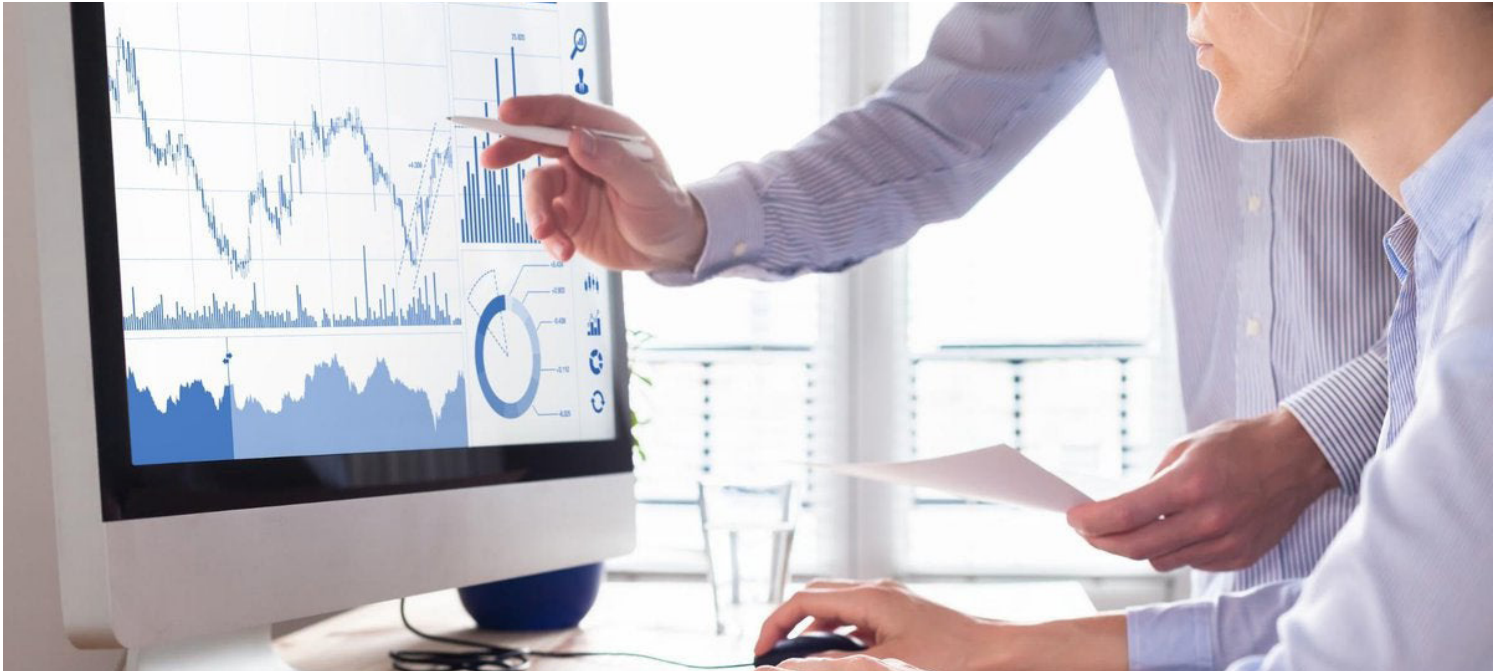


## How to Choose Productivity Software That Empowers Employees



Only 34 percent of workers in the U.S. say that they're fully engaged at work, which is actually an increase from past years. This leaves a lot of room for employers to improve.

The software you use to collaborate with and manage employees can make a major impact on their engagement and productivity. Each company and team will have different needs when it comes to productivity software. But if you want your employees to feel empowered to do their best work and stay engaged with your mission, here are a few things to think about.

### **Make Sure It's Adaptable to Different Working Styles**

Not all employees work the same way. Some may prefer to work independently and just share brief thoughts via instant messages or collaborate on documents virtually. Others may prefer to schedule phone calls or just use software to set up in-person meetings. Your ideal software will offer options that allow people to choose the styles that allow them to work in the way that's most productive for them.

### **Use It to Share Big Goals with Team Members**

Your productivity software doesn't have to just be about small, day-to-day tasks. For example, many project management programs give users the abil-

ity to add big goals and then break them down into smaller tasks. In addition to keeping you organized, this feature can also help your team better understand what they're working toward. In fact, the vast majority of today's employees value meaningful work in their job. Seeing those big goals daily can help them feel more connected to seemingly small tasks.

### **Encourage Two-Way Communication**

The software programs you use to manage your team shouldn't just be about you sharing information with them. If you want them to feel empowered at work, they should also have an easy way to get in touch with you or other members of your management team. Different types of software can do this in different ways. You might just choose one with a chat feature or look for the ability to add comments or feedback to a specific document or project. Make sure there's a specific process available for employees to get in touch with you and make it known to them.

### **Support Telecommuters**

More than 3 percent of the U.S. workforce currently work from home at least half the time. But more businesses are starting to offer this as an option. According to a recent survey, nearly half of employees and job searchers say that opportuni-

ties for remote work are important to them when choosing a job. Providing telework opportunities could help you recruit top talent and keep them engaged and happy at work. Features like video chat, real time updates, and the ability to host virtual meetings can help make sure employees are productive even when they're not sharing a physical space with the rest of your team.

### **Ask for Their Input**

Sometimes, the answer to keeping employees happy and making them feel empowered is simple: just ask them. Sure, it's possible that they may not know the answer or different members of your team may have vastly different requests. But it's important to at least get a feel for what people are looking for and what types of programs or features would help them with their day-to-day productivity. You don't even necessarily need to ask them about software specifically. You could simply survey your team on occasion to ask about areas where they feel you could improve in your operations. If you notice a trend, try to dig in and learn more so you can really nail down the things that would help your team, and thus your business, be as productive as possible.

**SOURCE:** [www.sba.gov](http://www.sba.gov)



# California Sub-Bid Request Ads

## AECOM

One California Plaza • 300 S. Grand Avenue • Los Angeles, CA 90071

**REQUEST FOR BIDS & NOTICE OF INTEREST**  
**AECOM is bidding on the following project as a Prime Contractor:**  
**The County of Los Angeles Department of Public Works for**  
**On-Call Environmental Compliance Manager and Related Services**  
**RFP Number: BRC0000130**

**Due Date: Wednesday, February 19, 2020, 2pm**

AECOM is seeking qualifications from Community Business Enterprises (CBEs) and other subcontractors for field assessments and the following work:

All subcontractor staff must have graduated from an accredited university with a major in civil or environmental engineering, geology, environmental health and safety, industrial hygiene or other related major and have a minimum of 10 years' experience in a field described below:

- Stormwater compliance services for construction sites
- Air compliance services for construction sites
- Hazardous materials and Waste compliance services for construction
- CEQA/NEPA compliance services for construction
- Noise compliance on construction projects

Specific certifications, training and roles that are needed:

- Certified Industrial Hygienist
- Qualified SWPPP Developer/Practitioner (QSD/QSP)
- Visual Emissions Evaluation (VEE) Certified by SCAQMD
- Lead and asbestos certifications
- HAZWOPER, confined space, other related Health and Safety

Support services needed:

- Environmental laboratory services including toxicology, (soil, water, lead, asbestos)

See RFP Number BRC0000130 for more details.

Experience providing similar services for the County of Los Angeles, and/or specialists in construction environmental compliance are preferred. This proposal is in alignment with the County of Los Angeles's CBE Program requirements and certified CBEs are encouraged to respond.

AECOM intends to conduct itself in good faith in regards to all firms.

Interested businesses should email a brief overview of relevant experience listing any County of L.A. experience along with CBE documentation by Friday, February 10, 2020, to John Gleason at [john.gleason@aecom.com](mailto:john.gleason@aecom.com) and Erica Moss at [erica.moss@aecom.com](mailto:erica.moss@aecom.com).

We are an Equal Opportunity Employer

### TAFT ELECTRIC COMPANY

1694 EASTMAN AVENUE, VENTURA, CA 93003

Phone: (805) 642-0121 • Fax: (805) 650-9015

Contact: Arnold Tostado • Email: [atostado@taftelectric.com](mailto:atostado@taftelectric.com)

Invites sub-bids from qualified DBE businesses for the following project:

Agency: CALTRANS

PWCP 16-007 - C/O Lancaster - 2017 Traffic Signal Updates

Location: Lancaster, CA

**BID DATE: February 20, 2020**

Scope of work/Trades: Traffic Control, Striping & Signage, Concrete sidewalks, Electrical Material.

We are an Equal Opportunity Employer and intend to seriously negotiate with qualified Disadvantaged Business Enterprise subcontractors and suppliers for project participation.

Payment and performance bonds may be required. Please contact us at the above listed number for further information regarding bidding on this project. To the best of our abilities we will help with bonds/insurance/credit. Plans are available for viewing at our office.

We Are An Equal Opportunity Employer

### SUBCONTRACTOR (LBE) CONTACT REQUEST

"CON|RFQ2020-02, Audit Services"

#### SUBCONTRACTING SPECIALTIES REQUIRED

Deloitte is interested in bidding on RFQ2020-02, Audit Services for the Controller's Office. We are seeking qualified LBE candidates that are Certified Public Accountants (CPAs), Certified Forensic Accountants (CFAs), Certified Fraud Examiners (CFEs), and Certified Internal Auditors (CIAs) with experience in the following service areas:

- Service Area 1: Performance Audit, Financial Audit and Attestation Engagement (CPA & CIA)
- Service Area 2: Forensic Accounting and Investigative Services (CFA & CFE)
- Service Area 3: Financial, Management, or Accounting Review Services (CPA)

Please contact

**Mary Gillis** [mgillis@deloitte.com](mailto:mgillis@deloitte.com),  
if you have candidates that meet these qualifications.

**Deloitte**

555 Mission St. Ste 1400  
San Francisco, CA 94105



### SBE OUTREACH SERVICES

With 1.5 million businesses in our database, SBE is California's #1 source for diversity outreach.

#### Advertisements

Placed in the Small Business Exchange newspaper, SBE Today newsletter, and online at [www.sbeinc.com](http://www.sbeinc.com)

#### Faxed and Eblast Solicitations

Targeted mailings sent to businesses per your criteria.

#### Telemarketing

Telephone follow-up calls that follow a script of 5 questions you create.

#### Computer Generated Reports

Will fit right into your proposal, along with a list of interested firms to contact.

#### Contact Info:

795 Folsom Street, 1st Flr, Room 1124  
San Francisco, CA 94107

Email: [sbe@sbeinc.com](mailto:sbe@sbeinc.com)

Website: [www.sbeinc.com](http://www.sbeinc.com)

Phone: (415) 778-6250, (800) 800-8534

Fax: (415) 778-6255

**Publisher of**  
**Small Business Exchange**  
**weekly newspaper**



# California Sub-Bid Request Ads



Is requesting quotes from certified and qualified DBE Subcontractors, Suppliers, and Service Providers for the following (but not limited to) work:

**SUBS/SERVICE PROVIDERS**

Survey, Dewatering, Earthwork & Site Prep, Paving, Fencing, Traffic Control, Formwork, Rebar, Concrete Pumping, Arch Precast Bldg, Waterproofing, Concrete Protective Liner, Painting, Cathodic Protection, Solar Photovoltaic System, Electrical, Controls and Info System, Trucking

**SUPPLIERS**

Aggregates, Misc Metals, CIP, Doors, Windows, Hardware, Cathodic Protection, Packaged Engine Generator System

## Napa Sanitation District West Napa Pump Station Project

CIP No. 17711

Located in Napa, California

**BID DATE February 19, 2020 at 2:00 p.m.**

All Quotes Due Prior

### Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Eric Bodyfelt

Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: [estimating@sukut.com](mailto:estimating@sukut.com)

Plans/specs are available for viewing at our office by appointment, by Sukut FTP, or from Owner. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Sukut will assist qualified subcontractors in obtaining bonds, insurance, and/or lines of credit. Subcontractors/Vendors will be required to sign Sukut's Standard Subcontract/Purchase Order. Copies are available for examination. Please contact Sukut Construction for assistance in responding to this solicitation.

Sukut Construction's listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with Subcontractor's price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

**Sukut Construction, LLC**  
An Equal Opportunity Employer

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

District Local Small Business (LSB) and M/WBE Subcontractor/Supplier Bids Requested For:

San Francisco Bay Area Rapid Transit District  
34.5kV Cable Replacement and Fiber Optic Cable Installation, R-Line, RCP to RRY  
Contract No. 15EJ-182

**BID DATE: February 11th, 2020 @ 2PM**

Fax all quotes to 510-777-5099 or email to [northwest.estimated@shimmick.com](mailto:northwest.estimated@shimmick.com)

Requesting certified LSB and M/WBE Subcontractor and Supplier Quotes on:

**SUBCONTRACTORS:** Clear & Grub, Contaminated Soil, Demolition, Earthwork, Electrical, Environmental, Erosion Control, Fence, Flatwork, Grinding AC Concrete, Instrumentation, Landscape, Masonry, Paving, General Piles, Precast Structural, Rebar, Shoring, Signs, Stray Current, Stripes & Markers, Survey

**SUPPLIERS:** Aggregate, Fabric, Lumber, Misc. Metals, Sheet Pile, Precast Utility, Ready Mix, Steel Fabrication, Trench Shoring, Plastic Utility Pipe, Steel Utility Pipe

Contract Documents are available free of charge from the owner after registering on the BART portal located at [suppliers.bart.gov](http://suppliers.bart.gov). You may view the documents during business hours at our office located at 1 Harbor Center, Suite 200, Suisun City, CA 94585. We can also provide you with a link to download plans and specifications. To make an appointment for viewing or to receive the download link, please contact Jamie Miranda at [jmiranda@shimmick.com](mailto:jmiranda@shimmick.com).

If you have any technical questions or require assistance obtaining necessary equipment, supplies, materials, or related assistance or services may contact our estimator Aron Oshio at [aoshio@shimmick.com](mailto:aoshio@shimmick.com).

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.

**HUEY CONTRAUTION MANAGEMENT CO., INC.**  
**DBA MH CONSTRUCTION MANAGEMENT CO.**

An Equal Opportunity Employer is requesting quotations from all qualified DBE, DVBE, MBE, WBE, SBE, Any Minority Business sub-contractors and/or material suppliers for the following project:  
**LOWELL HIGH SCHOOL LIBRARY MODERNIZATION PROJECT NO. 12021**  
1101 EUCALYPTUS DRIVE, SAN FRANCISCO, CA 94132  
Located in San Francisco County, CA  
Owner: SAN FRANCISCO UNIFIED SCHOOL DISTRICT  
**Bid Date: FEBRUARY 11, 2020 at 2:00 pm**

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

Construction of interior improvements including METALS, WOOD AND PLASTICS, THERMAL AND MOISTURE PROTECTION, DOORS AND WINDOWS, FINISHES, SPECIALTIES, HVAC, ELECTRICAL, COMMUNICATIONS.

Bid documents can be obtained from our office or contact our operation for assistance

Huey Construction Management Co., Inc.  
2000 Oakdale Ave, Unit A-1, San Francisco, CA 94124  
Phone: (415) 558-9806 Fax: (415) 558-9612  
Contact: Matthew Huey, [mhchuey@gmail.com](mailto:mhchuey@gmail.com) or Isabella, [mhcisabellalau@gmail.com](mailto:mhcisabellalau@gmail.com)  
An Equal Opportunity Employer

We are requesting bid quotations from all Subcontractors and Suppliers and DVBE Subcontractors/Suppliers for the following:

**San Francisco Unified School District**  
**Dianne Feinstein Elementary School**  
**Green Schoolyard Project #11926**  
**Bid Date February 11th at 3:00 pm**

And

**Bessie Carmichael Elementary School**  
**A.D.A Site Improvements of Schoolyard**  
**Project #12142**

&

**Green Schoolyard Project #11928**  
**Bid Date February 13th at 2:00 pm**

Please email your bid proposal at least 2 days prior to the bid opening, thank you.

We are requesting bids for the following trades and/or material suppliers: Landscaping, carpentry, demolition, electrical, plumbing  
100% Performance Bond and Payment Bonds are required for this project.

Reilly Construction, Inc  
167 Delano Ave, San Francisco, CA 94112  
Estimator: Brian Reilly  
Tel: 415-317-3603 - email: [breilly33@aol.com](mailto:breilly33@aol.com)  
**We Are An Equal Opportunity Employer**

Visit [www.sbeinc.com](http://www.sbeinc.com) to download the latest SBE Newspaper and SBE E-Newsletter





# California Sub-Bid Request Ads



Is requesting quotes from certified and qualified DBE Subcontractors, Suppliers, and Service Providers for the following (but not limited to) work:

#### SUBS/SERVICE PROVIDERS

Survey, Traffic Control, Dewatering, Earthwork & Site Prep, Paving, Fencing, Landscape Planting & Irrigation, Rebar, Concrete Pumping, Pre-Engineered Building, Waterproofing, Concrete Protective Liner, Painting, Disinfection, Cathodic Protection, Electrical, Controls & Info System, Trucking

#### SUPPLIERS

Aggregates, Misc. Metals, CIP Concrete, Doors, Windows, Hardware, Cathodic Protection, Packaged Engine Generator System, Precast Manholes, Precast Vaults

## City of Newman Hexavalent Chromium (Cr6) Compliance Water System Project

Located in Newman, Stanislaus County, California

**BID DATE March 3, 2020 at 4:00 p.m.**

All Quotes Due Prior

### Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Eric Bodyfelt

Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: [estimating@sukut.com](mailto:estimating@sukut.com)

Plans/specs are available for viewing at our office by appointment, by Sukut FTP, or from Owner. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Sukut will assist qualified subcontractors in obtaining bonds, insurance, and/or lines of credit. Subcontractors/Vendors will be required to sign Sukut's Standard Subcontract/Purchase Order. Copies are available for examination. Please contact Sukut Construction for assistance in responding to this solicitation.

Sukut Construction's listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all the Subcontractor's conditions or exceptions included with Subcontractor's price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

**Sukut Construction, LLC**  
An Equal Opportunity Employer

WESTERN WATER (WW), is seeking quotes from qualified subcontractors and suppliers, including but not limited to certified Disadvantaged Business Enterprise (DBE) firms, for the construction of:

**Napa Sanitation District -  
West Napa Pump Station Project  
Engineer's Estimate: \$8,450,000**

**Bid Date & Time: February 19, 2020 at 2:00 P.M.**

Project Location: Napa, CA

WW has identified the following potential contracting opportunities for qualified subcontractors and suppliers on this project:

**Concrete, Electrical & Instrumentation, Earthwork, Paving, Fencing, Demolition, Painting & Coating, Plumbing, Reinforcing Steel, Structural Metals, Waterproofing, Dewatering, Precast Concrete, Misc. Metals, Railings, FRP, Cathodic Protection, Solar Photovoltaic, PV&F, Pipe Fab, and Pipe Supports.**

Information regarding bonding, insurance, lines of credit, and any technical assistance or information related to the plans or specifications and requirements for the work will be made available to all interested firms. Plans and specs are available to view at our office and access to digital copies will be provided upon request.

For more information or to provide quotes, please contact:

**Western Water, 707 Aviation Blvd, Santa Rosa, CA**

**Ken Leef, Project Procurement Manager**

**[bids@westernwater.com](mailto:bids@westernwater.com), Phone: (707) 540-9640, Fax: (707) 540-9641**

Subcontractors will be required to comply with all subcontract insurance requirements, which include providing a waiver of subrogation endorsement to their worker's compensation insurance. Interested subs and suppliers should complete and submit the attached solicitation form no later than 24 hours prior to bid.

WW is an AA/EEO/Veterans/Disabled Employer - CA License No. 188068



## Graniterock

5225 Hellyer Avenue, Suite #220  
San Jose, CA 95138  
Phone (408) 574-1400 • Fax (408) 365-9548  
Contact: Sheree Schoenherr  
Email: [estimating@graniterock.com](mailto:estimating@graniterock.com)

**REQUESTING SUB-QUOTES FROM  
QUALIFIED MBE, WBE, OBE, SBE, LBE,  
DVBE SUBCONTRACTORS/SUPPLIERS/  
TRUCKERS FOR:**

**Rodeo Downtown Infrastructure Project  
Project No. 0662-6R4125**

**Owner: County of Contra Costa  
Engineers' Estimate: \$715,000**

**BID DATE: February 25, 2020 @ 2:00 PM**

**Items of work include but are not limited to:** Lead Compliance Plan, Construction Area Signs, Traffic Control, Water Pollution Control, Rock Slope Protection Material, Structure & Concrete Backfill Material, Erosion Control, Minor Concrete, Signs, Midwest Guardrail System, Landscaping, Grinding, Precast Concrete, Striping, Pavement Markings and Trucking.

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, DIR number, 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

### RCS Inc.

Kim Romero, President  
[kromero777@gmail.com](mailto:kromero777@gmail.com)  
1-562-307-7734  
[www.rcsinc.info](http://www.rcsinc.info)

SBE/DBE/MBE Certified  
DIR Certified

**California Located**

**Servicing the Contractor with  
Dedication and Professionalism**

**Consulting Services**

Baseline Schedule, Monthly Schedule Updates, Earned Value, Resource/Cost Loading, Cost Analysis, Change Order Review/Negotiation, Claim Assessment, Schedule Delay, Disruption, Impact and Acceleration Analysis, Settlement Negotiation, Litigation Support, Arbitration Support, Expert Reporting and Testimony.



# Success Stories

## The Keys to Success Behind a Multi-Million-Dollar Construction Company



Jason Horrocks and Josh Downing

[ Article was originally posted on [www.entrepreneur.com](http://www.entrepreneur.com) ]

Any business -- whether it's washing windows or consulting -- needs to take advantage of technology or risk losing out on precious customers to faster and more connected competition. But that doesn't mean every business has to create its own technology.

Josh Downing, a Jacksonville, Fla.-based contractor, leveraged Thumbtack, an online platform "built to help skilled professionals, such as electricians, music teachers and handymen, establish a consistent customer base and run a successful small business," according to the company. Thumbtack, which has more than 230,000 active members, has declared Downing its first "millionaire professional."

After opening his construction business, Direct Movement Group, in September 2014, Downing says the business earned close to half a million within its first year. The company saw rapid growth, earning \$2.3 million in sales in 2015. Downing says Direct Movement Group has already hit \$3.2 million so far this year and is on track to reach \$4.5 million before the year's end. It averages about seven to 10 projects a month, Downing says.

When the company first started, it was just Downing, his partner, Jason Horrocks, and the latter's brother. Direct Movement Group now employs 23 construction workers, three office staffers and a salesperson. It also launched a division in Orlando that employs two full-timers.

Entrepreneur wanted insights into how Downing has achieved so much success so quickly. Here are his responses to our emailed questions, lightly edited for style.

### **What differentiates you from other contractors out there?**

I can't speak for all the competition, but at Direct Movement Group, we take a relationship approach to each job and focus on speed and quality at market rate pricing. To us, there are two types of contractors established: experienced and normally very expensive (you pay for the name), and a guy in a truck who undercuts and sub-contracts everything out.

Neither of these options offer employees/subs in-house work like we do. We have guys that can perform all facets of the construction business -- we call them working superintendents -- that manage and perform working duties throughout each job's construction process.

Some of our most effective services have been speed-building. The quicker we complete a job, the more profit we preserve.

### **How much of your personality do you put into your business?**

I would say 110 percent. I'm a very funny guy (so I've heard), and some would even say I missed a calling to be a stand-up comedian. So I use every first impression or walk with a client to my advantage. If I can make you laugh, it always allows those walls to come down, and you can see we want to make this process fun and light for you. Serious, but not too serious.

I'm also very energetic and passionate about what we are doing here at DMG, so I try and impart that energy to the clients.

### **Is there a line between being personable and being professional?**

One hundred percent. My first meeting/impression is when I try and create laughter, but also gain a better understanding of why you want to do this work. How is this project going to benefit you and/or your family? What are the needs that I can meet for you?



# California Sub-Bid Request Ads

## DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909  
Dublin, CA 94568-2909  
(925) 829-9220 / FAX (925) 803-4263  
Estimator: JIM YACKLEY  
Website: [www.desilvagates.com](http://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 RTE 50 - STATE HIGHWAY  
IN EL DORADO COUNTY IN AND NEAR PLACERVILLE  
FROM MOSQUITO ROAD UNDERCROSSING TO  
SCHNELL SCHOOL ROAD UNDERCROSSING AND  
FROM 0.2 MILE WEST OF STILL MEADOW ROAD TO  
0.2 MILE EAST OF CARSON ROAD**

Contract No. 03-4E62U4  
Federal Aid Project No. ACNH-P050(152)E  
Disadvantaged Business Enterprise Goal  
Assigned is 16%

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

**BID DATE: FEBRUARY 19TH, 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, BIOLOGISTS CONSULTANT, BRIDGE DECK RESURFACING, BRIDGE, CLEARING AND GRUBBING/DEMOLITION, CONCRETE BARRIER, CONSTRUCTION AREA SIGNS, ELECTRICAL, EROSION CONTROL, FENCING, LANDSCAPING, LEAD COMPLIANCE PLAN, METAL BEAM GUARDRAIL, MINOR CONCRTE, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, STRIPING, SWPPP PREP/WATER POLLUTION CONTROL PLAN PREPARE, TEMPORARY EROSION CONTROL, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, ASPHALT 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:f7pa55wd@pub.desilvagates.com> (if prompted the username is [ftp@desilvagates.com](mailto:ftp@desilvagates.com) and password is [f7pa55wd](https://www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php)) or from the Owner's site at [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/all\\_adv\\_projects.php](https://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 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/PublicWorks.html](http://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 (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center ([www.transportation.gov/osdbu/SBTRCs](http://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: QUINN HANCE  
Website: [www.desilvagates.com](http://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:

**2020 PAVEMENT PRESERVATION PROJECT  
Contract No. CE 18-19-12,  
Federal Project No. STP-5019(034)  
Disadvantaged Business Enterprise Goal  
Assigned is 20%**

OWNER: CITY OF SANTA CLARA  
1500 Warburton Avenue, Santa Clara, CA 95050

**BID DATE: FEBRUARY 12, 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, MINOR CONCRETE, PAVEMENT MILLING, ROADSIDE SIGNS, STRIPING, SURVEY/STAKING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TESTING, TRAFFIC CONTROL SYSTEMS, TRAFFIC CONTROL MATERIAL SUPPLIER, TRAFFIC CONTROL/ENGINEER, 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](mailto:ftp@desilvagates.com) and password is [f7pa55wd](https://www.santacalaraca.gov/business-development/bid-opportunities-with-the-city)) or from the Owner's site at <https://www.santacalaraca.gov/business-development/bid-opportunities-with-the-city>

Fax your bid to (925) 803-4263 to the attention of Estimator Quinn Hance. 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](http://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 (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center ([www.transportation.gov/osdbu/SBTRCs](http://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](http://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:

**FAIR OAKS BOULEVARD IMPROVEMENT  
PROJECT - PHASE 3  
MARCONI AVE. TO LANDIS AVE.  
FEDERAL AID PROJECT CML 5924(215)  
Disadvantaged Business Enterprise Goal  
Assigned is 14%**

OWNER:  
COUNTY OF SACRAMENTO  
PUBLIC WORKS & INFRASTRUCTURE AGENCY  
DEPARTMENT OF TRANSPORTATION  
1007 7th Street, Sacramento, CA 95814

**BID DATE: FEBRUARY 13TH, 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:

**ADJUST IRON, ADL BURIAL LOCATION REPORT, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, EMULSION SUPPLIER, JOINT TRENCH, LANDSCAPING, MINOR CONCRETE, PAVING FABRIC, ROADSIDE SIGNS, ROADWAY EXCAVATION, SAWCUTTING, SLURRY SEAL, TESTING, TRAFFIC CONTROL SYSTEMS, TRAFFIC CONTROL MATERIAL SUPPLIER, TRAFFIC CONTROL/ENGINEER, TREE REMOVAL/TRIMMING, UNDERGROUND, WALL (BLOCK), TRUCKING, WATER TRUCKS, STREET SWEEPING, EROSION CONTROL MATERIAL, CLASS 2 AGGREGATE BASE MATERIAL, 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](mailto:ftp@desilvagates.com) and password is [f7pa55wd](https://www.dgs.saccounty.net/capsd/Pages/Construction.aspx)) or from the Owner's site at [www.dgs.saccounty.net/capsd/Pages/Construction.aspx](https://www.dgs.saccounty.net/capsd/Pages/Construction.aspx)

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](http://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 (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center ([www.transportation.gov/osdbu/SBTRCs](http://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.



# California Sub-Bid Request Ads

## DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909  
 Dublin, CA 94568-2909  
 (925) 829-9220 / FAX (925) 803-4263  
 Estimator: JACK SHEWMAKER  
 Website: [www.desilvagates.com](http://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:

**YOSEMITE SLOUGH NORTH SHORELINE PARK IMPROVEMENTS - PHASE 2A CANDLESTICK POINT STATE RECREATION AREA No. C19E0039**

Disadvantaged Veteran Business Enterprise Goal Assigned is 6%

OWNER:

STATE OF CALIFORNIA  
 NATURAL RESOURCES AGENCY  
 DEPARTMENT OF PARKS AND RECREATION  
 One Capitol Mall, Suite 410,  
 Sacramento, CA 95816

**BID DATE: FEBRUARY 26TH, 2020 @ 2:00 P.M.**

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

**CONCRETE (CURB, GUTTER, SIDEWALK), BRICK PAVERS, FENCING/GATES, UNDERGROUND (STORM, SEWER, WATER), ELECTRICAL (STREET LIGHT), STRIPE/SIGNS, LANDSCAPE & IRRIGATION, EROSION CONTROL SEEDING, TRUCKING, SWEEPING, AGGREGATE BASE SUPPLY AND ASPHALT CONCRETE SUPPLY.**

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 Department of General Services' (DGS) website at: <https://caleprocure.ca.gov/pages/Events-BS3/event-search.aspx> - Event Name: C19E0039. Fax your bid to (925) 803-4263 to the attention of Estimator Jack Shewmaker. 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](http://www.dir.ca.gov/Public-Works/PublicWorks.html)

If you need DVBE 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](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the DVBE 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](http://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:

**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  
**NEW BID DATE: FEBRUARY 25, 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](http://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](http://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](http://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.

## 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](http://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 RTE 162 - STATE HIGHWAY IN BUTTE COUNTY IN AND NEAR OROVILLE FROM 0.8 MILE EAST OF WILBUR ROAD TO FEATHER RIVER BRIDGE Contract No. 03-1G6604**

Disadvantaged Veteran Business Enterprise Goal Assigned is 3%

OWNER:

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

**BID DATE: FEBRUARY 20TH, 2020 @ 2:00 P.M.**

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

**AC DIKE, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, EMULSION SUPPLIER, EROSION CONTROL, STRIPING, SWPPP PREP/WATER POLLUTION CONTROL PLAN PREPARE, TESTING, TRAFFIC CONTROL SYSTEMS, TRAFFIC CONTROL MATERIAL SUPPLIER, 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 site at [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/all\\_adv\\_projects.php](http://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 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](http://www.dir.ca.gov/Public-Works/PublicWorks.html)

If you need DVBE 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](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the DVBE 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.



# California Sub-Bid Request Ad



## Kiewit Infrastructure West Co.

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

Requests quotes/bids from qualified Subcontractor, Service Providers, Consultants, and/or Suppliers seeking to participate in the City of Santa Cruz, Newell Creek Dam Inlet/Outlet Replacement Project in the San Lorenzo Valley, CA.

<http://www.mbda.org> / <http://www.epa.gov> /  
<http://www.sba.gov> / [www.californiaucp.org](http://www.californiaucp.org)

Subcontractors and Suppliers  
for the following project:

**Newell Creek Dam Inlet/Outlet Replacement  
Project CWO: 19-013  
Owner: City of Santa Cruz**

**Bid Date: March 5, 2020 @ 1:00 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:

**Aggregates • Anchoring • Concrete Pumping • Concrete Supply • Concrete Reinforcement • Cast-in-Place Concrete • Concrete Forms & Accessories • Concrete, Precast • Carpentry • Clear & Grub • Drilling & Blasting Geotechnical Monitoring • Grouting • Demolition • Dewatering • Diving • Electrical • Erosion Control Equipment • Hydroseeding • Instrumentation & Controls • Masonry • Metals • Openings • Paintings & Coatings CISS Piling • Piping & Valves • QA/QC • Roofing • Riprap • Shoring • Sheet Metal • Shoring • Shotcrete Structural Steel • Specialties • Street Sweeping • Surveying • SWPPP • Temp Utilities • Thermal & Moisture Protection • Trucking & Hauling • Tree Removal • Water Truck**

Non DBE firms are encouraged to contract with a group of lower tier DBEs or individual DBEs.

**Subcontractor and Supplier Scopes are due  
February 28, 2020 and Quotes  
NO LATER THAN March 4, 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 <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company to be able to receive bidding information, Plans and Specifications.

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

CA Drinking Water State Revolving Fund (DWSRF) applies

Water Infrastructure Finance and Innovation Act (WIFIA) applies

American Iron and Steel requirements apply  
Davis-Bacon Wages apply

CA Lic. 433176  
DIR #: 1000001147

An Equal Opportunity Employer



## Kiewit Infrastructure West Co.

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

Requests quotes/bids from qualified Subcontractor, Service Providers, Consultants, and/or Suppliers seeking to participate in the City of San Mateo, Underground Flow Equalization System (UFES) Package Project in San Mateo, CA.

<http://www.mbda.org> / <http://www.epa.gov> /  
<http://www.sba.gov> / [www.californiaucp.org](http://www.californiaucp.org)

Subcontractors and Suppliers  
for the following project:

**Underground Flow Equalization System Package  
Project Project No.: 465003-46514-0553-46320**

**Owner: City of San Mateo**

**Bid Date: March 5, 2020 @ 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:

**Aggregates • Asphalt Paving • Concrete Pumping • Concrete Supply Concrete Reinforcement • Minor Concrete Cast-in-Place Concrete • Concrete Forms & Accessories • Concrete, Precast • Grouting • Deep Soil Mixing Demolition • Dewatering • Drywall • Electrical • Erosion Control • WTP Equipment • Fencing & Gates • Fire Detection & Alarms • Flooring • FRP Tanks • Geotextiles • HVAC • Horizontal Drilling • Instrumentation & Controls • Joint Sealant • Landscaping • Masonry • Metals • Openings • Metal Decking • Micropiles • Paintings & Coatings • Pavement Markings • Piling • Piping & Valves • Roofing • Signage • Sheet Metal • Shoring Structural Steel • Specialties • Street Sweeping • SWPPP • Thermal & Moisture Protection • Tiebacks • Trucking & Hauling • Tree Removal • Water Truck**

Non DBE firms are encouraged to contract with a group of lower tier DBEs or individual DBEs.

**Subcontractor and Supplier Scopes are due  
February 28, 2020 and Quotes  
NO LATER THAN March 4, 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 <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company to be able to receive bidding information, Plans and Specifications.

Water Infrastructure Finance and Innovation Act (WIFIA) applies

American Iron and Steel requirements apply  
Davis-Bacon Wages apply

CA Lic. 433176  
DIR #: 1000001147

An Equal Opportunity Employer



431 Payran Street, Petaluma, CA 94952  
Phone: 707-835-2900 • Fax: 707-835-2994

REQUESTS QUOTATIONS FROM ALL STATE OF CALIFORNIA DGS CERTIFIED DVBE SUBCONTRACTORS & SUPPLIERS and ALL QUALIFIED SUBCONTRACTORS & SUPPLIERS FOR ALL TRADES FOR THE FOLLOWING PROJECT:

**A.P. GIANNINI M.S. MODERNIZATION  
SAN FRANCISCO, CA  
SFUSD Project #11897**

**BID DATE: February 11, 2020 @ 2:00pm  
ESTIMATE: \$18,500,000**

Trades needed but not limited to: Haz Mat, Selective Demolition, Site Demo, Grade, Pave, Site Utilities, Site Concrete, Building Concrete, Rebar, Concrete Restoration and Cleaning, Concrete Topping Slabs, Electrical, CL Fences and Gates, Structural Steel & Misc. Iron, Roof Demo, TPO Roofing, Arch. Sheet Metal, Insulation, Doors, Frames, Hardware, Hardware Installation, FRP Doors, Metal Sound Door Assemblies, Int., Alum. Frames, Glass, Glazing, Aluminum, Folding Glass Partitions, Gyp Board and Metal Studs, Ceramic Tile, Acoustic Ceilings, Wood Flooring and Refinishing, Vapor Emission Control, Resilient Flooring and Base, Resilient Athletic Flooring, Terrazzo Stair Striping, Epoxy Resinous Flooring, Painting and Wood Stains, Casework, Music Education Storage Casework, Metal Lockers, Food Service Equipment, Library Stack Systems, Stage Work, Gymnasium and Play Yard Equipment, Visual Display Units, Fixed Audience Seating, Telescoping Stands, Auditorium Smoke Louvers, Signage, HVAC, Plumbing, Fire Sprinklers, Fire Stopping, Joint Sealants, Self-Adhered Sheet WP, Roof Hatches, Roof Access Ladder & Post, Access Doors, Louvers and Vents, Protective Speaker Cages, Wall Safes, Toilet Compartments and Accessories, Fire Extinguishers and Cabinets, Assisted Listening System, Projection Screens and Mounts, Entrance Floor Mats and Frames, Roller Window Shades, Unit Pavers.

All contractors shall be registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 to be qualified to bid on, be listed in a bid proposal (submitted on or after March 1, 2015) or be awarded a contract for public work on a public works project (awarded on or after April 1, 2015). In addition, they are subject to the requirements of Section 4104 of the Public Contract Code.

BONDING, INSURANCE, TECHNICAL ASSISTANCE AVAILABLE. PLANS AVAILABLE IN GC'S PLAN ROOM. SUCCESSFUL SUBCONTRACTORS WILL BE REQUIRED TO SIGN ARNTZ BUILDERS, INC. STANDARD SUBCONTRACT AGREEMENT WHICH INCLUDES ARNTZ BUILDERS, INC. REQUIREMENT THAT SUBCONTRACTORS PROVIDE A 100% FAITHFUL PERFORMANCE AND PAYMENT BOND OF THE SUBCONTRACT PRICE FROM A TREASURY LISTED SURETY COMPANY ACCEPTABLE TO ARNTZ BUILDERS. BOND PREMIUM TO BE INCLUDED IN BID AS A SEPARATE ITEM. SUBCONTRACTORS WILL BE REQUIRED TO PROVIDE A WAIVER OF SUBROGATION ENDORSEMENT TO THEIR WORKERS COMPENSATION INSURANCE.

WE ARE SIGNATORY  
TO THE CARPENTER'S AND LABORER'S  
COLLECTIVE BARGAINING AGREEMENTS  
AN EQUAL OPPORTUNITY EMPLOYER

**Visit [www.sbeinc.com](http://www.sbeinc.com) to download a  
PDF version of the latest  
SBE Newspaper and SBE Newsletter**



# Best Practices for Keeping Employees Safe on the Jobsite

[ Article was originally posted on [www.constructionexec.com/](http://www.constructionexec.com/) ]

By Donna Wishart,

There's a lot to learn when starting a new job. Even if the job itself is familiar, every company has policies and procedures that differ. Employers take the time to teach new hires their methods to obtain maximum productivity. Stressing all company safety measures in place is also wise.

The construction industry can be dangerous. There are often multiple tasks going on at the same time. Power tools, cranes and hazardous chemicals call all be in use at once in various areas of the jobsite.

A construction site is blocked from public access for a reason. It is a hazardous environment. Employees who don't stay focused put not only themselves at risk, but all those around them as well.

## Accidents happen without warning

Each day progresses like any other in the workplace, until it doesn't. Working in extreme temperatures can contribute to serious complications that seemingly come out of nowhere. Ignoring the symptoms of a heart attack can instantly equal a life or death situation. Jobsite injuries that involve

power tools and large equipment spring to mind when the words "construction site" and "accident" come together.

Employees who know how to react in an emergency can save a life. In the instance of cardiac arrest victims, if bystander CPR is not provided, their chances of survival fail 10% every minute they wait for EMT's to arrive.

Heart attack victims make up most cardiac arrest cases. However, electrocution and near-drowning are other causes.

Chances are, unless employed at sea or as a pool lifeguard, near-drowning won't come into play; but every work environment has access to electricity.

An employee that hasn't received emergency response training might act rashly without first assessing the surroundings for hazards, putting themselves at risk of injury or worse upon entering the scene.

Employees with first-aid and CPR training can also bring a sense of calm to a chaotic situation by exhibiting their skill. Others will naturally look to them for instruction.

Employers that choose to offer first-aid and CPR courses give employees skills that they carry with them everywhere they go. That is a fringe benefit of the job that they may never even consider but may be very thankful for one day.

## That's why employers drug test

Employers often require a pre-employment drug test before officially putting a job applicant on the payroll. Promoting a drug free workplace is in an employer's—and employees'—best interest. It's certainly in the best interest of the drug abuser; of course, they would probably beg to differ.

However, it's a proven fact that drug impairment in the workplace is a safety hazard. Employers must require drug tests if an employee is exhibiting signs or symptoms of impairment. Management teams train to spot the known signs of someone who is under the influence of drugs. Documentation to support their suspicion is noted and the employee is asked to submit to a reasonable suspicion drug test.

## Visit link for the full article:

<https://www.constructionexec.com/article/best-practices-for-keeping-employees-safe-on-the-jobsite>

## The Keys to Success Behind a Multi-Million-Dollar Construction Company

### Continued from page 5

This ties back to our relationship approach to each job. Don't focus on money, focus on the person and meeting their needs, and the money will follow.

### Why is using video important?

Video is so important. I've heard you have a 60 percent better chance of connecting with your audience through video rather than photos or words, so I really wanted to use video when we created the DMG site. Video gives transparency and connects a face to the name and the type of work we provide from the moment you come to the site. Also, it shows how energetic and passionate about the work we are, which can't be captured in photos. We continue to add videos every six to eight months to stay fresh and relevant.

### What has been the most helpful piece of advice to you as an entrepreneur?

I've received advice as an overall entrepreneur in general, and then I've received construction-related advice as it pertains to me at DMG.

For the former, a couple years ago I was working for a company that was young and blowing up

quickly. One of the owners told me, "If you're not taking someone to lunch every day, or networking at an afternoon function daily, you're behind." I didn't really understand it at first, but after I was let go from my position and started my own thing, I realized what he was talking about. I needed to be in front of as many people as possible because the more people who know you and what you're doing, the more opportunities you have for work without having to "work" for it.

For the latter, it came from an older gentleman who has had his own construction business from before I was in high school. He's seen it all, and his advice was what I later found out was a variation of a Warren Buffett quote: "When everyone in construction is oblivious and carefree, be fearful. When everyone is being careful, take risks and push the envelope."

### What piece of advice would you offer people who are just starting businesses now?

First piece: If you're starting a business in 2016 in any category, you need to be tech-centered. In our company, everyone has iPads, we use iPhones and text all the time. We use Slack as a team communication app for our 24-plus people, internet-

sourced lead websites (i.e. Thumbtack) and Google Drive/Sheets to give up-to-the-minute costs at any given time.

You need to know that lead and business generation is going to be so tied to a smartphone or technology, and you need to master it -- otherwise you won't know how to most effectively communicate.

Second piece: You're giving up the 40 to work 80. It's going to be a long, hard road, but at the end of the day, be persistent and diligent in your craft. Ultimately, the passion will drive you (and hopefully the money will come, too), and it won't seem like you're actually working at all.

### Would you like to add anything else?

As we started our business, I was wary if it could carry me and my partner on salary, plus his brother as our first employee. We ended up flipping about three to four cars in the first couple of months to make ends meet because we only had one job, and I was turning over every stone for us to get work.

Don't accept no, and adopt a how-to attitude. We look at everything that way -- be creative!

SOURCE: [www.entrepreneur.com/article/282590](http://www.entrepreneur.com/article/282590)