Diversity in Action
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Industry leaders on what it's like being a woman in construction

[Article was originally posted on https://blog.buildingconnected.com]

By Tony Faccenda,

Approximately 939,000 women were working in construction in the United States. That's only 9.1 percent of the construction workforce. As an industry, we still have a long way to go, but organiza-

tions and initiatives like the National Association of Women in Construction (NAWIC) and Miron Construction's "Build Like A Girl" empower the current and future generations of women. Together, we can build a better and more inclusive industry.

We sat down with prominent women in construction to hear about their experiences working in a male-dominated field, challenges they've faced along the way, and where they think we're headed as an industry.

Want to hear from more women leaders in construction? Check out our recent interview with Angela Battle, Director of Subcontractor Diversity at Sellen Construction, on building a more inclusive construction industry.



Morgan Traynor, Director of Project Controls, Ryan Companies

"There are definitely challenges with being a woman in an industry like construction. I see it as an opportunity to show others who I work with, whether it's here at Ryan Companies or in the industry, that if I can do it, they can do it. I know that sounds really cliché, but honestly, I started as an intern at Ryan Companies and have been able to work my way to a position that I'm enjoying, and a position that wasn't available when I first started at the company. I want to be a leader for all women at Ryan Companies and all women out there in the construction industry."



Stephanie Cunich, Marketing Manager, Innovative Mechanical, Inc

"It's definitely a changing industry. We went from an era like Mad Men to now, when women are doing the same things as men. They're project managers, working in the field, and doing all kinds of different jobs. It is hard sometimes because I think there's always that stigma, but women have changed a lot of different jobs that people don't realize. They're now coming into these different kinds of positions and just kicking butt."



Katherine DiGiorgi, Estimator, Plaza Construction

"I feel great about being a woman in construction. I think it's awesome and we need more women in this field. I get my work done and work hard just as everyone else does. I don't see myself as different, and I don't want to be seen as different from everyone else. Anyone thinking about going into construction, whether you're a woman or man — go for what you want to do. If you're not doing what you want to do, you're not going to be happy."



Information Systems Analyst, Holt Construction

"Construction is a great industry for women to get into. It's been notorious for not being women-friendly, but it's also been notorious for not being tech-friendly, and that's been changing a lot. We have a lot of women that work at Holt Construction. Our Director of Operations and Director of Business Development are women, and we have female Project Executives and Project Managers. The industry is definitely becoming more women-friendly, and the more women that enter, the friendlier it will get."





An Equal Opportunity Employer is requesting quotations from all qualified **DBE**

Professional services, sub-contractors, material suppliers and trucking for the following project:

Contract No. 03-3F5404

FURNISH PRECAST PRESTRESSED CONCRETE SLAB & PLACE STRUCTURAL CONCRETE

CONSTRUCTION ON STATE HIGHWAY IN SACRAMENTO COUNTY NEAR GALT ON ROUTE 99 FROM NORTH MINGO ROAD TO SOUTH OF ARNO ROAD OVERCROSSING AND IN SACRAMENTO ON ROUTE 160 AT AMERICAN RIVER BRIDGE.

Bid Closing Date: JANUARY 8, 2020 @ 2:00 PM

DBE GOAL: 17%

CONTACT:

David Aboujudom Brosamer & Wall Inc. 1777 Oakland Blvd, Suite 300

Walnut Creek, California 94596 PH: 925-932-7900 FAX: 925-279-2269

PROJECT SCOPE:

We are requesting bids for the following trades and/or material suppliers:

Brosamer & Wall Inc., is requesting quotes from all qualified subcontractors and suppliers including certified DBE firms for all items of work type, including but not limited to:

- AC DIKE
- AGGREGATE BASE AND ASPAHLT PAVING
- BIOLOGIST
- CIDH
- CLEAN & GRUB
- CONCRETE BARRIER
- CONSTRUCTION AREA SIGNS
- DEMOLITION
- DRAINAGE PIPES
- DRILL AND BOND DOWELS
- EARTHWORK/ROADWAY/ STRUCTURAL EXCAVATION

- ELECTRICAL
- EROSION CONTROL
- FENCE
- JOB SITE MANAGEMENT
- JOINT SEAL
- LEAD COMPLIANCE PLAN
- METAL BEAM GUARD RAIL
- NOISE MONITORING
- PERMANENT STRIPING
- PILE DRIVING
- PRECAST CONCRETE

- ROADSIDE SIGNS
- ROCK SLOPE PROTECTION
- SCHEDULING
- STREET SWEEPING
- STRUCTURE CONCRETE
- SWPPP
- TEMPORARY CREEK DIVERSION
- TRAFFIC CONTROL
- TRUCKING

For the complete list of the Actual Project Bid Items go to: http://ppmoe.dot.ca.gov/des/oe/weekly-ads/oe-biditems.php?q=03-3F5404

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

All subcontractors will be required to sign our standard Subcontract Agreement. 100% payment and performance bonds may be required. If you have any questions regarding this project or need assistance in obtaining/waiving insurance, bonding, equipment, materials and/or supplies please call or email David Aboujudom contact information below.

Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 300, Walnut Creek, Ca. 94596 or at no cost from Caltrans website. B&W will also make plans electronically please email daboujudom@brosamerwall.com for free online link. Brosamer & Wall INC., intends to work cooperatively with all qualified firms seeking work on this project. If you are interested in submitting a subcontractor bid for this project, you may contact DAVID ABOUJUDOM at 925-932-7900 or fax us your quote at 925-279-2269. PLEASE SUBMIT A COPY OF YOUR CURRENT DBE CERTIFICATION WITH YOUR BID. Subcontractors, Dealers/Suppliers and Brokers please provide your designation code to us on or before the bid date. B&W INC.. IS AN FOLIAL OPPORTIJNITY FMPI OYFR

Truesdell Corporation of California, Inc.

is requesting quotes from all qualified subcontractors and suppliers for the following project:

City of Ontario, CA

Bridge Preventative Maintenance Project (BPMP) at Various Locations.

We are soliciting for: TRAFFIC CONTROL SYSTEM; REMOVE ASPHALT CONCRETE SURFACING; HOT MIX ASPHALT (BRIDGE); LEAD COMPLIANCE PLAN; PUBLIC SAFETY PLAN; SIGNING AND STRIPING; GRIND EXISTING BRIDGE DECK; RECONSTRUCT BARRIER; RECONSTRUCT GUARDRAIL.

This project has an 11% DBE requirement. Truesdell Corporation of CA, Inc. is an Equal Opportunity Employer and will work with any interested subcontractor to identify opportunities to break items into economically feasible packages. Contact us should you need assistance with obtaining bonding, insurance, equipment, materials and or supplies. Please contact us should you need assistance in obtaining the plans, specifications and contract requirements for this project.

Performance and Payment Bonds may be required for the full amount of the subcontract. Subcontractors will be required to execute the Truesdell Corp's Standard Subcontract Agreement. **Quotes are due by 5:00 PM the day before the bid date of January 9, 2020**. Please fax your quotations to 602-437-1821, Attn: Victor Liou.

DESILVA / GATES

CONSTRUCTION

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

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

CALTRANS ROUTE 174 - CONSTRUCTION ON STATE HIGHWAY IN NEVADA COUNTY NEAR PEARDALE FROM MAPLE WAY TO YOU BET ROAD

Contract No. 03-4F3704, Federal Aid Project No. ACHSST-P174(014)E Disadvantaged Business Enterprise Goal Assigned is 18%

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

REVISED BID DATE: January 8, 2020 @ 2:00 P.M.

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

AC DIKE, BIOLOGIST CONSULTANT, CLEARING AND GRUBBING/DEMOLITION, CONSTRUCTION AREA SIGNS, DEVELOP WATER SUPPLY, ELECTRICAL, EROSION CONTROL, FENCING, HYDROSEEDING, K-RAIL SUPPLIER, LEAD COMPLIANCE PLAN, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, MISC. IRON AND STEEL, ROADSIDE SIGNS, ROADWAY EXCAVATION, COLORED HOT MIX ASPHALT, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, UNDERGROUND, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL, ASPHALT OIL BINDER.

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

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

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

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.





BID NOTICE CBE/LSBE FIRMS

The High Desert Mental Health Urgent Care Center (MHUCC) is a component of the Los Angeles County's Public Works Program. The project site is located at 335 East Avenue I in the city of Lancaster. The MHUCC facility entails the construction of one (1) 1-story building. The total building footprint area is approximately 9,900 square feet sitting on a 5.98 acre lot. The project will provide a surface parking lot, an ambulance drive, and landscaping improvements. The building program will include nurse stations, therapy rooms, seclusion rooms, and offices for the health

Current subcontracting scopes of work are as follows:

- Rough & Finish Carpentry
- Openings/Doors/Glazing
- Specialties/Signage/Accessories/lockers
- Paving & Surfacing
- **Metal Panels**
- Landscaping & Irrigation

- Thermal & Moisture Protection
- Finishes/Drywall/Plaster/Paint/Flooring
- Window Furnishings
- Striping/Pavement Markings
- Site Concrete, Bioswale, Flat Work & Walls

PENTA will be hosting a Pre-Bid Meeting on (Date/Time TBD), at (Location TBD).

The County's CBE participation goal for the MHUCC project is 25%

Bids are due January 17, 2020 by 2:00 p.m.

All interested bidders must submit a pre-qualifications form to bid. You can access the pre-qualification form https://pentabldggroup.sharefile.com/d-s3e94ac1a7c349f78 and submit to PENTA via email at amccoll@pentabldggroup.com

For information on the availability of plans, specifications, and the Bidder's policy, please contact: emolloy@pentabldggroup.com

For all technical questions, please contact: igonzalez@pentabldggroup.com



COMPANY INC.

BID NOTICE UNION TRADE FIRMS

Bomel requests interest to bid from Union trade firms for the Hollywood Park MU4 Parking structure, located in the City of Inglewood, California, in the Hollywood Park Project Area. The project consists of construction of an approximately 500,042 square foot (7) seven-level, cast-in-place concrete parking structure which includes (1) one basement level (mechanically ventilated) w/ Interior lighting, plumbing, & mechanical systems.

We are looking for proposals from Union Contractors with local workforce for the following trades: **Parking Lot Striping, Barrier Cables, Expansion Joints, Doors/Frames/Hardware, Painting, Signs & Graphics, Bike Racks**

Project Name: Hollywood Park MU-4 Parking Structure

Estimated Cost: \$34,000,000.00

Local Hire Participation Goal: 30% of the labor hours required MBE/DBE Participation Goal: 30% of contract value General Contractor: Bomel Construction Company Inc.

Development Manager: Wilson Meany

Owner: HPMU4 LA, LLC

Project Requirement: Hollywood Park Development Project Labor Agreement (PLA)

Project Duration: November 2019 through March 2021

Proposals will need to comply with Project Insurance Requirements.

Outreach Meeting: TBD

Bid Due Date & Time: January 24th, 2020 at 5:00pm

For more information on the availability of plans, specifications, and the bidder's policy, please submit a request to Bomel Construction at DVU@bomelconstruction.com.

Visit www.sbeinc.com to download a PDF version of the latest SBE Newspaper and SBE Newsletter



P.O. BOX 100 Folsom, CA 95763 Phone: (916) 351-0457 Fax: (916) 351-1674 Contact: John Pottenburgh Email: johnp@srco.com & estimating@srco.com

Sub-Bids Requested From DBE, MBE and WBE Subcontractors & Suppliers for:

OWNER: DEL ORO WATER COMPANY RIVER ISLAND DISTRICT-WATER TREATMENT PLANT PROJECT

LOCATION: PORTERVILLE, CA BID DATE: JANUARY 31, 2020 @ 2:00 PM

Trades Solicited: Traffic Control, Erosion Control, Demo, Clear and Grub, Earthwork, Trenching, Paving, Fence, Concrete, Pre-Cast, Metal, Door & Frames, Gypsum Board, Painting, Metal Building, Sign & Safety Equipment, Storage Tank, Pipe, Valve, etc, Pump Treatment System, Electrical, HVAC, Roofing, Overhead Door, Trucking, Rebar and Aggregate Supply.

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

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

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

Chumo Construction. Inc.

14425 Joanbridge Street, Baldwin Park, CA 91706 Phone: (626) 960-9502 • Fax: (626) 960-3887 Email: Office@Chumoconstruction.net Contact: George Chumo

> Sub-Bids Requested From Qualified **DBE** Subcontractors & Suppliers

FOR CONSTRUCTION ON STATE HIGHWAY IN ORANGE COUNTY IN LAGUNA BEACH AND IRVINE FROM 0.1 MILE SOUTH OF **ROUTE 73/133 SEPARATION TO ROUTE** 133/241 SEPARATION IN DISTRICT 12 **ON ROUTE 133**

Location: 12-Ora-133-R3.9/13.6 Contract No. 12-0N6604 Bid Date: 01-07-2020 @ 2:00 PM

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

100% Performance and Payment Bonds with a surety company subject to approval of Chumo Construction Company, Inc. are required of subcontractors for this project. Chumo Construction will pay bond premium up to 1.5%. Subcontractors will be required to abide by terms and conditions of the AGC Master Labor Agreements and to execute an agreement utilizing the latest AGC Standard Long Form Subcontract incorporating prime contract terms and conditions, including payment provisions. Chumo Construction's listing of a Subcontractor is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with the Subcontractor's price quote. Chumo Construction requires that Subcontractors and Suppliers price quotes be provided at a reasonable time prior to the bid deadline to enable a complete evaluation. For assistance with bonding, insurance, lines of credit, equipment, materials and/or supplies contact George Chumo at (626) 960-9502.

Chumo is an equal opportunity employer

Chumo is an equal opportunity employer



DESILVA MGATES

CONSTRUCTION

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

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

CALTRANS ROUTE 280 -

CONSTRUCTION ON STATE HIGHWAY
IN SANTA CLARA AND
SAN MATEO COUNTIES IN LOS ALTOS HILLS AND
MENLO PARK FROM FOOTHILL
EXPRESSWAY UNDERCROSSING TO 0.5 MILE
NORTH OF SAND HILL ROAD OVERCROSSING
Contract No. 04-3J3204,
Federal Aid Project No. ACNH-280-1(150)E
Disadvantaged Business Enterprise Goal

Assigned is 19%
OWNER:
STATE OF CALIFORNIA
DEPARTMENT OF TRANSPORTATION
1727 30th Street, Bidder's Exchange, MS 26,

Sacramento, CA 95816 BID DATE: JANUARY 7, 2020 @ 2:00 P.M.

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

AC DIKE, COLD PLANE, CONCRETE BARRIER, CONSTRUCTION AREA SIGNS, ELECTRICAL, EROSION CONTROL, HAZARDOUS / CONTAMINATED MATERIAL, METAL BEAM GUARDRAIL, MINOR CONCRETE INTERIAL, METAL BEAM GUARDRAIL, MINOR CONCRETE FRUCTURE, PCC GRINDING, STRUCTURAL CONCRETE APPROACH SLAB / INDIVIDUAL SLAB REPLACEMENT, ROADSIDE SIGNS, OBJECT MAKERS, STRIPING, SURVEY / STAKING, SWPPP / WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, CLASS 1 PERMEABLE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (OPEN GRADE) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php Fax your bid to (925) 803-4263 to the attention of Estimator Victor Le. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at www.dir.ca.gov/Public-Works/Public-Works.html

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

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.

DESILVA / GATES

CONSTRUCTION

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

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

ANNUAL STREET MAINTENANCE PROJECT 18-XX WINCHESTER BOULEVARD STREET RESURFACING DBE Goal 16% OWNER:

CITY OF CAMPBELL 70 N. First Street, Campbell, CA 95008

BID DATE: JANUARY 8TH, 2020 @ 3:00 P.M.

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

ADJUST IRON, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, EMULSION SUPPLIER, EROSION CONRROL, MINOR CONCRETE, ROADSIDE SIGNS, STRIPING, TESTING, TRAFFIC CONTROL SYSTEM, TRUCKING, WATER TRUCKS, STREET SWEEPING, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at ftp://ftp%25desilvagates.com:f7pa55wd@

pub.desilvagates.com (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's Service site at QuestCDN, Quest Project No. 6598278, info@questcdm.com (952) 233-1632.

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

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

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.



DESILVA / GATES

CONSTRUCTION

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

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

Affirmative Action Employer

HESPERIAN BLVD. CORRIDOR IMPROVEMENT
PROJECT FROM EMBERS WAY TO
WEST A STREET, SAN LORENZO AREA,
ALAMEDA COUNTY
Specification No. 2385
MBE Goal - 15% WBE Goal 5%

OWNER:

COUNTY OF ALAMEDA

951 Turner Court, Room 300, Hayward, CA 94545 BID DATE: JANUARY 7th, 2020 @ 2:00 P.M.

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

ADJUST IRON, CLEARING AND GRUBBING/DEMOLITION, CONSTRUCTION AREA SIGNS, ELECTRICAL, FENCING, HAZARDOUS MATERIAL, LANDSCAPING/IRRIGATION, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, PAVING STONE, ROADSIDE SIGNS, STRIPING, SURVEY/STAKING, SWPPP PREP/WATER POLLUTION CONTROL PLAN PREP, TEMPORARY EROSION CONTROL, TRAFFIC CONTROL SYSTEM, UNDERGROUND, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL.

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

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

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

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.

Solopreneur Tips: Ways to Grow a One-person Business

Solopreneurs encounter many of the same challenges that other business owners face—and some unique ones, as well. Tasked with single-handedly managing all aspects of their businesses—sales, marketing, production, office management, accounting, etc.—they can quickly become overworked and overwhelmed. They may also find it difficult to grow their businesses as they deal with competing priorities and not enough hours in the day.

Fortunately, with dedication to working smarter not harder, solopreneurs can gain the capacity to devote more time and energy to revenue-growth.

If you're starting or running a one-person company, consider the following suggestions:

Tips for Growing a Solo-Business

Here are five ways you can empower yourself to have the time and focus to grow your business.

- 1. Get organized.
- 2. Boost efficiency and productivity.
- 3. Don't sell yourself short.
- 4. Outsource tasks.
- 5. Ask for guidance from a SCORE mentor.

Get organized.

Use technology tools to help you keep track of to-dos, deadlines, and important information. For example, block out time on your calendar for all of the projects and tasks you need to accomplish. Also, use platforms like Evernote or Dropbox to save and organize information you'll need to reference later. For keeping projects on track,

cloud-based software services like Trello provide collaborative features that streamline communication with project partners and maintain all project information in a central place.

Boost efficiency and productivity.

Figure out the times of the day when you're at your peak performance and schedule your work for clients during those timeframes. This will help ensure you're putting your best foot forward on the tasks that matter most. Also, consider using platforms and features that allow you to automate certain aspects of your business. For example, you can streamline social media efforts by composing and scheduling posts with Hootsuite or Buffer. And if you have clients that you bill the same amount to at regular intervals, you can save time by scheduling recurring invoices in Quickbooks

Don't sell yourself short.

If you bill hourly for your services, use a time-tracking app (like Toggl or Hours) that you can turn on and off easily whenever dedicating time to a client. This will help ensure you're not missing out on billing for 5 minutes here and 10 minutes there—those short increments can add up! Also, review your rates to make sure you're getting paid fairly for your services. Often, startup solopreneurs will charge a little less to ramp up their client base. If this is the case with you, you may want to revisit your rate schedule and adjust it upward as demand for your services increases and you build a reputation of dependability and value.

Outsource tasks.

Just because you don't want to hire employees doesn't mean you can't get help with different aspects of your business. To give yourself more time to work on revenue-generating activities, consider outsourcing tasks that you either...

a. aren't adept at, or

b. dislike...

to freelancers and independent contractors. Some activities you might consider outsourcing include bookkeeping, writing blog posts, and researching (competition, industry, etc.).

Ask for guidance from a SCORE mentor.

Mentoring is free of charge and SCORE volunteers have expertise in all aspects of starting and growing a small business. They can provide you with guidance on how to scale your one-person operation.

Just because you're a "solo"-preneur, doesn't mean you have to go it alone! Contact SCORE to request a mentor and get the insight and feedback you need to grow your business.

Since 1964, SCORE "Mentors to America's Small Business" has helped more than 10 million aspiring entrepreneurs and small business owners through mentoring and business workshops. More than 11,000 volunteer business mentors in over 320 chapters serve their communities through entrepreneur education dedicated to the formation, growth and success of small businesses. For more information about starting or operating a small business, call 1-800-634-0245 for the SCORE chapter nearest you. Visit SCORE at www.score.org.

How to Tap Into the Veteran Entrepreneurship Network



By Larry Stubblefield,

It begins with an idea. You have a great vision for a business venture, but may not know where to start. Or, you're already a veteran business owner with big plans to continue growth. Regardless of your status – veteran, service member, National Guard, Reserve, military spouse – or stage of entrepreneurship – ideation, startup, expansion

- there is an entire veteran entrepreneurship network available for you.

The veteran entrepreneurship network looks different for each veteran or military business owner, and may even be as simple as the local community center down the street. From local to regional and even national support, read on to find out how you can tap into the expansive veteran entrepreneurship network.

- Connect with your local Veterans Business
 Outreach Center (VBOC). Located throughout the nation, VBOCs can connect you with
 business counselors, training programs, or
 referrals to other programs within the SBA
 network. They're also able to help you make
 the connection to other veteran business
 owners!
- Visit an SBA District Office or an affiliated resource partner, such as SCORE, a Small Business Development Center (SBDC), or a Women's Business Center (WBC).

- 3. Attend local networking events. Many businesses and community groups host networking events where you can meet other business owners in your area, industry, and even desired focus. If you're looking to start a business, this is a great place to meet a mentor. If you already own a business, this is a great place to add like-minded individuals to your business network.
- 4. Establish virtual connections through veteran entrepreneurship groups on social media. Leverage nontraditional channels like LinkedIn to connect with business owners in your area and beyond. Facebook, Twitter, and even Reddit may also have members-only or open groups where you can chat with other veteran business owners.

To learn more about resources available whether you're starting, expanding, or purchasing a business, visit sba.gov/veterans.

SOURCE: www.sba.gov





Kiewit Infrastructure West Co.

4650 Business Center Drive Fairfield, CA 94534 Attn: Victor Molina • norcal.bids@kiewit.com Fax: 707-439-7301

Requests bids from certified San Francisco Contract Monitoring Division (CMD) Small and Micro-LBEs, CUCP DBE's and Small Business Enterprises (SBEs) Subcontractors, Consultants, and/or Suppliers seeking to participate in the SFPUC, Mountain Tunnel Improvements Project in Tuolumne and Mariposa Counties, CA.

> http://www.sfgov.org/cmd http://www.epa.gov http://www.sba.gov www.californiaucp.org

Subcontractors and Suppliers for the following project:

Mountain Tunnel Improvements Project Contract No. HH-1000

Owner: San Francisco Public Utilities Commission Bid Date: January 16, 2020 @ 2:00 P.M.

SF Small/Micro Local Business Enterprises (LBEs) / Disadvantaged Business Enterprises (DBEs)

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

Aggregates, AC Paving, Blasting, Concrete Supply, Concrete Pumping, Concrete Reinforcement Supply & Install, Concrete Forming &Accessories, Concrete Paving, Cast in Place Concrete, Precast Concrete, CIDH, Demolition, Drilled Concrete Anchors & Dowels, Drilled Micropiles, Equipment, Electrical, Erosion Control, Fencing & Gates, Hoists & Cranes, HVAC, Hydroseeding, Instrumentation & Controls, Joint Sealants, Tunnel Grouting, Masonry, Metals, Openings, Painting & Coatings, Piping & Valves, Pumps, Propane Storage Tanks, Retaining Walls, Roof Decking, Sheet Metal, Signage, Structural Steel, Steel Doors & Frames, Shotcrete, Shoring, Slope Protection, Street Sweeping, Survey & Tunnel Stationing, SWPPP, Tunnel Invert Paving, Thermal & Moisture Protection, Trucking & Hauling, Utility Boring, Water Truck and Welding.

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 SF CMD certified, Small/Micro SB LBE and CUCP, MBE, SBEA, LSAF OR HUB certified DBE suppliers and subcontractors. Please visit SFPUC website: http:// sfgov.org/cmd/surety-bond-assistance-program-1 their Bond Assistance Program. 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 10, 2020 and Quotes NO LATER THAN January 15, 2020 at 5 PM.

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

All subcontractors that are registered in our SBN database will receive an invitation to bid. Please visit Smart-BidNet to complete the SFPUC Confidentiality Agreement, register your company and to receive bidding information, view plans and specifications.

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

Performance Bond and Payment Bonds may be required for subcontractors and a supplier bond for suppliers, where applicable.

Drinking Water State Revolving Fund (DWSRF) Provisions apply

Project Labor Agreement applies Davis Bacon Act applies

An Equal Opportunity Employer CA Lic. 433176 DIR# 1000001147



O.C. Jones & Sons, Inc.

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

REQUEST FOR **DBE** SUBCONTRACTORS AND SUPPLIERS FOR:

Replace PCC slabs, resurface AC, place curb ramps and guardrails Hwy 280 Los Altos Hills and Menlo Park Caltrans #04-3J3204

BID DATE: January 7, 2020 @ 2:00 PM

We are soliciting quotes for (including but not limited to): Trucking, Temporary and Permanent Erosion Control Measures, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, SWPPP, Rain Event Action Plan, Storm Water Sampling & Analysis, Sweeping, Treated Wood Waste, Noise Monitoring, Temporary High-Visibility Fence, Hydromulch, Fiber Rolls, Base Bond Breaker, Intelligent Compaction, AC Dike, Tack Coat, Cold Plane AC, Drill and Bond Dowel (Dowel Bar), Individual Slab Replacement (RSC), Grind Concrete Pavement, Structural Concrete Approach Slabs, Remove Unsound Concrete, Haul and Dispose Type Z-2 and Type Com Fill, Storm Drain Pipe and Inlet, Paving Notch Expansion, Clean Expansion Joint, Joint Seal, Roadside Signs, Rapid Setting Concrete, Class 1 Permeable Material (Blanket), Minor Concrete, Detectable Warning Surface, Pre/Post Construction Survey, Misc. Iron & Steel, Guard Railing Delineator, Pavement Marker, Object Marker, Midwest Guardrail System, Vegetation Control (Minor Concrete), Double Midwest Guardrail System, Transition Railing, Alternative Crash Cushion, Concrete Barrier, Striping & Marking, Electrical, and Construction Materials

Greg Souder (510-809-3430 gsouder@ocjones.com) is the estimator on this project and he is available to provide assistance or answer questions regarding the project scope of work including bid requirements, break out of bid items, plan or spec interpretation, bonding or insurance requirements, and other bid assistance. Plans and specs are available to review at our Berkeley office, or can be sent out via Building Connected. Plans are also available under the Advertised Projects tab at the Caltrans website at: http://ppmoe.dot.ca.gov/des/oe/contract-awards-services.html. PDF format quotes should be emailed to the estimator or faxed to 510-526-0990 prior to noon on the date of the bid. Quotes from DBE Subcontractors, Suppliers and Truckers are highly encouraged. OCJ is willing to breakout any portion of work to encourage DBE participation. Subcontractors must possess a current DIR, Contractors License, and insurance and workers compensation coverage including waiver of subrogation. OCJ may require Performance and Payment bonds on subcontracts. OCJ will pay the bond premium up to 2% of the contract value. All subcontractors are required to execute OC Jones' standard subcontract agreement, comply with all insurance requirements, and name OCJ as additional insured. Copies of our agreement and insurance requirements are available upon request. OCJ is a Union contractor, and we are signatory to the Operating Engineers, Laborers, Teamsters, and Carpenters. OCJ is an Equal Opportunity Employer.

Obayashi/Jay Dee JV, is requesting subcontractor pricing for the following scopes of work from SFPUC qualified small & micro LBE's and DBE's:

PROJECT: HH-1000 Mountain Tunnel Improvements Project Prime Contractor: Obayashi/Jay Dee Joint Venture Location: Tuolumne County, CA
Bid Due Date: January 16, 2020
Client: San Francisco Public Utilities Commission
Estimated Value: \$133 - \$143 Million

Obayashi/Jay Dee Joint Venture 577 Airport Boulevard, Suite 600 Tel: (650) 952-4910 Contact: Estimating Department Email: mountaintunnel@obayashi-usa.com

Seeking qualified firms to provide a **notice of interest** to receive a bid/RFP package or provide a quote in their respective areas of work or specialty

SUBCONTRACTOR & VENDOR OPPORTUNITIES

Obayashi/Jay Dee Joint Venture is requesting quotes for various areas of work listed in, but not limited to, the scope categories

- Clear & Grub
- Tree Removal
- Farthwork
- Slope Stabilization & Retention
- Rock Bolting/Anchoring
- Excavation & Grading
- Paving
- Gabions
- MSE Wall
- Shotcrete Wall Stabilization
- Foundations & Slabs
- Reinforced Concrete

- Masonry Building
- Metal Roofing
- Structural Steel • Electrical Installations
- Instrumentation & Controls
- Mechanical & Valve Installations
- HVAC
- Fabricated Metal including Bulkhead Doors
- Fencing

We encourage quotes from DBE Businesses, and will consider special bonding or credit needs.

- Stairs/Railings
- Steel Pipe Fitup & Welding

- Temporary Water Treatment Installations & Operation & Supplies
- Trucking & Hauling
- Concrete Supply & Delivery
- Reinforcing Steel Supply & Delivery
- Well Drilling
- Explosive Supply/Delivery/Install & Detonation
- Surveying Land & Aerial
- SWPPP Compliance Work
- Site Security
- Office Facilities
- Traffic Controls

PLANS AND SPECIFICATIONS

Plans and Specifications are available from the SFPUC or viewed at our Burlingame office by appointment.

Details from the SFPUC regarding an electronic version of the bidding forms, contract specifications, plans, and available project information are available by request. To request these materials, email qbd@sfwater.org with this Contract No. HH-1000, the firm name, full address, email address, phone number, copy of contractor's license or business card, and a copy of a government-issued identification. Visit http://sfwater.org/contracts for updates. **Please be advised that prior to receiving these materials, all purchasers will be required to complete, sign and fully comply with a Confidentiality Agreement**.

RESPOND WITH INTEREST AT MOUNTAINTUNNEL@OBAYASHI-USA.COM

Obayashi/Jay Dee JV is seeking DBEs and LBEs for the DBE Good Faith Effort process.

Obayashin/ady beed vis seeking Duts and EUEs in the DBL GOOD I afful. In Process.

This contractor and subcontractor shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.

Tutor Perini/0 & G Joint Venture (TPOG)



SEEKING DBE FIRMS

FOR SUBCONTRACTING OPPORTUNITIES ON THE WESTSIDE PURPLE LINE EXTENSION SECTION 2 PROJECT

OWNER: LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY (LACMTA)





INTERESTED IN WORKING WITH TPOG?

TPOG issues Notice of Interest (NOI) Emails to all Tutor Perini/O & G Joint Venture registered vendors notifying them of upcoming 1st tier opportunities on the project. All CUCP certified DBEs vendors based in Southern California are already registered with TPOG. Please contact us if your firm is not receiving TPOG Notices of Interest by sending a note to:

Nareg@moderntimesinc.com

BONDING, LINES OF CREDIT, AND INSURANCE SUPPORT SERVICES:

TPOG is willing to assist DBE Subcontractors and suppliers in obtaining access to bonds, lines of credit and insurance. Please email Nareg Bostanian for your requests for assistance.

TPOG is soliciting in good faith all interested subcontractors as well as certified DBE firms. If you are interested in bidding or have any questions in relation to the scope, please email DBE Project Coordinator: Nareg Bostanian or visit the website below. http://www.tpogjv4purpleline.com/index.html



Public Legal Notices



CITY & COUNTY OF SAN FRANCISCO DEPARTMENT OF PUBLIC WORKS

Sourcing Event 0000002103 / Contract No. 1000015032 JURI COMMONS RENOVATION (PW Juri Commons Renov)

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until 2:30:00 p.m. on January 29, 2020, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Public Works Electronic Bid Documents Download site at www.sfpublicworks.org/biddocs. Please visit the Contracts, Bids and Payments webpage at www.sfpublicworks.org for more information (click on Resources > Contractor Resources). Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders

The work to be done under this contract consists of 1) the renovation of an existing playground and associated park improvements; 2) the renovation of existing pathways; and all as shown on the Drawings and as specified in these Specifications; and 3) coordination of existing electrical meter replacement work by PG&E, through the SF Public Utilities Commission. Juri Commons Park is located at 324 San Jose Ave., San Francisco, California. The time allowed for completion is 180 consecutive calendar days. The Engineer's estimate is approximately \$800,000. For more information, contact the Project Manager, Alex Schuknecht at 415-581-2552.

On July 1, 2014, the registration program under section 1725.5 of the California Labor Code went into effect. The program requires that all contractors and subcontractors who bid or work on a public works project register and pay an annual fee to the California Department of Industrial Relations ("DIR").

No contractor or subcontractor may be listed in a bid or awarded a contract for a public works project unless registered with the DIR as required by Labor Code section 1725.5 [with limited exceptions from this requirement for bid purposes only under Labor Code section 1771.1(a)].

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

Pursuant to San Francisco Administrative Code ("Administrative Code") Section 6.25 and Chapter 25 of the Environment Code, "Clean Construction" is required for the performance of all work.

This Contract is subject to the requirements of Administrative Code Chapter 12X, which prohibits the City from entering into any Contract with a Contractor that has its United States headquarters in a state with laws that perpetuate discrimination against LGBT populations ("Covered State") or where any or all of the work on the contract will be performed in any of those states. A list of states on the Covered State List can be found at: https://oag.ca.gov/ab1887.

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

The Contract will be awarded to the lowest responsible responsive bidder.

A bid may be rejected if the City determines that any of the bid item prices are materially unbalanced to the potential detriment of the City.

Bid discounts may be applied as per Administrative Code Chapter 14B. LBE Subcontracting Participation Requirement is 22%. Call Finbarr Jewell at 415-558-4080 for details. In accordance with Administrative Code Chapter 14B requirements, all bidders shall submit documented good faith efforts with their bids,

except those who exceed the above stated LBE Subcontracting Participation Requirement by 35%. Bidders must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference, if scheduled. Refer to CMD Form 2B.

A pre-bid conference will be held on **January 15, 2020 at 9am** at Juri Commons, 324 San Jose Avenue, San Francisco CA 94110.

For information on the City's Surety Bond Program, call 415-986-3999 or bond@imwis.com.

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

Class "A" or "C-27" license required to bid.

In accordance with Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$600,000 is awarded by the City and County of San Francisco until such time as the General Manager of the Recreation and Park Department recommends the contract for award, and the Recreation and Park Commission then adopts a resolution awarding the Contract. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

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

This Project is subject to the requirements of the San Francisco Local Hiring Policy for Construction (''Policy'') as set forth in Administrative Code Section 6.22(g). Bidders are hereby advised that the requirements of the Policy will be incorporated as a material term of any contract awarded for the Project. Refer to Section 00 73 30 of the Project Manual for more information.

Bidders are hereby advised that the Contractor to whom the Contract is awarded must be certified by the Contract Monitoring Division as being in compliance with the Equal Benefits Provisions of Chapter 12B of the Administrative Code within two weeks after notification of award.

If a bidder objects on any ground to any bid specification or legal requirement imposed by this Advertisement for Bids, the bidder shall, no later than the 10th working day prior to the date of Bid opening, provide written notice to the Contract Administration Division, San Francisco Public Works, setting forth with specificity the grounds for the objection.

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

12/26/19 CNS-3325494#

SMALL BUSINESS EXCHANGE

OAKLAND UNIFIED SCHOOL DISTRICT

REQUEST FOR QUALIFICATIONS
& PROPOSALS
CAPITAL FACILITY FINANCIAL
MANAGEMENT & BOND ACCOUNTING &
COMPLIANCE SYSTEM
RFP issued December 18, 2019

REQUEST FOR QUALIFICATIONS AND PROPOSALS (RFQ/P)

Responses must be received January 14, 2020, no later than 2:00 p.m.

The Oakland Unified School District ("District") is requesting proposals from experienced firms, partnerships, corporations, associations, persons or professional organizations ("Consultants") for a Capital Facilities Financial Management and Bond Accounting and Compliance System to assist District staff and consultants in efficiently managing the Program funding and satisfying the various reporting requirements.

Interested firms are invited to submit a completed Statement of Qualifications ("SOQ") along with the Fee Proposal (collectively "RFQ/P Packet") as described below, with one (1) unbound original, five (5) bound copies and a PDF version on a flash drive of requested materials to:

Oakland Unified School District Tadashi Nakadegawa, Acting Deputy Chief Department of Facilities Planning and Management

955 High Street, Oakland, CA 94601

Oral, telegraphic, facsimile, telephone or email RFQ/P Packets will not be accepted. RFQ/P Packets received after this date and time will not be accepted and returned unopened. The District reserves the right to waive any informalities or irregularities in the RFQ/P Packets. The District also reserves the right to reject any and all RFQ/P Packets.

If you have any questions regarding this RFQ/P please email Kenya Chatman, Acting Director at kenya.chatman@ousd.org, and cc: to Colland Jang, School Facilities Planning Consultant at colland.jang@ousd.org.

The District reserves the right to reject any and all proposals.

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

