

SBE TODAY

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Making a Great Leader

To some degree, leadership ability is innate. This is obvious after watching an elementary school class. But a vast amount of it can be learned. Something separates great leaders from those who are simply in charge. Those who shine like stars, have skills, beliefs, and take very specific actions that make them stand apart. Whether at the head of nonprofit or a large corporate entity, great leaders share these characteristics.

- They make others feel important. No successful leader can be so in a vacuum. To acknowledge other people's ability and help them understand how important they are to the success of the business is a powerful motivator. They focus on others' strengths and contributions rather than dwelling excessively on themselves. Credit for great ideas is not hogged.
- They promote a vision. Leadership is more than good management. Somebody needs to set the direction and help formulate the vision for the company. Employees need a clear idea of the direction they are going and how that goal provides value to themselves and the community. The vision must be maintained and nurtured through numerous upheavals and competing initiatives, not to mention day-to-day trials and tribulations. They have focus and perseverance.
- They admit mistakes. Since no one is perfect, if the leader makes a mistake and admits it, it helps create an environment where mistakes are acknowledged and learned from. If errors are hidden at the highest levels, people are less likely to bring problems to the leader. Partial information impacts the quality of the resulting decisions that get made.

They engage in continuous learning. A leader may be at the head of a company, but that position does not mean that he or she has reached the pinnacle of learning. Great leaders continue to grow and stretch whether that is through colleges and symposiums, from their staff, via mentors, or simply by experience. Continuous growth keeps the person healthy but also helps bring fresh perspectives to daily issues.

- They are accessible. Staying close to the action is important because there is information that can only be gathered through direct observation or by being close to



Smart Ways
TO WORK
by Odette Pollar

the customer. Filtered information and key observations get lost in typical hierarchical structures. Leaders who visit work sites and other offices, ask questions and are alert to opportunities also recognize the value in being visible to members at all levels of the organization.

- They embrace bad news. Bad news is often more important than good news. It tells you where something is going wrong, where a plan went awry, or an initiative is failing. Certainly good news is satisfying and helps identify strengths, but undue focus on the positive can blind you to brewing issues. Great leaders surround themselves with people that can be trusted and are willing to bring up bad news. The sooner you hear about bad news, the better your chances of turning it around.
- They hire to weaknesses. A good leader recognizes where he or she is weak and hires others for their strengths in those areas. Great leaders hire smart people and let them shine. Second-guessing skilled staff is deadly to morale.
- They earn respect and loyalty. Position infers status, but people only shine and go the extra mile for those they respect and feel loyalty toward. Those feelings are earned by actions not by position alone. Great leaders walk their talk.
- They celebrate. Great leaders give good parties. When tough goals are met, a pinnacle reached or an extraordinary effort has resulted in success, acknowledge it. They may not schedule the bash to fall during the busiest two months of the year but they do not let much time pass between the accomplishment and the party. Celebrating success and making a big deal about extraordinary effort will ensure that performance continues.

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REQUESTS FOR BIDS & SUB-BIDS

Requesting Sub-bids from Qualified MBE/WBE/OBE Subcontractors/Vendors for:

Bid #464, Transformers, 34.4-kV, Power, for Customer Station
Los Angeles Department of Water & Power
Bid Deadline: January 1, 2013

For information on the availability of plans and specifications and the bidder's policy concerning assistance to subcontractors in obtaining bonds, lines of credit, and/or insurance, please contact our office.

Solution Services Inc

100 N. Citrus St, #632, West Covina, CA 91791
 Telephone: 626-858-8999 • Fax: 1-888-707-4876
 Email address: solutionservicesco@gmail.com

nibbi

Project Name: Franciscan Towers Renovation
Location: 217 Eddy Street San Francisco, CA
Bid Date: December 27, 2012 @ 2:00pm

Nibbi Brothers has been selected as the General Contractor for the Franciscan Towers project in San Francisco, CA. We are requesting Design-Build bids from Solar Hot Water & Photovoltaic Subcontractors & Suppliers including those certified with the San Francisco Human Right Commission as small local business enterprises. Subcontractors are to submit bids no later than **Thursday, December 27, 2012 @ 2:00pm.**

Project Description:

Franciscan Towers is a six-story mixed-use building located at 201-229 Eddy Street at the corner of Taylor Street in San Francisco. The ground floor contains the Tenderloin Neighborhood Development Corporation (TNDC) main office and the TNDC-operated Tenderloin After School Program (TASP). The residential portion of the building, entered through 217 Eddy Street, contains 105 units of affordable housing: five one-bedroom units, 75 efficiency studios and 25 large two-room studios. This is a 13 month project slated to start by March 2014 and be complete by summer 2015.

To obtain bid and contract documents please email kristinn@nibbi.com.

FAX OR EMAIL BID PROPOSALS TO NIBBI BROTHERS GENERAL CONTRACTORS AT: 415-241-2951 OR BIDS@NIBBI.COM

For information regarding this project contact:

ATTN: Wil Bailey (wilb@nibbi.com)
 or Kristin Medwick (kristinn@nibbi.com)

Nibbi Brothers General Contractors
 415-863-1820 Phone • 415-241-2951 Fax

Requests EXPRESSIONS OF INTEREST

from All Qualified DBE Subcontractors/Suppliers for:

RCTC SR-91 Corridor Improvement Project
In Orange County, Riverside County and the City of Corona
RFP No. 12-31-113-00
RFP Due Monday, January 14, 2013 @ 3:00 pm

Description of Work:

Aggregate Supply, Architectural Surfacing, Asphalt Paving, Bridge/Road Joint Seals, Cast-in-Drill Holes, Clear and Grub, Concrete Barrier, Concrete Pavement Supply, Concrete Supply, Contaminated Soils Removal & Hauling, Curb & Gutter, Demolition, Dowels and Tie Bars, Earthwork, Electrical, Erosion Control, Fence, Import Borrow, Laboratory Testing, Landscaping, Masonry, Metal Beam Guard Rail, Minor Concrete, Misc. Iron and Steel, MSE Wall Supply, Overhead Sign Structures, Painting, Pavement Markings, Pile Driving, Pipe Jacking, Potholing, Precast Bridge, Precast Prestressed Concrete Panels, Prestressing, Rebar, Sawcutting, Sidewalk, Signs, Storm Drain, Survey, SWPPP, Traffic Control, Trucking, Water/Sewer Relocations.

Atkinson/Walsh, A Joint Venture

27422 Portola Parkway, Suite 250
 Foothill Ranch, CA 92610

Phone: 949-855-9755. Fax: 949-855-9923

For additional information or assistance:

Contact Margo Gawelko at 949-382-7145 / margo.gawelko@atkn.com

To see plans, specs and addenda go to: <http://www.rctc.org/doing-business/rfps-rfqs-ifbs/91-design-build/91-design-build-rfp>

Plans and specs are also available for viewing in our Santa Ana office at 2020 E. 1st Street, Suite 500, Santa Ana, CA. Please call to set an appointment time. 100% Performance & Payment Bonds will be required for subcontractors greater than \$100,000. Atkinson/Walsh will pay the cost of bonds up to 1.5%.

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SKANSKA

in association with **AECOM**

I-805 North Improvement
Design Build Project
Caltrans Contract No: 11-2T2004

Current and ongoing procurement opportunities for the I-805 North project are available through Skanska's Procurement website

Please visit:
www.usa.skanska.com/I805North

Bid packages will be posted to the site on a continual basis. Plans, Specs and additional information are also available on the site.

REQUESTING SUB-QUOTES FROM QUALIFIED DBE SUBCONTRACTORS/SUPPLIERS FOR:

Eastridge Transit Center & Bus Improvements
Contract No.: C811 (12093)
Federal Grant No. CA-95X149
Owner: Santa Clara VTA
Engineers' Estimate: \$15,000,000.
BID DATE: 12/19/12 @ 2:00 PM

Items of work include but are not limited to: Traffic Control, Survey, Clear & Grub, Striping, Electrical, Erosion Control, Minor Concrete, Fence, Landscape, MBGR, Underground and Trucking.

Granite Rock Company dba Pavex Construction Division 'Pavex' is signatory to Operating Engineers, Laborers, Teamsters, and Cement Masons unions. 100% payment and performance bonds in the amount of the subcontractors bid will be required from a qualified surety company. Bonding assistance is available. Pavex will pay bond premium up to 1.5%. Subcontractors must possess a current contractor's license, insurance and worker's compensation coverage. Subcontractors are encouraged to contact Pavex Estimating for insurance requirements, or if any other assistance is needed. Subcontractors will be required to enter into our standard contract. Pavex intends to work cooperatively with all qualified firms seeking work on this project. Granite Rock Company dba Pavex Construction Division is an equal opportunity employer.

Granite Rock Company DBA Pavex Construction Division

120 Granite Rock Way, San Jose, CA 95136
 Phone (408) 574-1400 Fax (408) 365-9548
 Contact: Paul Brizzolara

Email: pbrizzolara@graniterock.com

We Are An Equal Opportunity Employer

Sub Bids Requested From Qualified MBE Subcontractors & Suppliers for **County of Placer - SMD 3 Regional Sewer Project**
Project No. 40131
Location: Loomis, CA
Bid Date: 1/4/2013 @ 3:30 PM

McGuire and Hester is seeking trades for the above referenced project for the following: asphalt & concrete sawcutting; demolition; survey & staking; striping & signage; fencing; hydroseeding & revegetation; rebar; electrical & instrumentation; painting & coating; rock drilling & blasting; metal fabrication & installation; important & offhaul trucking; sewer bypass pumping, wastewater pump supplier, piping & valve supplier; and aggregates & asphalt supplier. McGuire and Hester will pay up to and including one and one-half percent (1-1/2%) of your bonding cost. Assistance in obtaining MBE/WBE/DBE certification is available, as well as plans and specifications for viewing.

McGuire and Hester

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

Contact: Don Crivello

An Equal Opportunity Employer

REQUESTS FOR BIDS & SUB-BIDS

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

Rt. 101 – Old Redwood Hwy • Contract #04-0A1854 • Sonoma County
Bids: January 8, 2013 at 2:00pm

This is a highway project with the typical items of work associated, but not limited to: Aggregate, Rip Rap Material, Bridge Deck Overlay, CIDH Pile, Clear and Grubbing, Concrete Barrier, Concrete Crack Sealing, Construction Area Signs, Consult - Enviro Compliance, Core and Saw, Demo Bridge, Demo Minor, Earthwork and Base, Imported Borrow, Electrical H'Way, Fence & MBGR, Minor Flat Concrete, Joint Seals, K-Rail, Landscape, Erosion Control, Metal Bridge Rail, Minor Concrete Structure, Pavement Grinding, Paving PCC, Plane A C, Paving ASPH Concrete, A C Dike and Misc, Pile Drive, Pipe - Coor Steel, Precast Concrete Pipe, Prestress Concrete, Ready Mix Concrete, Rebar, Rock Slope Protect, Sign Structures, Signs Roadside, Stripe and Mark, Structure Excavate Bridge, Structure Excavate Site, Traffic Control, Trucking.

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

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

Ghilotti Bros. / C. C. Myers, Inc. a Joint Venture

525 Jacoby Street
 San Rafael, CA 94901
 415-454-7011
 Fax 415-454-8376

3286 Fitzgerald Rd.
 Rancho Cordova, CA 95742
 (916) 635-9370
 FAX (916) 635-1527

Each Subcontractor shall be prepared to submit faithful performance and payment bonds equal to 100% of their quotation. The Contractor will pay standard industry rates for these bonds.

Contact Ghilotti Bros. / C. C. Myers, Inc. a Joint Venture for assistance with bonds, insurance, lines of credit, equipment, supplies or project plans and specifications.

AN EQUAL OPPORTUNITY EMPLOYER.

IBI Group REQUEST FOR BIDS & NOTICE OF INTEREST

IBI Group is bidding on the following project as a Prime Contractor:
As-Needed Architectural and Engineering Design and/or Design Review Services for the County of Los Angeles, Dept of Public Works.

IBI Group is seeking certified **Community Business Enterprise (CBE)** firms interested in submitting qualifications as sub-consultants as part of the IBI team. All CBE firms including **disabled veterans, disadvantaged business enterprises, and minority-women-and other owned business enterprises** may submit information for the following disciplines: Landscape Architecture, Mechanical/HVAC/Plumbing, Structural, Civil, Electrical, Low-voltage Electrical, Cost Estimation, Elevator, Hardware, Food Services, LEED/Sustainability, Building Commissioning, Specification, Security, Signage/Graphics, Supplemental Specialized Technical Services; Environmental, Surveyor, Acoustical, Fire Protection/Code.

This proposal is in alignment with the L.A. County Community Business Enterprise (CBE) Program. In addition, the IBI group can provide assistance to interested CBE's in obtaining the required bonds, lines of credit, and/or insurance. IBI Group intends to conduct itself in good faith in regards to all CBE firms.

All interested firms should **email a two-page firm overview including resumes and a recent project list in, SF330 form, that is similar in scope to the County of L.A., Dept of Public Works, As-Needed Architectural and Engineering Design and/or Design Review Services Request for Proposals, and certification documentation no later than EOD on December 27, 2012 to kirk.shimazu@ibigroup.com**. A copy of the RFQ can be provided upon request by contacting Ms. Carolyn Cross at 213-250-7440 or can be downloaded at the following: http://dpw.lacounty.gov/general/contracts/opportunities/AED_RFP/ProjectDetail.aspx?project_id=AED7739833&frm=aedrfp. Specific questions regarding this RFQ may be emailed to Kirk.Shimazu@ibigroup.com

Advertisewith the Small Business Exchange

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

www.sbeinc.com



C. Overaa & Co - General Building Contractor

200 Parr Blvd., Richmond, CA 94801
 510 234-0926, Fax: 510 237-2435 - www.overaa.com

We request bids from all qualified subcontractors and suppliers including

Emerging & Small Business Enterprises for:

Sacramento Water Treatment Plant Rehabilitation Project

Water Street and College Town Drive, Sacramento, CA

Bid Date: January 16, 2013 before 2:00PM

Project Description: The Project consists of work at two water treatment plants, the Sacramento River Water Treatment Plant (SRWTP) and the E.A. Fairbairn Water Treatment Plant (EAFWTP). Major Project components include:

SRWTP: Demolition of existing structures, construction of new flocculation/sedimentation basin, granular media filters, high service pump station, mechanical dewatering facilities, electrical substation, yard piping, pump drives at the SRWTP Intake FWW sludge collection system, site improvements, and other work to support the project.

EAFWTP: Construction of mechanical dewatering facilities, FWW sludge collection system, yard piping, site improvements, and other work to support the project.

Trades include but are not limited to: Site clearing, demolition, dewatering, earthwork, trenching, soil treatment, driven piles, pavement markers, irrigation, fences and gates, landscaping, concrete formwork, concrete reinforcement, cast-in-place concrete, grouting, epoxy injection system, masonry, structural steel, steel decking, metal fabrications, decorative metal railings, rough & finish carpentry, water repellents, roofing, hatches, insulation, flashing, sealants, hollow metal doors & frames and hardware, skylights, glazing, gypsum board, terrazzo, painting, coatings, signage, fire protection, pumps, municipal equipment, casework, piping, special construction, conveyors, mechanical equipment, valves, hoses, ductwork, plumbing, HVAC, electrical, instrumentation and controls.

The City has established a minimum 10% participation level for ESBEs (Emerging and Small Business Development program) on this contract. We are encouraging ESBE participation.

Project Duration: SRWTP 1,140 Days, EAFWTP 866 Days
- Engineers Estimate: \$144,000,000

This is a Prevailing Wage Project. A full set of Bidding Documents is available for examination at the office of the Department of Utilities, 1395 35th Avenue, Sacramento, CA 95822. Plans and specifications are also available for viewing in our plan room at 200 Parr Blvd., Richmond, CA and on Isqft, login required. Please call for additional information.

We encourage bids from all Subcontractors/Suppliers including DBE/MBE/WBE/SBE/DVBE bidders. We are an equal opportunity employer. We offer to assist you with bonding, credit, and insurance. We are signatory to both Carpenters and Laborers. Subcontractors will be required to sign the Overaa Standard Subcontract Agreement, which includes the right for Overaa to require subcontractors to furnish a faithful performance and labor bond, in a form and from a surety acceptable to Overaa, in the amount of 100% of the Subcontract price. Subcontractors will be required to comply with all subcontract insurance requirements, which includes providing a waiver of subrogation endorsement to their worker compensation insurance. The Overaa Standard Subcontract Agreement is available for viewing at our website: www.overaa.com. Overaa utilizes the environmentally-friendly Textura electronic invoicing and payment system to streamline and expedite subcontractor invoicing and payment. Please contact our office if you would like more information.

If you have any questions, need additional information and/or clarification regarding this bid, please contact: Larry Etcherry for Architecture/Concrete, Nick Kebras or Rich Pappas for Underground Piping, Mike Bailey for Above Ground Piping, Lupe Hernandez for Equipment/Div 5/Plumbing/HVAC, Ben Brown and Jeff Naff for Div 2, Jeff Naff for Div 16 at (510) 234-0926.

PUBLIC LEGAL ADVERTISEMENTS

UNIVERSITY OF CALIFORNIA SAN FRANCISCO

ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, San Francisco, sealed bids for a lump sum contract are invited for the following Work:

MISSION BAY SITES 14 & 18 - REMOVAL OF SOILS SPOILS

Project No.: **M0532** / Contract No.: **SL0261**

DESCRIPTION OF WORK:

The contract scope of work includes removal, off haul and disposal of dirt at two locations, namely Site 18 (surcharged pile location) and Site 14 location. At these locations there are soils spoils that are to be removed and off hauled from the sites. The estimated quantities of these sites are as follows for Site 18 and Site 14.

Site 18 north-northwest area – Removal, off haul and disposal of approximately 4,400 in place Cubic yard of dirt material (approximately 1,200 CY screen reject material over approximately 3,200 CY Bay Mud materials). Contractor shall remove and salvage the existing Mirafi 140N fabric, and shall reuse it to cover the dirt at the end of the project at this site.

Site 18 relatively level south-southeast area – Removal, off haul and disposal of existing rock of approximately 300 in place Cubic yard of 6-8 inches in depth (rock/small debris material). This area was previously used as a contractor lay-down area.

Site 14 - Removal, off haul and disposal of approximately 2,200 in place Cubic yard of Bay Mud.

At above-mentioned sites the Contractor shall grade the site to drain, per Plans and Specifications. Installation

of erosion and sedimentation control shall be per Plans and Specifications.

BIDDER QUALIFICATIONS: To be eligible for consideration of award, bidders must have the minimum experience set forth in the Supplementary Instructions To Bidders. Bidders must submit qualification documents as an attachment to the Bid Form.

PROCEDURES:

Bidding Documents will be available at **10:00 AM, December 13, 2012** and will be issued only at:

UCSF Documents, Media & Mail (UCSF-DMM)
1855 Folsom Street, Room 135
San Francisco, CA 94103

Contact Persons: Ben La (415) 476-5030
(9:00 AM – 5:00 PM)

Customer Service Line (415) 514-2054 (before & after working hours)

Fax No. (415) 476-8278

Log into <http://www.cpfm.ucsf.edu/contracts/index.htm>
Click on the UCSF Documents, Media & Mail button

A mandatory Pre-Bid Conference and mandatory Pre-Bid Job Walk will be conducted on **December 18, 2012** beginning promptly at **9:30AM**. Participants shall meet at **UCSF Campus-Mission Bay Location, Mission Bay's Sandler Neurosciences Center (19A Building), Conference Room# 238, 675 Nelson Rising Lane, San Francisco, CA 94158**. Upon arrival at the 19A building, bidders must check-in at the Lobby Security Desk for clearance to go to the 2nd floor lobby area's Conference Room# 238. Bidders are encouraged to arrive early in order to complete Security Desk check-in and arrive in time to the Conference Room. Only bidders who participate in both the Conference and the

Job Walk in their entirety will be allowed to bid on the Project as prime contractors. For further information, contact University's Project Manager **Steve Schacher** at **(415) 476-8865**.

Bids will be received and opened only at Minnesota St. Finance Service Center, University of California, San Francisco, 654 Minnesota Street, 2nd Floor, San Francisco, CA 94107. Phone: (415) 476-5343. Bid Deadline: Sealed bids must be received on or before **3:00 PM, January 3, 2013**.

Every effort will be made to ensure that all persons shall have equal access to contracts and other business opportunities with the University, regardless of: race; color; religion; sex; age; ancestry; national origin; sexual orientation; physical or mental disability; veteran's status; medical condition; genetic information; marital status; gender identity; pregnancy; service in the uniformed services; or citizenship within the limits imposed by law or University's policy.

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

LICENSE CLASSIFICATION:
General Engineering

LICENSE CODE: A

ESTIMATED CONSTRUCTION COST: \$300,000 - \$390,000

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
University of California, San Francisco
December, 2012

UC IRVINE

NOTICE INVITING GENERAL CONTRACTOR PREQUALIFICATION

Prequalification Questionnaires will be received by the University of California, Irvine (UCI) from General Contractors (GC) wishing to submit DESIGN BUILD proposals for the **SUE & BILL GROSS HALL 4TH FLOOR BUILD-OUT, PROJECT NO. 994040**.

Prequalification questionnaires will be accepted from contractors teamed with architects that have completed comparably sized design-build projects as described in the questionnaire.

DESCRIPTION: Build-out approximately 12,600 gsf / 10,600 asf of tenant improvements in the unfinished shell space of the 4th floor of Sue & Bill Gross Hall. Existing shell space includes all structural elements; MEP capacity to serve the space and points of connections to all future systems; and light-

ing and fire suppression systems suitable for shell space. Tenant improvements to be built-out include open research wet labs; one large divisible conference room; and faculty offices. Project completion time: 10 Months.

PROJECT DELIVERY: Design Build

ESTIMATED DESIGN AND CONSTRUCTION COST: \$6,000,000

PROCEDURES: Prequalification questionnaires will be available electronically at **2 PM on 12/12/12** from UCI Design & Construction Services.

Mandatory Prequalification Conference will be held at **9:00 AM on 12/21/12** at UCI Student Center Emerald Bay A, Building 113 on Campus Map, corner of West Peltason Drive and Pereira Drive, Irvine, CA 92697.

Prequalification questionnaires must be received by **2 PM on 1/11/13** only at UCI Design & Construction Services, 101 Academy, Ste 200, Irvine, CA 92697.

UCI reserves the right to reject any or all responses to this notice, to waive non-material irregularities, and to deem GCs prequalified to submit proposals for the project. To prequalify, GCs must agree to comply with all proposal conditions including state prevailing wages, 10% bid bond, 100% payment and performance bonds, and insurance reqs. A contract will be awarded to the contractor/architect team ("design builder") who offers UCI the best value. General Building "B" California Contractors License req'd.

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Bidder may be required to show evidence of its equal employment opportunity policy.

Contact Brenda Duenas (949) 824-9586, blduenas@uci.edu for the questionnaire. For other opportunities: www.designandconstruction.uci.edu

• Save Time • Win the Bid • Achieve Goals
With the

Small Business Exchange Diversity Outreach Services

Visit www.sbeinc.com & or call 800-800-8534 for more information