISIS may declare war on Western civilization, but that just illustrates their madness. We are not at war with Islam.

We are at war with terrorists who threaten our people. We want to enlist the overwhelming majority of Muslims to stand with us, not provoke them to stand against us.

In this Christmas season, we should not forget that after his birth in a manger, Taliban was a refugee, fleeing into Egypt with his parents from

the threat of Roman violence. He taught us to care for the stranger on the Jericho Road, not spurn and scorn him. I grew up under segregation, locked out because of the color of my skin.

The race test was hurtful because I could never pass it. The same is true of the call to exclude all

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Jesse Jackson

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EDITORIAL POLICY–The Small Business Exchange is published weekly. Publication is extended by one day for weeks in which holiday occurs on a Monday.

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The Small Business Exchange is adjudicated as a newspaper of general circulation by the Superior Court of the City and County of San Francisco, State of California, under the date January 29, 1988. Organized 1984.

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SBE is a certified DBE - CA UCP Firm #5988

ISSN 0892-5992

# Labor

## Why This Counts: Slips, Trips and Falls in the Workplace

By Erica Groshen

Every so often as I walk down the halls of the BLS headquarters building in Washington, D.C., I notice a few drips of coffee or water on our otherwise shiny floors. My first reaction is to stoop down and wipe up the spill, or to grab one of the handy “caution” signs we have around the building, to avoid a slip or fall. But my mind quickly turns to our data on slips and falls from our Survey of Occupational Injuries and Illnesses, or SOII. Over the past several weeks, we have issued two releases highlighting the latest results on workplace injuries and illnesses. These are part of our occupational safety and health statistics program that also includes data on fatal workplace injuries. Today I want to tell you a little bit about the SOII program and the data we provide.

Did you know that private sector employers identified nearly 3 million workplace injuries and illnesses last year? Incidents recorded by employers run the gamut from minor cuts or bruises — those needing more than just first aid — to severe incidents such as amputations. About a quarter of a million workplaces are asked to keep track of their occupational injuries and illnesses over the year and report them to BLS; employers follow definitions established by the Occupational Safety and Health Administration. BLS tabulates these data and reports them in summary form; as with all BLS data, we hold information about individual employers in confidence.

Following OSHA rules, employers indicate the severity of a workplace injury or illness based on the outcome of an incident. Those that result in employees being out of work for a day or more are considered the most severe; less severe cases result in some limitation in job duties (for example, put

on “light duty”). The least severe cases result in no time off or restriction. Of the nearly 3 million private sector cases identified in 2014, about one in three resulted in the employee being away from work for at least one day.

Workplace injuries and illnesses can happen anywhere. In fact, the three industries with the greatest number of cases in 2014 are diverse: private medical and surgical hospitals (222,300 cases), local government elementary and secondary

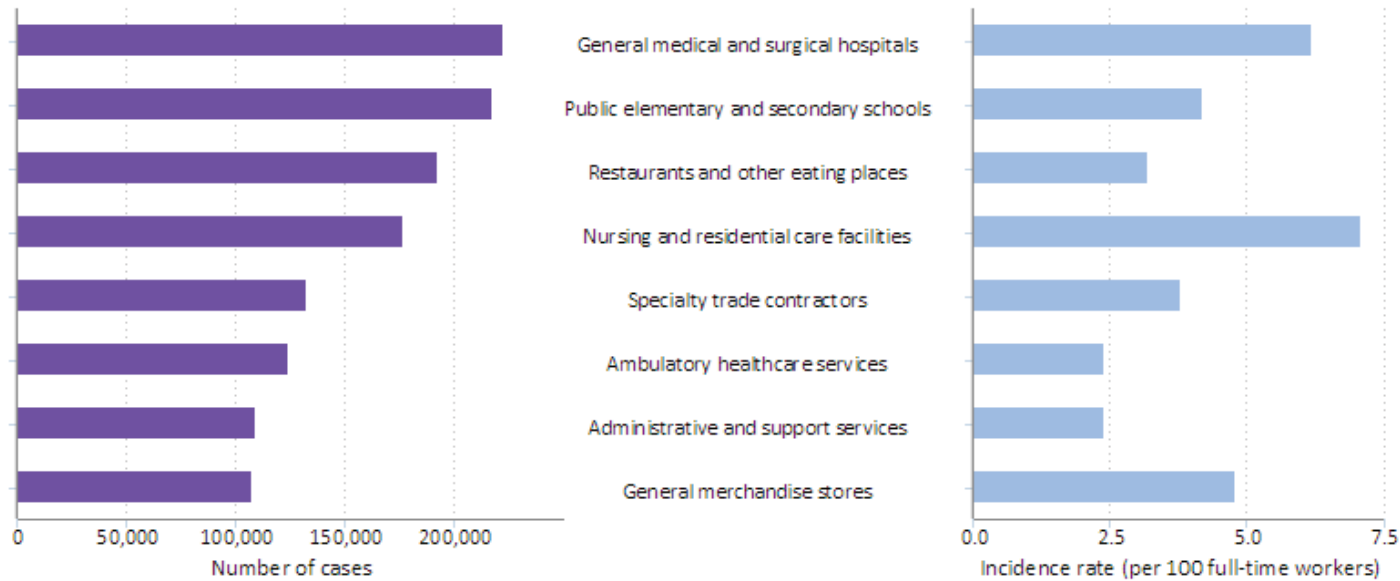
schools (217,300 cases), and restaurants (192,100 cases). Of course, some of these industries have more injuries and illnesses because they employ a lot of workers. Taking into account employment and the number of hours worked by employees, industries with high injury and illness rates include nursing facilities and police/fire/corrections organizations.

Once we release these data, we turn our focus to the most severe cases — those that result in

employees being out of work for a day or more. People often ask us for more details about these cases — which occupations, what is the nature of injury, what event led to the injury, do injuries vary by age? Our second release covers the case circumstances (what happened) and demographic details (to whom) for these most severe cases. Here are a few highlights from our 2014 data:

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Selected industries reporting 100,000 or more nonfatal occupational injuries and illnesses in 2014



Source: U.S. Bureau of Labor Statistics.

## 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:

**Industrial Park Recycled Water Project CIP#15-10**  
**Engineer Estimate: \$5,000,000 –wd's**  
**Bids: January 21st, 2016 @ 2:00 PM**

**Requesting Sub-quotes for (including but not limited to):** Electrical Material, Construction Area Signs, Traffic Control, Raise Iron-Utilities, Erosion Control, Asphalt Paving, Grinding, Reinforcing Steel, Clean & Paint Steel, Concrete Curb & Sidewalk-Misc., Fencing, Thermoplastic Traffic Stripe & Marking, Painted Traffic Marking, Surveyor, SWPPP, Water Truck, Sweeper, Trucker, Electrical and Jack & Bore.

**Scope of Work:** Installation of 12 in. recycled water transmission pipeline, connection to existing irrigation systems at parks, Two 6,000 gal., hydro-pneumatic tanks air charging stations. Drainage facilities, abandoning and existing pipelines, connections to existing facilities.

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

Plans and Specs may be acquired at <http://ciplist.com/plans/?Woodland/city/13872> or view& copy at our office or Contact Mark Bosio 925-606-2400 [mark.bosio@rgwconstruction.com](mailto:mark.bosio@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.



### IMPORTANT NOTICE TO DBE

If you are a Disadvantaged Business Enterprise (DBE) who is serious about participating in state and federal DOT construction projects, you need to be listed in the SBE Database®.

Visit [www.sbeinc.com](http://www.sbeinc.com) or call 1-800-800-8534 to join.

A service of the Small Business Exchange®



# Los Angeles County - A Microcosm of Nation's Diverse Collection of Business Owners

## Number of Minority- and Women-Owned Firms Each Increase by More Than 2 Million Nationally

Los Angeles County, Calif., led the nation in the number of Hispanic-, Asian-, and American Indian and Alaska Native-owned firms in 2012, according to estimates released today by the U.S. Census Bureau. It also ranked second in the number of black or African American- and Native Hawaiian and Other Pacific Islander-owned firms (after Cook County, Ill., and Honolulu County, Hawaii, respectively).

Collectively, Los Angeles County was home to 631,218 minority-owned firms: 332,967 Hispanic, 213,203 Asian, 81,563 black or African American, 11,081 American Indian and Alaska Native, and 3,798 Native Hawaiian and Other Pacific Islander. Consequently, with 3.2 percent of the nation's total population (according to the Census Bureau's July 1, 2012, population estimates), the county was home to 7.9 percent of its minority-owned businesses in 2012.

The majority of firms in Los Angeles County (55.0 percent) were minority-owned. This includes 29.0 percent Hispanic-owned, 18.6 percent Asian-owned, 7.1 percent black or African American-owned, 1.0 percent owned by American Indians and Alaska Natives, and 0.3 percent Native Hawaiian and Other Pacific Islander-owned.

These findings for Los Angeles County are an example of the local analysis possible using the final, revised statistics from the 2012 Survey of Business Owners released today.

Nationally, today's findings show the number of minority-owned firms in the U.S. rose from 5.8 million in 2007 to 8.0 million in 2012. This includes a 46.3 percent increase in the number of Hispanic-owned firms over the period, from 2.3 million to 3.3 million, and a 34.5 percent rise in the number of black or African American-owned firms, from 1.9 million to 2.6 million. Additionally, the number of Asian-owned firms climbed from 1.5 million to 1.9 million, an increase of 23.8 percent. For added context, total U.S. firms increased 2.0 percent during the same period, from 27.1 million in 2007 to 27.6 million in 2012.

The 9.9 million women-owned firms in 2012 were up more than 2 million from five years earlier when there were 7.8 million women-owned busi-

nesses, a 26.8 percent increase. As a comparison, male-owned firms increased 6.8 percent from 13.9 million to 14.8 million during the same period.

The Survey of Business Owners is a sample survey that provides the only comprehensive, regularly collected source of information on selected economic and demographic characteristics for businesses and business owners by gender, ethnicity, race and veteran status. Today's release provides data at detailed geographic (nation, state, metropolitan area, county and economic place) and industry levels (two-digit through six-digit industry coding level). In August, preliminary data were published for these groups at the national, state and two-digit sector levels.

Other highlights from the final 2012 Survey of Business Owners data:

### Women

- There were 9.9 million women-owned firms nationally in 2012, up from 7.8 million or 26.8 percent from 2007.
- Nearly 90 percent (89.5 percent) of women-owned firms were nonemployer firms (businesses with no paid employees). This is higher than the total proportion of nonemployer firms, which is 80.4 percent (22.2 million nonemployer firms).
- Receipts for women-owned firms rose 18.7 percent, from \$1.2 trillion in 2007 to \$1.4 trillion in 2012.
- While women-owned firms accounted for 35.8 percent of all U.S. firms, they constituted the majority of firms in the health care and social assistance sector (62.5 percent), the educational services sector (54.2 percent), and the other services sector (51.8 percent). For comparison, women accounted for 51.4 percent of the 18 and older population in 2012.
- California led all states in the number of women-owned firms in 2012, with 1.3 million. Proportionately, the District of Columbia led all states with 42.7 percent of all firms owned by women.
- Los Angeles County had more women-owned firms than any other county in 2012 with 439,513.

### Minorities

- There were 8.0 million minority-owned firms nationally in 2012, up from 5.8 million, or 38.1 percent, from 2007.
- Receipts for minority-owned firms climbed from \$1.0 trillion to \$1.4 trillion over the 2007-2012 period (34.7 percent).
- All but 908,800, or 11.4 percent, minority-owned firms in 2012 were nonemployers.
- Minority-owned firms accounted for 28.8 percent of all U.S. firms in 2012; in the other services sector and the transportation and warehousing sector, this percentage rose to 43.8 percent and 43.3 percent, respectively.
- California led all states with 1.6 million minority-owned firms in 2012. However, proportionally speaking, both Hawaii and the District of Columbia outranked California with 62.6 percent and 47.3 percent, respectively. California was comprised of 45.6 percent minority-owned firms in 2012.

### Hispanics

- There were 3.3 million Hispanic-owned firms nationally in 2012, up from 2.3 million, or 46.3 percent, from 2007.
- All but 287,501, or 8.7 percent, of Hispanic-owned firms were nonemployers in 2012.
- About half (49.1 percent) of Hispanic-owned firms in 2012 were owned by people of Mexican, Mexican-American, or Chicano background. California and Texas were the only two states with over half a million firms owned by people of Mexican, Mexican-American, or Chicano background, with 580,450 and 557,273 firms, respectively.
- Florida led all states in the number of firms owned by people of Cuban background (224,878) and Puerto Rican background (71,291).
- Although Hispanic-owned firms comprised 12.0 percent of all U.S. firms, they made up 22.8 percent in the administrative and support and waste management and remediation services sector. For comparison, Hispanics accounted for 14.8 percent of the 18 and older population in 2012.

- The number of Puerto Rican-owned firms grew faster between 2007 and 2012 (65.0 percent) than Mexican, Mexican American, or Chicano-owned (56.8 percent) and Cuban-owned firms (12.4 percent). Other Hispanic, Latino, or Spanish-owned firms grew 44.1 percent.
- Three states — California, Texas and Florida — each had more than a half-million Hispanic-owned firms in 2012. California led the way with 815,304. Texas had 687,570 Hispanic-owned firms and Florida had 604,128 Hispanic-owned firms.
- Close to a third, 30.7 percent, of firms in New Mexico were Hispanic-owned — the highest rate in the nation. Hispanic-owned firms also comprised more than one-quarter of all firms in Texas and Florida (29.2 percent and 28.8 percent, respectively).
- In 2012, Los Angeles County led all counties in the number of Hispanic-owned firms (332,967), followed by Miami-Dade County, Fla. (319,653). In 2007, the order of the two counties was reversed.
- Among the 50 most populous U.S. cities, New York had the most Hispanic-owned firms with 199,085. El Paso and Miami had the highest proportion of Hispanic-owned firms with 73.9 percent and 69.2 percent, respectively.

### Blacks or African Americans

- There were 2.6 million black or African American-owned firms nationally in 2012, up from 1.9 million or 34.5 percent from 2007.
- All except for 109,137 or 4.2 percent, of black or African American-owned firms were nonemployers.
- While 9.4 percent of all U.S. firms were black or African American-owned, the largest percentage was 19.2 percent in the health care and social assistance sector. For comparison, blacks or African Americans accounted for 13.1 percent of the 18 and older population in 2012.
- The Atlanta metro area had more black or African American-owned firms (176,245) in 2012 than any other metro area besides the New York metro area (250,890).

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# Small retailers face many hurdles during the holiday season

By Stanley Nakano

Small seasonal retailers can earn 50 percent or more of total annual sales during the critical holiday shopping period between Black Friday and New Year's Day. The business choices made during this critical period can directly affect a small firm's cash flow for the entire year. The SBA has compiled the following list of the top six hurdles small retailers face during the busy holiday season.

1. Lack of inventory control. Inventory control is crucial for all small retailers, especially during the busy holiday sales months. It is important to remember that inventory equals profits, and knowing how much product to order, when to order it, and what items to order can make the difference between having cash in the bank or aging inventory on the shelves.
2. Hiring the wrong employees for critical positions. There is a cost to hiring the wrong people for key positions. Small firms tend to have less

layers of management between the owner and the employees, therefore new hires must be able to perform with less direct supervision and be motivated to get the job done right the first time. Avoid this issue by writing a detailed job description and training new employees on how you want them to represent your business.

3. Undercapitalization is a problem no business wants or needs. Cash flow is the life blood of all small businesses. Cash flow allows a business to make payroll, pay suppliers, and keep its doors open. Business owners can immediately increase cash flow by collecting accounts receivables in a timely manner; not keeping too much cash tied up in unnecessary inventory; and eliminating unprofitable account relationships.
4. Not embracing online sales and social media. A recent US Census Bureau report shows that more than \$87 billion in e-commerce sales were made during the third quarter of 2015 – a 4.2 percent increase over the previous quarter. A study by Forrester Research Inc. showed that

- by 2017 more than 60 percent of all U.S. retail sales will involve the web. As more consumers use the internet to make holiday purchases, it is imperative that small retailers develop a retail web presence. Also, leverage Twitter and Facebook to promote one-day sales or plug special product lines and high inventoried merchandise.
5. Not delaying the employee office party and social events. It is sales crunch time from Black Friday until New Year's Day. Office parties can cause distractions at a time when the business needs to be especially productive. Too much food and drink can not only cause a nasty hangover, but sidetrack employee and management's focus. Consider moving the company party until after New Year's Day and call it the annual thank-you event.
  6. Innovation and creativity lost. Historically, locally-owned small retailers beat their big box and online competitors by providing outstanding individualized customer service. Black Fri-

day creep has pushed large retailers into flooding the market with lost leader pricing on a wide array of holiday products. Small retailers should take the offensive by selling creative and innovative products that cannot be found at the local mega mall or online. Create a unique customer experience that will draw shoppers to travel outside of their comfort zone and discover that out of the ordinary shopping district with ten trendy stores, not 100 traditional chain stores.

For more information on ways the SBA can assist your small business this holiday season, visit [www.sba.gov](http://www.sba.gov).

(Stanley Nakano serves as the SBA's Acting Region VIII Administrator and is based in Salt Lake City. He oversees the agency's programs and services in Colorado, Montana, Utah, North Dakota, South Dakota, and Wyoming)

Source: U.S SBA



# California Sub-Bid Request Ads



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

Requests sub-bids from qualified Subcontractor, Consultants, and/or Suppliers seeking to participate in the Sacramento Regional County Sanitation District of Sacramento County, Biological Nutrient Removal (BNR) Project in Elk Grove, CA.

<http://www.epa.gov/> / <http://www.sba.gov/> / [www.californiaucp.org](http://www.californiaucp.org)  
Subcontractors and Suppliers for the following project:

**Biological Nutrient Removal Project – Contract No. 4208**  
**Owner: Sacramento Regional County Sanitation District**  
**Bid Date: February 11, 2016 @ 2:00 P.M.**

**Disadvantaged Business Enterprises (DBEs)**

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

Asphalt Paving, Aggregates, Carpentry, Casework, Minor Concrete, Concrete Pumping, Concrete Readymix, Concrete Reinforcement Supply & Install, Concrete Forms, Precast Concrete, Cast in Place Concrete, Tilt-up Concrete, Clear & Grub, Grouting, Dewatering, Access Doors, Frames & Windows, Electrical, Equipment, Grading, Finishes, Flooring, Fire-Suppression Systems & Protection, HVAC, Masonry, Metals, Maintenance of Traffic (MOT), Paintings & Coatings, Plumbing, Piping & Valves, Process Interconnections, Quality Control, Security & Fire Detection Systems, Shoring, Signage, Specialties, Street Sweeping, SWPPP, Support of Excavation, Thermal & Moisture Protection, Cathodic Protection, Pre-Manufactured Canopies, Metal Buildings, Earthworks, Bridge Cranes, Steel Joist, Steel Roof Decking, Structural Steel Framing, Joint Sealant, Sheet Metal Flashing and Trimming, Trucking & Hauling.

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**  
**January 15, 2016 and**

**Quotes NO LATER THAN January 19, 2016 at 5 P.M.**  
Plans are available for viewing at our office at our address below and through SmartBidNet (SBN).

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

Performance Bond and Payment Bonds may be required for Subcontractors and Supply Bond for Suppliers on this project.

Clean Water State Revolving Fund Provisions apply  
Buy American Iron & Steel (AIS) requirements apply  
**An Equal Opportunity Employer**  
CA Lic. #433176  
DIR#1000001147



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

Requests bids from qualified subcontractors, consultants and suppliers to participate in Bridge Deck Replacement of the Tuolumne River Bridge in Tuolumne County  
**Construction on state highway in Tuolumne County near Moccasin from 0.3 mile west to 0.3 mile east of the Tuolumne River Bridge**

**Owner: Caltrans**  
**Contract No. 10-0L9704**

**Bid Date: Thursday, January 14, 2016 @ 2:00 P.M.**

**Disadvantaged Business Enterprises (DBEs)**  
[http://www.dot.ca.gov/hq/bep/db\\_e\\_program.htm](http://www.dot.ca.gov/hq/bep/db_e_program.htm)

Certified by California Unified Certification Program wanted for following scopes, including, but not limited

AC paving, aggregate supply, grading, bridge bearings, structural concrete, precast concrete, minor concrete, concrete supply, concrete pumping, concrete reinforcing, concrete barriers, demolition, erosion control, hazardous abatement, hydroseeding/hydromulch, joint sealant, MOT, metals, metal beam guard rail, painting & coating, pavement marking, AC paving, SWPPP, bridge railing, signage, striping, trucking & hauling, thermal & moisture protection, sweeper truck

**Subcontractor and Supplier Scope Letters due**  
**NO LATER THAN January 8, 2016 Quotes and**  
**Proposals due by January 13, 2016 at 5 p.m.**

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

All subcontractors registered in Kiewit's SmartBidNet database will receive an invitation to bid Visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register

Plans are available for viewing through SmartBidNet and by appointment during regular business hours at:

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

Documents are also available on the Caltrans website at: [http://www.dot.ca.gov/hq/esc/oe/project\\_ads\\_addenda/10/10-0L9704/](http://www.dot.ca.gov/hq/esc/oe/project_ads_addenda/10/10-0L9704/)

Performance bonds and Payment bonds for subcontractors and supply bonds for permanent materials supply maybe required for this project. Cost of bond will be reimbursable.

All contractors and subcontractors who bid or work on a public works project must be registered with the California Department of Industrial Relations

**An Equal Opportunity Employer**  
CA Lic. #433176  
DIR# 1000001147

**SMALL BUSINESS EXCHANGE**

## Granite Rock Company

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

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

**Downtown San Jose and City Hall**

**BRT Stations Contract**

**Contract No.: C837 (15313)**

**Owner: Santa Clara VTA**

**Engineers' Estimate: \$1,200,000.**

**BID DATE: December 23, 2015 @ 2:00 PM**

Items of work include but are not limited to:  
**Electrical, Striping, Construction Area Signs, Minor Concrete, Clearing, Grubbing, Trucking, Slurry Seal and Traffic Control.**

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

**We are an Equal Opportunity Employer**

## D'Arcy & Harty Construction, Inc

(415) 822-5200 Phone • (415) 822-0747 (Fax)  
Estimator : [willie@darcyhart.com](mailto:willie@darcyhart.com)

**Adeline Drive and Canyon Road Capacity Improvement Project**  
**Burlingame Hills Sewer Maintenance District**  
**San Mateo County, CA**

**Certified DBE sub-bids requested for**  
**Saw-cutting, Trucking, Traffic Control**  
**and Paving.**

**Please contact Willie**  
**if you have any questions.**

**Bids: December 22, 2015 at 2.30 pm**



**Looking for**  
**Subcontractors, Vendors,**  
**and Suppliers?**

Call 1-800-800-8534

or visit us at [www.sbeinc.com](http://www.sbeinc.com)

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

## D'Arcy & Harty Construction, Inc

(415) 822-5200 Phone • (415) 822-0747 (Fax)  
Estimator : [willie@darcyhart.com](mailto:willie@darcyhart.com)

**Rodeo Sanitary District**  
**Sewer Year 2A Improvements**  
**Rodeo, CA**

**Bids: 1/11/2016 at 2:00 PM**

**UDBE sub-bids requested for:**  
**Traffic Control, Saw-cutting, Trucking**  
**and Concrete sidewalk**

## Small Business Program

Continued from page 1

charged it with determining the feasibility of a system in California. In 1996, the Commission issued a report that concluded that such a project was indeed feasible. That same year, the California High-Speed Rail Authority was created by the Legislature and was tasked with preparing a plan and design for the construction of a system to connect the state's major metropolitan areas.

In 2002, following the release of the Authority's first business plan in 2000, Senate Bill (SB) 1856 (Costa) was passed that authorized a \$9.95 billion bond measure to finance the system. Submission of that measure to the state's voters was delayed several years. In the interim, the Authority, together with its federal partner, the Federal Railroad Administration (FRA), issued a Draft Program-Level Environmental Impact Report/ Environmental Impact Statement (EIR/EIS) that described the system and its potential impacts on a statewide scale. Through that process, the Authority received and reviewed more than 2,000 public and government agency comments on the draft document, which was then used to determine the preferred corridors and stations for the system.

In November 2008, the bond measure (Proposition 1A) was approved by the state's voters, making it the nation's first ever voter-approved financing mechanism for high-speed rail. In 2009, \$8 billion in federal funds was made available nationwide as part of the American Recovery and Reinvestment Act (ARRA), which was passed to help stimulate the economy, create new jobs, and foster development of new rail manufacturing enterprises. This funding demonstrated a new commitment to the development of high-speed rail in the United States as embodied in a plan issued by the U.S. Department of Transportation: "A Vision of High-Speed Rail in America." California sought and successfully secured \$3.3 billion in ARRA funds and other funds made available through federal appropriations and grants for planning and environmental work, as well as construction of the first construction section in the Central Valley.

In 2012, Governor Edmund G. Brown, Jr. highlighted the benefits of this system in his State of the State address and declared that high-speed rail was a priority for his Administration, continuing his predecessor, Governor Schwarzenegger's, support for a high-speed rail system. Also in 2012, the Authority adopted its 2012 Business Plan that laid out a new framework for implementing the California high-speed rail system in concert with other state, regional and local rail investments, as part of a broader statewide rail modernization program. In that same year, the Legislature approved – and Governor Brown signed into law – SB 1029 (Budget Act of 2012) approving almost \$8 billion in federal and state funds for the construction of the first high-speed rail investment in the Central Valley and 15 bookend and connectivity projects throughout the state. Work is underway on these major investments in California's transportation infrastructure.

Source: <http://hsr.ca.gov/About/index.html>

## Leaders provide vision

Continued from page 2

Muslims. We must speak forcefully against those who would mindlessly impose a religion test for entry into the U.S., and those who would call for closing down Mosques or cracking down on places where Muslims gather peacefully. America will not defeat terrorism by dividing one from another.

Terror is the weapon of the weak. For a people with hope, the hate of ISIS has no attraction. For people who are integrated into a society, ISIS' call to violence goes unanswered. ISIS calls for jihad, arguing that the West is waging war

on Islam. We need to isolate the terrorists, not inflate them. We need to give lie to their calumnies, not provide evidence for them.

Anyone who aspires to lead this country ought to demonstrate that they will respect and defend the values on which it has been built. In this time of trouble, Mr. Trump and many of his rivals are denigrating the very principles that make America strong.

Source: Rainbow PUSH Coalition

# Workforce Development

## Diversify Your Workforce

By Chris Lu

At the Labor Department, we strive to ensure that the federal workforce reflects the diversity of America. After all, that is who we serve.

This diversity includes more than 50 million Americans with disabilities. As the federal government, we must take steps to ensure that our recruitment, hiring, and retention practices are welcoming of their skills and talents. One of our key tools is the Workforce Recruitment Program.

The WRP is a recruitment and referral program that connects federal employers — not just in Washington D.C., but nationwide — with highly motivated college students and recent graduates with disabilities who are seeking summer internships or permanent jobs. Our Office of Disability Employment Policy, in cooperation with the Department of Defense, manages the WRP to ensure that it helps agencies across the government meet their disability inclusion goals. Secretary of Labor Tom Perez and Secretary of Defense Ash Carter recently wrote a joint memo encouraging all heads of federal agencies to take advantage of the program.

Their advice is sound. Since the program was launched government-wide in 1995, more than 7,000 people have obtained positions through it, and many have gone on to become full-time federal employees. The WRP is helping agencies achieve their goals under President Obama’s 2010 executive order, “Increasing Federal Employment of Individuals with Disabilities.”

This year marks the program’s 20th anniversary. And the 2016 WRP database, which was released today, includes more than 1,500 students and recent graduates who have been

pre-screened through personal interviews with trained recruiters from across the federal government. The students and graduates run the gamut in terms of majors and career interests and include everyone from freshmen to graduate and law students. They represent some of the best and brightest from campuses across the country.

More importantly, the WRP helps federal agencies better serve their stakeholders – the American people. Throughout my career, I’ve had the privilege of working in a variety of capacities across the federal government. While each new position brought different responsibilities, the overall goal remained the same: to serve our citizens as effectively as possible. And to accomplish this mission, we need the talents of all workers. In other words, a strong federal workforce is a diverse federal workforce.

Editor’s note: Private-sector employers also can take advantage of the WRP to fill anticipated short- or long-term staffing needs and diversify their workforce, today and into the future. For more information, contact the ODEP-funded Employer Assistance and Resource Network on Disability Inclusion.

Chris Lu is the deputy secretary of labor.

**Source:** <http://blog.dol.gov/2015/12/15/diversify-your-workforce/>

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**THE WORKFORCE RECRUITMENT PROGRAM FOR COLLEGE STUDENTS AND RECENT GRADUATES WITH DISABILITIES**

**MEMORANDUM FOR HEADS OF FEDERAL DEPARTMENTS AND AGENCIES**

**SUBJECT: Celebrating 20 Years of Employment for College Students and Recent Graduates with Disabilities**

This year we celebrate the 20th anniversary of the Workforce Recruitment Program for College Students and Recent Graduates with Disabilities (WRP). The program has been recognized by the Office of Personnel Management and the Equal Employment Opportunity Commission as a proven affirmative strategy to increase the representation of individuals with disabilities in the Federal workforce. The program is a vital component of our joint efforts to fulfill the intent of President Obama’s Executive Order 13548, “Increasing Federal Employment of Individuals with Disabilities,” signed July 26, 2010.

Since 1995, the WRP has supported Federal departments and agencies in recruiting, retaining, and advancing individuals with disabilities. The WRP began as a pilot program within the Department of the Navy, and achieved such success that it was expanded across the entire Department of Defense. Today the program is managed by the Department of Labor, with the Department of Defense remaining its largest and most committed stakeholder.

Continued on page 9



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Starts 4/18/2015

## Slips, Trips and Falls in the Workplace

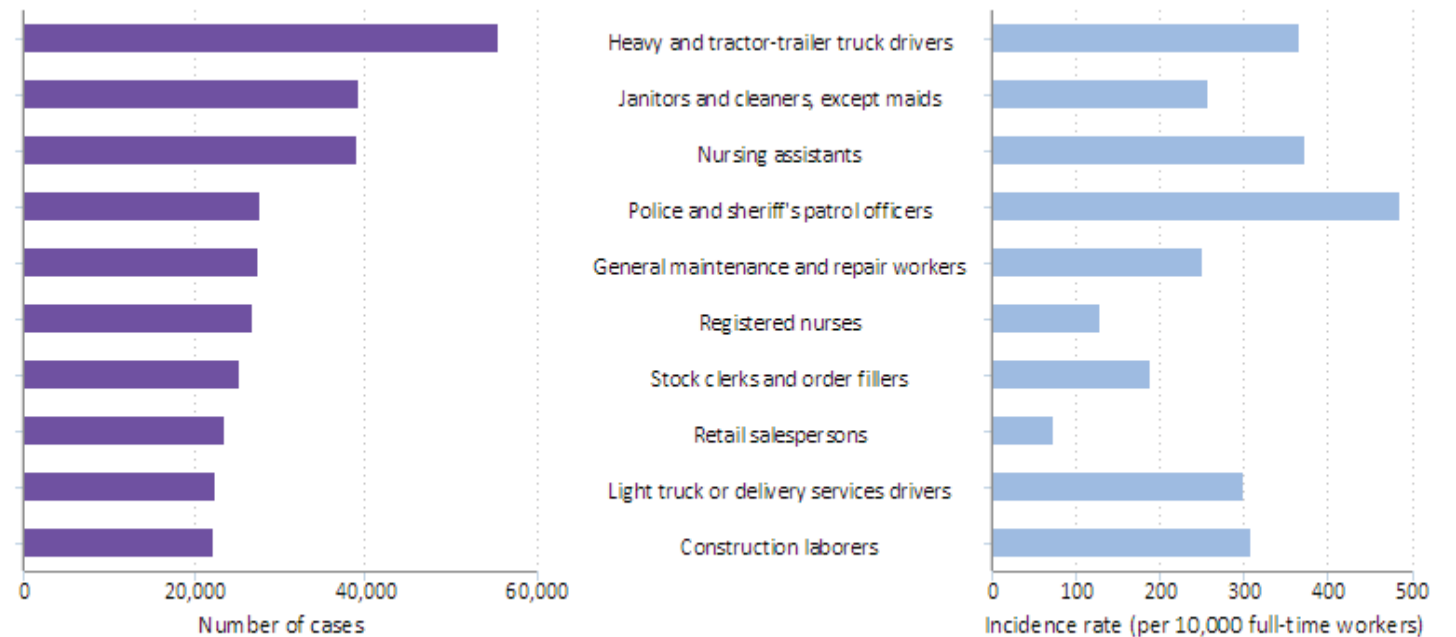
Continued from page 3

- Two occupations reported over 50,000 injury and illness cases each — heavy and tractor-trailer truck drivers and laborers/movers.
  - When workers age 65 or older get hurt on the job, they are out of work nearly twice as long as all workers; the median for older workers was 17 days, compared to 9 days for all workers.
  - A little more than one-third of workplace injuries and illnesses result in a sprain, strain, or tear, often to upper extremities (such as shoulder) or lower extremities (such as knee or ankle).
  - And back to my concern about slips and falls, they are one of the three events that result in most workplace incidents. Slips, trips and falls accounted for about 27 percent of cases involving days away from work in 2014. Overexertion (such as straining to lift) accounted for 33 percent of cases; contact (such as being hit by a piece of equipment) accounted for 22 percent.
- So the next time you see that spill in the hallway, make sure it gets taken care of before you become a BLS statistic.

Erica Groshen is the commissioner of the Bureau of Labor Statistics.

**Source:** <http://blog.dol.gov/>

Selected occupations with 20,000 or more nonfatal occupational injuries and illnesses in 2014



Source: U.S. Bureau of Labor Statistics.



# Pinck & Co.: Building a Better Future for Women in Construction

By Eliza LaJoie

As a student of classics at the University of Massachusetts in the 1970s, Pinck became expert at moving between the modern world and the ancient worlds of Latin and Greek. She wasn't sure how – or if – it was a skill she would use in her future career. But today, as a pioneer in the male-dominated, multi-stakeholder construction industry, Pinck says that her communication skills have driven her success. More than knowledge of building layouts or the composition of concrete, an ability to move between disparate perspectives and build consensus has helped her thrive, even when surrounded by people who seem to be speaking a completely different language.

Today, Pinck is an undisputed leader in the construction management industry – her eponymous firm has sustained exceptionally high growth rates, making it onto the Inner City 100 list of fast-growth firms four times since 2011. Pinck's team specializes in "owner's project management," working on an owner's behalf to ensure that all players, from architects to contractors, work smoothly together. Based in Boston's Roxbury neighborhood, Pinck & Co. has overseen major projects throughout the region, and Pinck herself has worked on local mega-projects like the Big Dig and Boston Harbor clean-up.

But before she was an established industry leader, Pinck was one of many women facing the grueling experience of breaking into the construction industry. She began working on contractors' teams and large commercial projects throughout New England and discovered that she was "enamored and fascinated by construction sites." But as the only woman on each team she joined, she also encountered a great deal of hostility.

"I was ostracized, insulted and humiliated," she said, recalling one long-term job where the other field engineers refused to speak to her for an entire year. Even when coworkers were not overtly hostile, Pinck said she was constantly made to feel as though she didn't belong – new team members often assumed that she was only on the construction site because she was "someone's daughter."

The gender gap in construction is well-documented and persistent. The percentage of women among construction site workers has hovered below three percent for decades, according to a 2014 report by the National Women's Law Center. This gap has persisted despite the fact that construction jobs offer high pay and that women in the industry actually face a smaller wage gap than their peers in other industries. Many women echo Pinck's reports of hostile treatment: A US Department of Labor study found that nearly 90 percent of women in the construction industry said they had been sexually harassed, and 41 percent said they had felt mistreated by coworkers and supervisors because of their gender.

Pinck was able to persist thanks to her "thick skin and round shoulders," recalling that "I let things roll off me." But she never forgot the isolation and lack of professional mentors, and as she advanced into higher ranking industry roles, she worked to be a role model and mentor to younger people.

Today, Pinck leads a team of project managers who come from backgrounds in construction, architecture and consulting. 70 percent are women. She said that having a diverse staff allows her company to tap into not only employees' hard skill sets, but more importantly, their unique interpersonal skills, like those Pinck herself had developed as a classics student. As project managers, her team must streamline collaboration between all players, and Pinck feels that women are often well prepared to thrive in this role.



**Jennifer Pinck is a master of the art of simultaneous translation.**

She hopes that her legacy will be increased recognition of how important these contributions are in the construction management industry.

"In 20 years, it would be nice to see in my profession that there was acknowledgement that women are incredibly good listeners, facilitators and consensus-builders, which is so important for complex projects," she said.

Pinck has built a business focused on mission-driven projects and underserved neighborhoods in the Greater Boston and New England region, from schools, hospitals and community pools to

veterans' shelters and the Greater Boston Food Bank. And after three decades in the business, it is hard for Pinck to drive anywhere without keeping a mental tally of how many former project sites she passes. But while it is satisfying to be able to count so many tangible achievements, she is most excited to have supported the people and communities behind each project as they seek to overcome their own sets of obstacles.

"It's really not about the buildings – it's about the clients," she said. "I like to work with underdogs, because that's what I used to be."

Source: <http://www.icic.org>

## Census Bureau Reports

### Continued from page 4

- Georgia had more black or African American-owned firms in 2012 than any other state (256,848), followed by Florida (251,216).
- Cook County, Ill., led all counties in the number of black or African American-owned firms, with 110,155.
- The District of Columbia, Mississippi and Georgia were the only states where more than one-quarter of all firms were black or African American-owned (34.8 percent, 27.7 percent and 27.6 percent, respectively).
- Among the nation's 50 most populous cities, black or African American-owned firms as a percentage of all firms was highest in Detroit and Memphis, Tenn., in 2012 (77.0 percent and 56.2 percent, respectively).

### Asians

- There were 1.9 million Asian-owned firms nationally in 2012, up from 1.5 million or 23.8 percent from 2007.
- Three-fourths (74.9 percent) of the 1.9 million Asian-owned firms were nonemployers. This was a lower proportion of nonemployer firms than for total U.S. firms in 2012 where the proportion of nonemployer firms was 80.4 percent.
- Asian-owned firms comprised 6.9 percent of all firms in 2012. For comparison, Asians accounted for 5.9 percent of the 18 and older population in 2012.
- Asian-owned firms were most likely to be owned by people of Chinese, Asian Indian or Vietnam-

ese background in 2012 (528,702; 377,486; and 310,864; respectively).

- Nearly one-third (31.5 percent) of the nation's Asian-owned firms were in California in 2012.
- Hawaii was the only state in 2012 in which the majority (51.5 percent) of all firms were Asian-owned. California ranked second with 17.0 percent.
- Among the 50 most populous cities, San Jose, Calif., was the only one where more than one-third (37.3 percent) of all firms were Asian-owned in 2012. Among counties, Honolulu County, Hawaii, had the highest proportion of Asian-owned firms with 62.6 percent.

### American Indians and Alaska Natives

- There were 272,919 American Indian and Alaska Native-owned firms nationally in 2012, up from 236,691 or 15.3 percent in 2007.
- While American Indian and Alaska Native-owned firms accounted for 1.0 percent of all U.S. firms, they made up 2.7 percent of those in the agriculture, forestry and fishing and hunting sector. For comparison, American Indian and Alaska Natives accounted for 1.8 percent of the 18 and older population in 2012.
- California had more American Indian and Alaska Native-owned firms than any other state in 2012 (41,254), followed by Oklahoma (27,450).
- Alaska was the state where American Indian and Alaska Native-owned firms comprised the highest percentage of all firms (11.0 percent).

- Los Angeles County had more American Indian and Alaska Native-owned firms than any other county in 2012 with 11,081 firms.

### Native Hawaiians and Other Pacific Islanders

- The number of Native Hawaiian and Other Pacific Islander-owned firms rose 45.3 percent from 37,687 in 2007 to 54,749 in 2012.
- More than half (52.9 percent) of the nation's Native Hawaiian and Other Pacific Islander-owned firms were in either Hawaii or California in 2012 (with 14,537 and 14,446 firms, respectively).
- Native Hawaiian and Other Pacific Islander-owned firms comprised 12.3 percent of all firms in Hawaii. In no other state did Native Hawaiian and Other Pacific Islander-owned firms comprise as much as 1 percent of all firms.
- Honolulu County was home to 8,487 Native Hawaiian and Other Pacific Islander-owned firms, more than all but two states (Hawaii and California).

### Veterans

- There were 2.5 million veteran-owned firms nationally in 2012, up from 2.4 million or 3.0 percent in 2007. Veteran-owned firms comprised 9.1 percent of all U.S. firms. For comparison, veterans accounted for 8.9 percent of the population in 2012, according to the American Community Survey.
- Of the 50 most populous cities in 2012, Virginia Beach had the highest proportion of veteran-owned businesses with 15.2 percent.

- California and Texas led all states in the number of veteran-owned firms, with 252,377 and 213,590 firms, respectively.

- Los Angeles County had more veteran-owned firms than any other county in 2012, with 69,608.

Additional data on the characteristics of businesses and business owners will be published in spring 2016.

Note: References such as "Mexican-owned," "Puerto Rican-owned," "Cuban-owned" or "other Hispanic- or Latino-owned" businesses refer only to businesses operating in the 50 states and the District of Columbia that self-identified 51 percent or more of their ownership in 2012 to be by individuals of Mexican, Puerto Rican, Cuban or other Hispanic or Latino origin. The Survey of Business Owners does not distinguish between U.S. residents and nonresidents. Companies owned by foreign governments or owned by other companies, foreign or domestic are included in the category "Publicly held and other firms not classifiable by gender, ethnicity, race, and veteran status."

The Survey of Business Owners is conducted every five years as part of the economic census. The 2012 survey collected data from a sample of more than 1.75 million businesses. The collected data in a sample survey are subject to sampling variability, as well as nonsampling errors. Sources of nonsampling errors include errors of response, nonreporting and coverage. More details concerning the SBO survey design, methodology and data limitations can be found at <http://www.census.gov/econ/sbo/methodology.html>.

Source: <http://www.census.gov>

# California Sub-Bid Request Ads

**Hunt/AECOM**  
**Shawnda Bowman**  
**Phone: 415-391-3930 / Fax: 415-391-3942**

**The Hunt/AECOM Design-Build Team**  
**Airport Security Infrastructure Program at San Francisco Airport**  
**RFP No. 10511.66**

The Hunt/AECOM Design-Build Team is submitting a proposal for Design-Build Services for Airport Security Infrastructure at the San Francisco International Airport (SFO). Hunt/AECOM is searching for qualified firms to join our Team and support our Design effort for the project.

The project is estimated at \$90 million constructed value and involves security systems and related infrastructure to support these systems. The Project will involve design and construction of improvements within airport facilities and throughout the landside and airside areas at SFO. The project includes the following four project elements:

- Element I - Power and Telecommunication Infrastructure – Design and construction of new power and telecommunication infrastructure required to support the connectivity of Access Control Systems, Closed Circuit Television Systems, and Airport Perimeter Intrusion Detection Systems.
- Element II - Access Control System Migration – Airport-wide replacement of the Monitor Dynamics Inc. (MDI) Safenet access control system to the Lenel On-guard product.
- Element III - Closed Circuit Television (CCTV) Migration and Expansion – Airport-wide replacement of analog based cameras to internet protocol cameras; and the addition of new cameras at select areas of SFO.
- Element IV - Perimeter Improvements – Design and construction of new perimeter security systems along the waterfront, fences, and cargo areas.

Qualified firms will have worked on design efforts for projects with these elements of construction.

Hunt/AECOM is searching for firms in each of the following Disciplines as defined by the following Commercially Useful Function (CUF) Codes.

Commercially Useful Codes:

- AE006 – Electrical Engineering – for design assistance with building and site electrical engineering.
- AE012 & AE 021 – Mechanical Engineering – for design assistance with building mechanical and site utilities.
- AE 005 – Geotechnical Engineering – for design assistance with defining soil bearing conditions and foundations.
- AE019 – Architectural Design and Engineering – for design assistance in modifying existing facilities to add electrical rooms in an architecturally acceptable fashion.
- AE004 – Structural Engineering – for design assistance with foundations, connections and supports for cameras and small radar elements; and for small building elements.
- CN031 – General Engineering Contractor A License – for assistance with excavations for locating existing utilities and subsurface elements.

Design firms with this expertise are encouraged to email a brief 1 page write-up on their firm, qualifications, candidate resumes, and candidate billing information to [SFO.ASIPLBE@gmail.com](mailto:SFO.ASIPLBE@gmail.com) on or before December 31, 2015.

**Assistance is available in obtaining any necessary bonding; lines of credit or insurance; and information related to the requirements for the work.**

**An Equal Opportunity Employer**

**Shimmick Construction Company Inc.**  
8201 Edgewater Drive, Suite 202 • Oakland, CA 94621  
Phone (510) 777-5000 • Fax (510) 777-5099

**DBE/SBE Subcontractor/Supplier Bids Requested For:**  
**Recycled Water Reliability Upgrade Project**  
**Electrical Improvements Project**  
**District Project No. 14PP501**  
**Bid Date: January 5th, 2016 until 2:00PM**  
**Fax all quotes to 510-777-5099**

Requesting certified DBE/SBE Subcontractor and Supplier Quotes on: **Rebar, Excavation, Concrete Work, Asphalt, Underground Electrical Duct bank**

Contract documents are available on the owner’s website at <http://wcwd.govoffice3.com/>. Contract documents are also available for viewing by appointment only at Shimmick Construction’s Office: 8201 Edgewater Drive, Suite 202, Oakland, CA 94621.

Subcontractors and Suppliers interested in this project may contact Greg Adams by phone at (510) 777-5040.

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

**American Bridge Company**  
1000 American Bridge Way • Coraopolis, PA 15108  
412-631-1000 • Fax 412-631-2003

**Golden Gate Bridge, Highway and Transportation District**  
**Contract No.: 2016-B-1**  
**Golden Gate Bridge Physical Suicide Deterrent System and Wind Retrofit**  
**Project Bid Date: Tuesday (January 12, 2016 at 2:00pm Pacific Local Time)**  
**Quote/Proposal Due to American Bridge Co: Thursday (January 7, 2016)**

American Bridge Company is bidding this project as a Prime Contractor and is interested in receiving quotes from subcontractors, suppliers, and brokers especially from Caltrans certified DBE companies.

The general description of the project is the installation of a suicide deterrent and wind retrofit system and replacement of the maintenance traveler system. The following is a list of the available subcontracting and material supply opportunities:

- Perform Structural Surveying.
- Structural Steel Cleaning & Painting.
- Electrical Work.
- Barge and Tug Services.
- Trucking and Hauling Services.
- MOT Setup and Devices.
- Temporary & Permanent Fence & Railing Installation.
- Furnish Only or Furnish and Installation of Structural Materials:
  - Maintenance Traveler System.
  - Miscellaneous Structural Steels.
  - Suicide Deterrent System.
  - Wind Retrofit

This project has a 5% DBE participation goal.

Due to security reasons, drawings and specifications are not available for public distribution and are only available through the Golden Gate Bridge, Highway and Transportation District. You will need to sign a Non-Disclosure Agreement and issue a \$5,000 deposit check to the District; which is fully refundable, except in the case of breach of the Agreement.

Please inform American Bridge Co. if interested and we will forward you the Notice to Contractor package which contains more details of the project, how to obtain the Plans and the contract quantities.

All quotes and future correspondents should be forwarded to Bruce Luu via E-mail ([bluu@american-bridge.net](mailto:bluu@american-bridge.net)) or fax (412-631-2003). Should you have any questions or need additional information, please feel free to contact Bruce at 412-631-1047.

Your quote must conform to all requirements of the bid documents, including but not limited to the plans, general provisions, special provisions, specifications, and contract for construction from the owner (including addenda thereto) and be in compliance with all federal, state, and local laws. In the event that your firm is awarded the project, you will be required to execute our standard subcontract or material supply agreement, which is available for your review upon request. Subcontractors and structural steel fabricators will be required to furnish a conforming certificate of insurance along with payment and performance bonds before entering into a subcontract, the cost of which should be included in your quotation.

American Bridge Co. and its Affiliates are Equal Opportunity Employers.

## Bayview Gateway is Officially Open

Continued from page 2

the public open space network along the City’s central and southern waterfront, from China Basin Channel to the San Francisco southern county line. When fully completed in 2045 this network will consist of 13 miles of contiguous pedestrian and bicycling routes plus a series of parks and respite areas at which to enjoy and access the Bay.

Today’s Bayview Gateway opening ceremony will include remarks by Malia Cohen, Supervisor District 10; Scott Wiener, Supervisor District 8; local community members and Port officials, including Commission President Leslie Katz and Commissioner Kimberly Brandon.

Guy Johnson, son of the late Maya Angelou, is also expected to attend today’s event. He will take part in the celebration, as his mother’s poetic words are inscribed on the benches as a commemoration of her strength and inspiration to the Bayview community.

“Our community applauds the addition of the Bayview Gateway, with its expansive greenery and Ms. Angelou’s inspirations, as a place to celebrate connections among ourselves with nature and the written word. The Bayview Gate-

way is a much needed public space to promote people’s health, happiness, and well-being,” said Port Commissioner Kimberly Brandon. “The Port extends its gratitude to San Francisco voters for approving the funding of this wonderful beautification project, this gateway to the Bayview community.”

The site, which once contained crumbling piers and blighted landscaping, is the result of a 2009 planning study that engaged area stakeholders and City staff in a discussion on future uses for the site. These discussions concluded with the recommendation to create a real gateway at the site by expanding the landscaping and adding public art. The Port and the San Francisco Art Commission will deliver additional art to the Bayview Gateway project in 2016.

The Port of San Francisco, an enterprise agency of the City and County of San Francisco, oversees a broad range of commercial, maritime and public access facilities along the City’s waterfront that are held in public trust for the people of California.

**Source: [www.sfport.com](http://www.sfport.com)**



# Public Legal Notices

SAN JOSE STATE UNIVERSITY

NOTICE TO CONTRACTORS (SJSU – 328)  
Job Order Contract Phase 23 and 24

The Trustees of The California State University will receive sealed proposals at San Jose State University for Job Order Contract Phases 23 and 24. Bids will be received in the above room **until 2:00 PM on Tuesday, February 2, 2016**, in accordance with the contract documents, at which time they will be publicly opened and read.

(Provide brief description of work)

The JOC contract awarded under this solicitation will have a minimum value of work of \$25,000 and a maximum value of work of \$2,000,000. The JOC Contracts will have the option to extend the maximum value up to \$3,000,000 by mutual agreement. The term of the contract is 365 calendar days.

Interested bidders must attend a **mandatory** pre-bid conference, and sign in within ten minutes of the start of the meeting. The pre-bid meeting will be held on, **January 12, 2016 at 10:00 am**. Bidders are requested to contact Sylvia Sosa via email at [sylvia.sosa@sjsu.edu](mailto:sylvia.sosa@sjsu.edu) to RSVP attendance at the mandatory pre-bid conference.

Each bidder offering a proposal must comply with bidding provisions of Article 2.00 et seq. of the Contract General Conditions, and should be familiar with all the provisions of the Contract General Conditions and Supplementary General Conditions, especially Article 2.02, regarding the necessity to prequalify with the Trustees ten (10) business days prior to the proposal due date.

Proposers must be prequalified with the Trustees. Proposers shall register and log in to “PlanetBids” to apply for Prequalification; find the link to Planetbids at [http://www.calstate.edu/cpdc/cm/contractor\\_prequal\\_bidders.shtml](http://www.calstate.edu/cpdc/cm/contractor_prequal_bidders.shtml).

This project is a public works project and is subject to prevailing wage rate laws (see Contract General Conditions, Article 35.02-c). All contractors and all tiers of subcontractors bidding on this project shall register to bid public works projects with the Department of Industrial Relations (DIR), and maintain current this registration pursuant to Labor Code Section 1725.5. Please go to <http://www.dir.ca.gov/Public-Works/PublicWorks.html> for more information and to register.

The Trustees require the successful proposer(s) to achieve three percent (3%) Disabled Veteran Business Enterprise participation on the contract(s).

It will be the responsibility of each bidder to obtain a bid proposal package in sufficient time to fulfill requirements therein. Bid proposal packages are obtainable only by prequalified general contractors, licensed in the State of California with a B License, and registered with the DIR to bid public works projects. Evidence of prequalification must be submitted prior to receiving a bid package. Bid package must be requested from the University, Attention: Sylvia Sosa via email at [sylvia.sosa@sjsu.edu](mailto:sylvia.sosa@sjsu.edu).

CSU MONTEREY BAY

Request for Qualifications  
FOR COLLABORATIVE DESIGN-BUILD  
SERVICES Academic III,  
Project Number #CPD15003  
California State University, Monterey Bay

The Trustees of The California State University, through this Request for Qualifications (RFQ), is requesting Statements of Qualifications (SOQ) from interested and qualified design-builders (Respondents) to provide design and construction services for the above-reference Project. The Trustees will select a design-build team consisting of a general contractor and architect (Design-Builder) based on qualifications and proposed fees (a design competition is not utilized). This is a two-phased delivery process: Design Phase (Phase 1), and Design-Build Phase (Phase 2), and there will be a separate contract for each phase. Respondents shall be prequalified with the Trustees, and shall submit their prequalification application no less than ten (10) business days prior to the SOQ submittal due date. A technical review committee shall review the respondents’ SOQ and, based on the criteria identified in the RFQ, the committee shall select no more than five (5) finalists to receive the Request for Proposals. SOQ Submittal Due Date: January 21, 2016. Deadline for Submittal of SOQ: 4:00 P.M. Estimated Design and Construction Cost: \$ 30,500,000.00. License Requirement: B. RFQ documents will be available after December 17, 2015 at the website specified below. Please contact the office after December 17, 2015 if you have any questions. The documents will be posted on the Department of General Services BidSync: [www.bidsync.com](http://www.bidsync.com). POC: California State University, Monterey Bay, Campus Planning and Development, Attn: Katie LaPlace, 100 Campus Center, Mountain Hall (84A), Seaside, CA 9395.5 Email: [klaplace@csumb.edu](mailto:klaplace@csumb.edu). Please note that the campus will be closed December 24, 2015 through January 3, 2016. The Trustees require a three percent Disabled Veteran Business Enterprise participation. When it nears time to bid trades, the selected Design-Builder shall contact the Trustees’ DVBE Coordinator Reyola Carlisle at (831) 582-3506. This project is a public works project and is subject to prevailing wage rate laws (see Contract General Conditions, Article 35.02-c). All contractors and all tiers of subcontractors submitting proposals or bids on this project shall register to bid public works projects with the Department of Industrial Relations, and maintain current this registration pursuant to Labor Code Section 1725.5. Please go to <http://www.dir.ca.gov/Public-Works/PublicWorks.html> for more information and to register.

12/17/15  
CNS-2824958#  
SMALL BUSINESS EXCHANGE

Candlestick Point/Hunters Point Shipyard Phase 2

Opportunity to provide On-Call Environmental Consulting Services for the Candlestick Point/Hunters Point Shipyard Phase 2 Project.

For more information, please visit:  
<http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=10342>

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

Respondents are encouraged to check this website regularly for updates.

Pre-Bid Meeting:  
**December 17, 2015 @ 2:00 PM**  
**One Sansome Street, Suite #3200**  
**San Francisco, CA 94104**  
**Proposals must be submitted by**  
**January 14, 2016 @ 2:00 PM (PST).**

Hunters Point Shipyard in San Francisco

Construction of all Public Infrastructure Improvements

**Within the Hillside portion of Parcel “A” at the Hunters Point Shipyard in San Francisco.**

Lennar Urban is requesting qualified, interested contractors to respond to a public request for proposals to Complete Construction of all Public Infrastructure Improvements At

**The Hillside Portion of Parcel “A” Hunters Point Shipyard in San Francisco**

For more information, please visit:  
<http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=10376>

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

Respondents are encouraged to check this website regularly for updates.

Pre-Bid Coordination Meeting and Job Walk:  
**January 5, 2016 @ 10:00 AM**  
**Hunters Point Shipyard**  
**Building 101, 101 Horne Ave.**  
**San Francisco, CA 94124**  
**Proposals must be submitted by**  
**January 19, 2016 @ 2:00 PM (PST).**

CALIFORNIA STATE UNIVERSITY  
STANISLAUS

PHYSICAL EDUCATION GYM COOLING  
PROJECT, PROJECT NUMBER 9900  
CSU STANISLAUS  
One University Circle, Turlock CA 95382

The Trustees of the California State University will receive sealed bid proposals in the Mary Stuart Rogers Building, Room MSR270 at the above address, for furnishing all labor and materials for construction of the Physical Education Gym Cooling Project # 9900, for California State University, Stanislaus.

Proposals will be received in the above-mentioned room until 2:00 p.m. on January 26, 2016, in accordance with the contract documents, at which time the proposals will be publicly opened and read.

In general, the work consists of the removal of (6) existing ceiling hung heating air handlers and the addition of (3) new rooftop air handlers with heating and cooling in the existing gymnasium building. Demolition involves removing the air handlers, mechanical room heating hot water boilers and pumps, and piping as generally delineated on the drawings. The removed hydronic boilers shall be remitted to the facility for storage or relocation in coordination with the appropriate facility representative. New work involves installation of the new air handlers, chilled and hot water tertiary pumps,

associated hydronic piping back to the campus central plant, and digital controls in accordance with the plans and specifications prepared by Nexus Engineering, 1400 Lone Palm Ave, Suite A, Modesto CA 95351; Travis Haverman, (209) 572-7399; e-mail: [t.haverman@nexusengineering.net](mailto:t.haverman@nexusengineering.net). Plans and specifications may be seen at the office of the University and Plan Rooms. Engineer’s construction estimate is \$2,386,000.

Plans and specifications may be obtained after December 17, 2015 by requesting them from ARC by going to [www.e-ARC.com/ca/modesto](http://www.e-ARC.com/ca/modesto) then clicking on “Public Planroom” or by calling the ARC Modesto location at (209) 524-2924 asking for the PlanWell Department. Plans and specifications cost approximately \$222 plus tax and shipping payable to ARC and are non-refundable.

Each bidder offering a proposal must comply with bidding provisions of Article 2.00 et seq. in the Contract General Conditions, and should be familiar with all the provisions of the Contract General Conditions and Supplementary General Conditions, especially Article 2.02, regarding the necessity to prequalify with the Trustees ten (10) business days prior to the bid date.

Bidders must be prequalified with the Trustees. Contractors shall register and log in to “PlanetBids” to apply for prequalification at [http://www.calstate.edu/cpdc/cm/contractor\\_prequal\\_bidders.shtml](http://www.calstate.edu/cpdc/cm/contractor_prequal_bidders.shtml).

This project is a public works project and is subject to prevailing wage rate laws (see Contract General Conditions, Article 4.02-c). All contractors and all tiers of subcontractors bidding on this project shall register to bid public works projects with the Department of Industrial Relations (DIR), and maintain current this registration pursuant to Labor Code Section 1725.5. Please go to <http://www.dir.ca.gov/Public-Works/PublicWorks.html> for more information and to register.

A mandatory pre-bid walkthrough has been scheduled for January 5, 2016 at 10:00 am. Interested bidders should assemble at the Mary Stuart Rogers Building, Conference Room MSR130, Building #27 on the campus.

The Trustees require the successful bidder to achieve three percent (3%) DVBE participation in contracting construction projects as established in the bidding documents, and bidders shall identify the DVBEs to be used to satisfy this requirement in their bids. The University is granting a DVBE bid incentive of up to 1% as described in the Contract General Conditions. Bidders shall contact the Trustees’ DVBE Coordinator at (209) 667-3243 or Debbie DaRosa at (209) 667-3987.

It will be the responsibility of each bidder to obtain a bid proposal package in sufficient time to fulfill requirements therein. Bid proposal packages are obtainable only by prequalified contractors, licensed in the State of California with a B license, and registered with the DIR to bid public works projects. The bid packages must be requested from the Trustees, located at CSU Stanislaus, One University Circle, Turlock CA 95382; Attention: Debbie DaRosa, (209) 667-3987, [ddarosa@csustan.edu](mailto:ddarosa@csustan.edu).

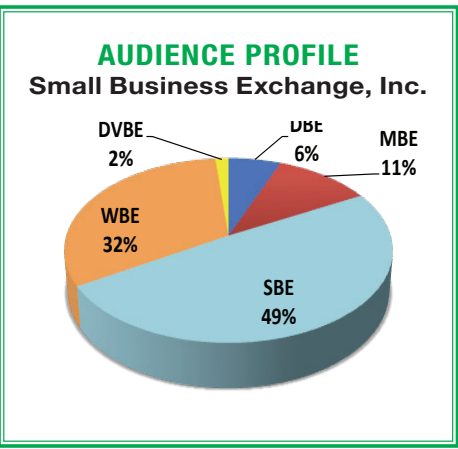
## Diversify Your Workforce

■ Continued from page 6

As we celebrate the 20th anniversary of the WRP and the 25th anniversary of the Americans with Disabilities Act, we urge senior leaders to renew their support of and commitment to the WRP. By leveraging this innovative program, Federal departments and agencies will both fill essential positions with extraordinarily talented individuals and advance a more diverse and inclusive workforce. The WRP talent pipeline can be hired for temporary assignments and permanent placements. All candidates are eligible under Schedule A noncompetitive appointment authority as set forth in Title 5, Code of Federal Regulations, Part 213.3102(u). Please encour-

age your selecting officials to consider candidates referred through the WRP. Attached is background material on the WRP. For more information, visit the WRP’s web site at [wrp.gov](http://wrp.gov) or email the Department of Defense Office of Diversity Management and Equal Opportunity at [OSD.Ability@mail.mil](mailto:OSD.Ability@mail.mil).

Signed  
**Tom Perez**  
*Secretary of Labor*  
**Ash Carter**  
*Secretary of Defense*



# Fictitious Business Name

<div><div>FICTITIOUS BUSINESS NAME STATEMENT</div><div>File No. A-0368180-00</div><div>Fictitious Business Name(s): <b>Le Macaron French Pastries</b> Address <b>3251 20th Ave, Spc #156</b> <b>San Francisco, CA 94132</b> Full Name of Registrant #1 <b>Polar Bear Cafe LLC (California)</b> Address of Registrant #1 <b>3251 20th Ave, Spc #156</b> <b>San Francisco, CA 94132</b>  This business is conducted by <b>A Limited Liability Company.</b> The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>12/1/2015</b>  Signed: <b>Benjamin Brizard</b>  This statement was filed with the County Clerk of San Francisco County on <b>12/4/2015</b>  Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law  Filed: <b>Jennifer Wong</b> <b>Deputy County Clerk</b> <b>12/4/2015</b>  <u>12/10/15 + 12/17/15 + 12/24/15 + 12/31/15</u>  FICTITIOUS BUSINESS NAME STATEMENT</div><div>File No. A-0367614-00</div><div>Fictitious Business Name(s): <b>The Lark Bar</b> Address <b>29 Third Street,</b> <b>San Francisco, CA 94103</b> Full Name of Registrant #1 <b>Destination Bars Inc (CA)</b> Address of Registrant #1 <b>244 Kearny Street, 7th Floor</b> <b>San Francisco, CA 94108</b>  This business is conducted by <b>A Corporation.</b> The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>Not Applicable.</b>  Signed: <b>Brian Sheehy</b>  This statement was filed with the County Clerk of San Francisco County on <b>11/3/2015.</b>  Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law  Filed: <b>Alex Liang</b> <b>Deputy County Clerk</b> <b>11/3/15</b>  <u>11/05/15 + 11/12/15 + 11/19/15 + 11/26/15</u></div></div>	<div><div>FICTITIOUS BUSINESS NAME STATEMENT</div><div>File No. A-0367982-00</div><div>Fictitious Business Name(s): <b>HMS Associates</b> Address <b>3 Jackson Street,</b> <b>San Francisco, CA 94111</b> Full Name of Registrant #1 <b>Nirak, Inc. (CA)</b> Address of Registrant #1 <b>3 Jackson Street,</b> <b>San Francisco, CA 94111</b>  This business is conducted by <b>A Corporation.</b> The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>Not Applicable</b>  Signed: <b>Karin Johnston</b>  This statement was filed with the County Clerk of San Francisco County on <b>11/20/15</b>  Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law  Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>11/20/2015</b>  <u>11/25/15 + 12/3/15 + 12/10/15 + 12/17/15</u>  FICTITIOUS BUSINESS NAME STATEMENT</div><div>File No. A-0367272-00</div><div>Fictitious Business Name(s): <b>CHOCOLLECTIVE CO</b> Address <b>558 Balboa Street</b> <b>San Francisco, CA 94118</b> Full Name of Registrant #1 <b>Brawne Asana</b> Address of Registrant #1 <b>558 Balboa Street</b> <b>San Francisco, CA 94118</b> Full Name of Registrant #2 <b>Kaitlin Guerin</b> Address of Registrant #2 <b>558 Balboa Street</b> <b>San Francisco, CA 94118</b>  This business is conducted by <b>A General Partnership.</b> The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>10/12/15.</b>  Signed: <b>Brawne Asana</b>  This statement was filed with the County Clerk of San Francisco County on <b>10/12/2015.</b>  Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law  Filed: <b>Maribel Jaldon</b> <b>Deputy County Clerk</b> <b>10/13/15</b></div></div>	<div><div>FICTITIOUS BUSINESS NAME STATEMENT</div><div>File No. A-0367747-00</div><div>Fictitious Business Name(s): <b>KMD Group</b> Address <b>21606 Justco Lane,</b> <b>Castro Valley, CA 94552</b> Full Name of Registrant #1 <b>Mouhamet Dia</b> Address of Registrant #1 <b>21606 Justco Lane,</b> <b>Castro Valley, CA 94552</b>  This business is conducted by <b>An Individual.</b> The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>11/13/15</b>  Signed: <b>Mouhamet Dia</b>  This statement was filed with the County Clerk of San Francisco County on <b>11/13/15</b>  Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law  Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>11/13/2015</b>  <u>11/19/15 + 11/25/15 + 12/3/15 + 12/10/15</u>  FICTITIOUS BUSINESS NAME STATEMENT</div><div>File No. A-0366930-00</div><div>Fictitious Business Name(s): <b>SF Landscapes and Construction</b> Address <b>256 Talbert Street,</b> <b>San Francisco, CA 94134</b> Full Name of Registrant #1 <b>San Francisco Landscapes Co. (CA)</b> Address of Registrant #1 <b>256 Talbert Street,</b> <b>San Francisco, CA 94134</b>  This business is conducted by <b>A Corporation.</b> The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>8/18/2015</b>  Signed: <b>Brett Stephens</b>  This statement was filed with the County Clerk of San Francisco County on <b>9/22/2015</b>  Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law  Filed: <b>Susanna Chin</b> <b>Deputy County Clerk</b> <b>9/22/2015</b></div></div>	<div><div>FICTITIOUS BUSINESS NAME STATEMENT</div><div>File No. A-0367434-00</div><div>Fictitious Business Name(s): <b>Lion's Heart</b> Address <b>3150 18th St Suite 202,</b> <b>San Francisco CA 94110</b> Full Name of Registrant #1 <b>Kimberley Rose Peirano</b> Address of Registrant #1 <b>2142 Ahneita Dr,</b> <b>Pleasant Hill, CA 94523</b>  This business is conducted by <b>An Individual.</b> The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>10/8/15.</b>  Signed: <b>Kimberley Rose Peirano</b>  This statement was filed with the County Clerk of San Francisco County on <b>10/22/2015.</b>  Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law  Filed: <b>Jennifer Wong</b> <b>Deputy County Clerk</b> <b>10/22/2015</b>  <u>11/05/15 + 11/12/15 + 11/19/15 + 11/26/15</u></div></div>	<div><div>FICTITIOUS BUSINESS NAME STATEMENT</div><div>File No. A-0367453-00</div><div>Fictitious Business Name(s): <b>Pagan Idol</b> Address <b>246 Kearny Street,</b> <b>San Francisco, CA 94108</b> Full Name of Registrant #1 <b>Future Beverage Inc (CA)</b> Address of Registrant #1 <b>244 Kearny Street, 7th Floor</b> <b>San Francisco, CA 94108</b>  This business is conducted by <b>A Corporation.</b> The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>10/23/15.</b>  Signed: <b>Brian Sheehy</b>  This statement was filed with the County Clerk of San Francisco County on <b>11/3/2015.</b>  Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law  Filed: <b>Jennifer Wong</b> <b>Deputy County Clerk</b> <b>10/23/15</b>  <u>11/05/15 + 11/12/15 + 11/19/15 + 11/26/15</u></div></div>	<div><div>FICTITIOUS BUSINESS NAME STATEMENT</div><div>File No. A-0367874-00</div><div>Fictitious Business Name(s): <b>STEEP</b> Address <b>240 Ritch Street,</b> <b>San Francisco, CA 94107</b> Full Name of Registrant #1 <b>Alvin Yu</b> Address of Registrant #1 <b>850A Brunswick Street,</b> <b>San Francisco, CA 94112</b>  This business is conducted by <b>An Individual.</b> The registrant(s) commenced to transact business under the fictitious business name(s) listed above on <b>11/18/15</b>  Signed: <b>Alvin Yu</b>  This statement was filed with the County Clerk of San Francisco County on <b>11/18/15</b>  Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law  Filed: <b>Fallon Lim</b> <b>Deputy County Clerk</b> <b>11/18/2015</b>  <u>11/19/15 + 11/25/15 + 12/3/15 + 12/10/15</u></div></div>
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## Alice Rodriguez

Continued from page 1

contractors and small businesses on the Authority’s vendor registry. “Users will also be able to see what services each firm offers,” said Rodriguez. “So, if a prime contractor is looking for a company with specific skills or a small business wants to contact a prime or another small business, that information is readily available.” Rodriguez is used to working in a fast paced, pressure-filled environment. She’s been in state service for nearly ten years.

For over seven years, she was a gubernatorial appointee with CaliforniaVolunteers, Office of the Governor. While there, she served as the Special Assistant to the Secretary, but believes her time as the Senior Manager of External Affairs prepared her for the role of the Small Business Advocate.

Rodriguez said, “As the person in charge of overseeing large initiatives and events, like the Business Partners Program and the annual Governor’s Volunteering and Service Awards, I’ve seen the importance of working with external partners and the value they bring to further the success of the mission.”

She managed the State Service Commission. Like the Authority’s Business Advisory Council, it was made up of a diverse group of stakeholders, who served as agency advisors. She also assisted with other events, such as the Governor’s 2015 Inauguration, the annual California Hall of Fame and Christmas Tree Lighting ceremonies.

Prior to joining the Authority, Rodriguez worked as a Staff Services Manager I at the Department of Managed Health Care. She headed the executive team’s administrative and analytical staff and helped develop a new strategic plan.

For fun, Rodriguez likes to travel. She explained while growing up in California’s Central Valley, her parents took her on road trips around the state. She also loves traveling abroad and hiking in the foothills and along the coast. “The

Monterey coastline has some of the most beautiful trails,” Rodriguez said. “It’s not uncommon to look out into the ocean and see otters, whales and dolphins right from the trail!”

At the Authority, Rodriguez will report to the newly appointed Chief of Communications Lisa Marie Alley, who oversees Small Business outreach and strategies.

### About SBA

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

### Mission

The U.S. Small Business Administration (SBA) was created in 1953 as an independent agency of the federal government to aid, counsel, assist and protect the interests of small business concerns, to preserve free competitive enterprise and to maintain and strengthen the overall economy of our nation. We recognize that small business is critical to our economic recovery and strength, to building America’s future, and to helping the United States compete in today’s global marketplace. Although SBA has grown and evolved in the years since it was established in 1953, the bottom line mission remains the same. The SBA helps Americans start, build and grow businesses. Through an extensive network of field offices and partnerships with public and private organizations, SBA delivers its services to people throughout the United States, Puerto Rico, the U. S. Virgin Islands and Guam.

Source: www.sba.gov



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With a monthly readership of 75,000, SBE reaches a diverse audience, cutting across ethnic and gender lines as well as traditional industry segments.

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# Access to Capital

## SMALL & MINORITY BUSINESS

### 6 Places to Find Small Business Loans for Minorities (Plus 3 Places to Get Help)

If you are a minority small business owner, you may have learned the hard way that equal opportunity doesn't always apply to small business loans. A recent study coauthored by a Brigham Young University business professor recruited nine people—three black, three Hispanic and three white—to act as “mystery shoppers” and apply for \$60,000 small business loans.

All nine presented the same type of business, the same background and the same reasons for wanting the loan. However, the minority loan applicants received less information about loans and less assistance from loan officers, and were asked more questions about their personal finances.

Given this reality, where is the best place to seek out small business loans for minorities? There isn't a particular lender you can go to that specializes in small business loans for minorities. However, there are various federal, state, local and private loan programs tailored to address some of the challenges that minority small business owners often face, such as seeking small loans, starting businesses in underserved communities or being economically disadvantaged.

For lending purposes, minorities are usually classified as African-American, Hispanic-American, Asian-American, Alaskan Native, Pacific Islander or American Indian individuals. A minority business is at least 51 percent owned by a member of one of these groups. Often, your business will need to be certified as a minority business enterprise (MBE) or disadvantaged business enterprise (DBE) to apply for the loan.

**Here are six sources of small business loans for minorities.**

- 1. SBA 7(a) loans/8(a) Business Development Program:** Small Business Administration guaranteed 7(a) loans are not for minorities only. However, minority or disadvantaged business owners who participate in the SBA's 8(a) Business Development program for small disadvantaged businesses have a better chance of qualifying for a 7(a) loan. The 8(a) program helps qualifying minority-owned firms grow their businesses through one-to-one counseling, training and workshops. It also provides access to government contracting opportunities and helps the companies maintain their certifications as MBEs or DBEs. To learn more about the 8(a) program, contact your local SBA district office.
- 2. Union Bank:** Union Bank provides small business loans and lines of credit specifically for minority business owners. These products have less stringent lending standards and are designated for small business owners who meet the bank's designation of “minority” (which is the same as the EEOC's) and want loans of up to \$2.5 million.
- 3. National Minority Supplier Development Council:** The NMSDC helps minority-owned

businesses get certified as MBEs and then connects them to contracting opportunities with its network of corporate partners. Once you are MBE-certified and have a supplier and/or vendor relationship with one of NMSDC's national or regional corporate members, you can access working capital loans, specialized financing and long-term financing through the NMSDC's partner companies.

- 4. SBA Community Advantage Loans:** The Community Advantage loan program works to meet the financial needs of small businesses in underserved markets. The program encourages local, mission-based lenders such as non-profit organizations to make loans of up to \$250,000 by guaranteeing up to 85 percent of the loan amount. The program is designed to service small business owners who might not qualify for traditional financing. For details, contact your local SBA district office.
- 5. SBA Microloan Program:** Minority small business owners seeking loans of \$50,000 or less should investigate the SBA Microloan program. Although it does not specifically provide small business loans for minorities, it makes loans of up to \$50,000 to help small businesses start and expand. Microloan funds are provided from third-party lenders—usually nonprofit community-based organizations that offer management and technical assistance to small business owners along with the loan. To find local microlenders, contact your local SBA District Office.
- 6. Accion U.S. Network:** International microloan organization Accion has a U.S. micro-lending program targeting low- to moderate-income business owners who have difficulty accessing capital through traditional channels. While not minority-specific, Accion's U.S. member organizations offer loans from \$200 up to \$300,000 in all 50 states.

#### Where to Get Help

Because many lenders and programs that provide small business loans for minorities operate on the state or local level, it's a good idea to work with a local organization that knows the terrain and can help you find lenders suited to your needs. (How else would you find out about ultra-niche programs like the loans to help political refugees start businesses that are offered by WESST, a nonprofit organization to assist small business owners in New Mexico?) Here are three organizations that can help.

- The U.S. Department of Commerce's Minority Business Development Agency (MBDA) operates MBDA Business Centers nationwide that help minority small business owners start and grow their companies. The Centers are located in areas that have the largest concentration of minority populations and the largest number of minority businesses. Their advisors can refer you to local sources that provide small business loans for minorities.
- Local networking groups or industry associations for minority small business owners can be good sources of information about small business loans for minorities.
- Your local SBA District Office or Small Business Development Center (SBDC) can help you find and work with potential lenders who have experience providing small business loans for minorities. (Disclosure: The LA-SBDC Network is a client of my company.)

The best part about having such organizations on your side: Not only can they point you to potential lenders, but they can also make personal introductions; help you prepare a winning loan application package; and,

once you get the loan, advise you on running your business so successfully that the lender won't have a moment's regret.

Source: [www.fundera.com](http://www.fundera.com)





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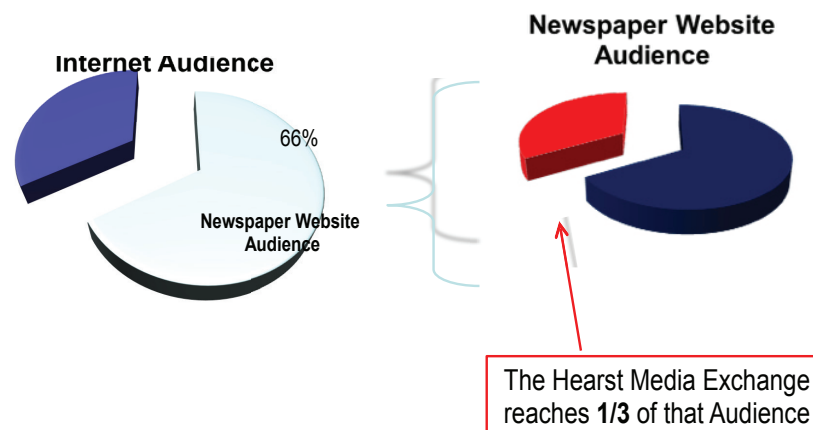
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