

7 Ways Women in Construction Can 'Pave the Way' in Their Male-Dominated Field



[Article was originally posted on www.entrepreneur.com]

By Marilyn Grabowski,

My grandmother was one of those extraordinary entrepreneurs who blazed a trail for generations of women to come, simply by following her passion. In 1973, when the 400-member Building Contractors Association of New Jersey had exactly zero women, Florence DeRosa told her local newspaper that she just didn't understand why so few women had chosen to get into construction, as she herself had two decades earlier, in the early 1950s.

"Good building isn't done with a hammer and saw; it's done with the head," DeRosa proclaimed. "There should be more women builders."

Forty-five years later, having built my own successful construction business, Atlantic Infra, I'm making that same argument. According to the National Association of Women in Construction (NAWIC), women today make up only 9.1 percent of the construction industry, and while I'd like to say it's far more welcoming of women business leaders than in my grandmother's day, the reality is that we face many of the same obstacles she and her peers did.

That means we need to think strategically at every turn as we navigate our way to success. Here are some secrets I've learned over my 17 years in the male-dominated world of construction that might strengthen your career as well.

1. Don't be afraid to stand out. Be "the lady in red."

Regardless of the industry, women bring qualities to a project that men may not possess. For example, I inherited my grandmother's keen attention to detail. For her, "detail" had her designing rooms with built-in vacuum cleaners, walls covered in velvet wallpaper and meticulous landscaping.

For me, "detail" has centered on issues like perfecting the repair of potholes by leveraging technology -- an infrared process known as "hot mill and pave" -- which enables us to restore asphalt surfaces seamlessly and permanently.

The question is, How do you get in the door to tell a potential customer about the unique value

you deliver? The answer is, you stand out. Since red is Atlantic Infra's brand color, our trucks are red, our team is known as "The Red Team"; and I wear a red dress any time I go out to represent our business.

My rationale is that when you're in a room of 150 people at, say, an Asphalt Association meeting, you can either blend in with the sea of navy suits or stand out and get noticed. Getting noticed gets you into conversations that let you make your pitch for why your company is better than the rest. I'm known as "The Lady in Red" throughout my market, and that's OK with me. It's a strategy that works.

2. Partner strategically.

When Marjorie Perry became president and CEO of MZM Construction & Management Company in Newark, N.J., she knew no bounds. She has grown that firm into a multimillion-dollar enterprise that has taken on prestigious projects, including MetLife Stadium, the New Jersey Performing Arts Center and Newark International Airport. I remember how Perry gave me some of the best business advice of my career: "You're never going to get bigger if you don't partner."

In male-dominated fields, partnering is particularly important for women business leaders. As an "outsider," you're not invited to the table as often as your male counterparts -- particularly when your company is small. I took Perry's advice to heart, building partnerships with two established construction businesses. My business has since grown tenfold; in fact, I have built two sister companies as a result.

3. Be the boots on the ground to help establish credibility.

Striking the right balance between running your business from an office and getting out there to pound the pavement is critical. When clients and prospects see you in the field, they recognize your hands-on experience and expertise. This credibility, complemented by the knowledge base you bring to every meeting, makes you a force to be reckoned with.

Robyn Zlotkin, president of Arbill Industries, Inc., which manufactures and distributes industrial safety products, services and programs, told me that one of the biggest challenges she encountered

in our male-dominated industry was establishing client trust.

"Early on in my career, I would take the extra time to study and understand the product line better than my audience so my credibility would be established quickly," Zlotkin shared with me, on how she gained the confidence of her client base. "Remaining visible, keeping up with your male counterparts and working harder to prove your capabilities will help establish this trust," Zlotkin said.

In the eyes of Zlotkin's prospects, for many years only men wore harnesses, fall protection and gloves. So it was easy for those prospects to dismiss her before they even knew her capabilities or those of her company. Not anymore.

4. Be confident that you will shake things up.

It's easy to become insecure when you're the only woman at the table, but you've made it this far for a reason. Having women in leadership roles traditionally held by men can shake up a well-established company and industry. Lucia Furman, president of Mercantile Development, Inc. (MDI), a manufacturer of nonwoven wipers used for cleaning in industrial environments, this "shaking up" occurs because women frequently bring a different perspective to the table.

Of course, this doesn't happen overnight, she told me. "Disrupting cultural mindsets is a journey. In traditionally male-dominated industries it takes time to gain respect from customers, suppliers and colleagues," Furman said. "Don't be afraid to question the status quo, present your well-thought-out ideas with confidence, champion the process and stand by your decisions. Over time, your success will speak for itself."

5. Keep your eye on the scoreboard.

There are winners and losers in every segment of business. To be in the former group requires making smart business decisions and quantifying your results. We use key performance indicators (KPIs) to measure our success, and we diligently monitor safety issues, customer complaints, payroll-to-sales ratios and other metrics.

I often use sports analogies to get my team revved up about results. It's more fun for them to keep



California Sub-Bid Request Ads

SUKUT CONSTRUCTION

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

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
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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

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

Fax: (415) 778-6255

**Publisher of
Small Business Exchange
weekly newspaper**

Hydro Resources - West, Inc.
4975 West Winnemucca Blvd • Winnemucca, NV 89445

Hydro Resources - West, Inc. is soliciting qualified Disadvantaged Business Enterprises (DBE) material supplier and subcontractor bids for

**Nevada State Revolving Fund (SRF) funded project
WELL DRILLING FOR WELL REHABILITATION/IMPROVEMENT PROJECT
for the City of North Las Vegas
Bid No. 1576**

Labor Commission No. PWP-CL-2019-408

Bid Date: 02-11-2020

The work may consist of conductor hole construction, well camera and logging service, water analysis, casing, gravel, grouting, pump equipment, compressor rental, fence rental, casing welding, well head plumbing, well head slab, cutting and fluid disposal, bit rental, fuel, supplies and materials and any other aspect of well construction.

Interested qualified suppliers and subcontractors may obtain plans and specifications on the NGEN System and DemandStar.com. with the latter having a nominal fee from the vendor.

All bids must be submitted to Hydro Resources - West, Inc., attention Amy Majors, by email to AMajors@HydroResources.com, ph. No. 800.401.9092 along with DBE certification number and/or copy of DBE certificate by **02/08/20 at 2:00 pm**. All question regarding this solicitation should be referred to Amy Majors using the contact information listed above. Under no circumstances will bids be accepted after the project bid date.

The contractor shall not discriminate on the basis of race, color, national origin or sex in performance of this contract. The contractor shall carry out applicable requirements of 40 CFR Part 33 in the award and administration of contracts awarded under EPA financial assistance agreements. Failure by the contractor to carry out these requirements is material breach of this contract which may result in the termination of this contract or other legally available remedies.



California Sub-Bid Request Ads

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

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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

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.

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TAFT ELECTRIC COMPANY

1694 EASTMAN AVENUE, VENTURA, CA 93003

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

Contact: Arnold Tostado • Email: 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.

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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

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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 MOS-
QUITO 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 and password is [f7pa55wd](http://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

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

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.

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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



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 sub-contractors 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 and Erica Moss at erica.moss@aecom.com.

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Requesting Project Assistance from **DBE/MBE/WBE** and **Other Business Enterprises:**

DMZ Builders is bidding the following project as a Prime Contractor and is seeking subcontractors and vendors to assist with the project by submitting quotes for their trades or products.

Project: Oakland Shops Geometry Vehicle Storage and Spur Track
Contract: 15CQ-120

Owner: San Francisco Bay Area Rapid Transit District (BART)

Bid Date: February 18, 2020 @ 2:00pm

Services Needed: **Construction Survey, SWPPP, Site Security, Janitorial, Trucking, Earthwork, Sitework, Drainage, Underground Utilities, Plumbing, HVAC, Misc. Metals, Painting, Fencing, Concrete Foundations, Concrete Reinforcing, AC Paving, Striping, Electrical Power & Lighting, Communication, Access Control & CCTV, Fire Alarm, Quality Control, Testing.**

Plans and specifications are available to interested firms via BART's on-line procurement portal or can be viewed at DMZ Builders Concord, CA office by contacting the DMZ office to make an appointment.

DMZ Builders is a union contractor. Subcontractors must provide their active CSLB license number and DIR registration number with their quote. Subcontractors will be required to execute DMZ Builders standard subcontract terms & conditions or purchase order agreement (for suppliers), both available for review upon request, and meet insurance requirements, including waiver of subrogation. Subcontractors, at DMZ's discretion, may be required to provide payment and performance bonds for 100% of the subcontract value. DMZ will reimburse bond premium at actual cost, not to exceed 2.0%. Project requires paying prevailing wages and submitting certified payrolls.

For assistance in obtaining bonding, lines of credit, insurance, equipment, supplies and materials, technical assistance, or any other coordination required for the project, please contact Jeremiah Kent by phone at (925) 826-5387, by fax at (925) 826-5766, or by e-mail at estimating@dmzbuilders.com. DMZ will work with interested subcontractors and suppliers to identify opportunities to divide the work into economically feasible packages and intends to cooperate with all qualified firms seeking work on the project.

DMZ BUILDERS

4070 Nelson Avenue, Ste A,
 Concord, CA 94520

Phone 925-826-5387 • Fax: 925-826-5766

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 Email: BradS@srco.com & estimating@srco.com

Sub-Bids Requested From
DBE, MBE, WBE, SBE, SBRA, LSAF, HUB
 Subcontractors & Suppliers for:
OWNER: CITY OF NEWMAN
HEXAVALENT CHROMIUM (CR6)
COMPLIANCE WATER SYSTEM PROJECT
BIDDING MARCH 3, 2020 AT 4PM.

Scope of Work: Project consists of the completion of Well No. 10 equipping and installation and equipping of a booster pump station, transmission and distribution mains, and water services in Newman, CA. The work includes, but is not limited to: site grading; a new well pump, motor, controls; piping, valves and appurtenances; 1.0 MG water storage tank; three new booster pumps and motors; concrete, electrical work; approximately 463 LF of 8-inch transmission main, 2,723 LF of 16-inch transmission main; 614 LF of 6-inch water services; tie-in to the existing system and associated work, and all other items not mentioned above that are required by the Contract Documents. This project is funded through a Drinking Water State Revolving Fund (DWSRF) with specific requirements for bidding and performance.

DBE Work Available/ Items of Work:

Traffic Control, Erosion Control, Demo, Clear and Grub, Earthwork, Trenching, Paving, Fence, Concrete, Pre-Cast, Metal, Painting, Metal Building, Sign and safety equipment, Storage tank, Pipe, valve, etc, pump treatment system, Electrical, HVAC, Trucking, Rebar, Aggregate Supply, Masonry, Landscaping

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

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.



Building Blocks: How One Black-Owned Construction Firm is Growing

[Article was originally posted on [tnj.com](https://www.tnj.com)]

By Ann Brown,

While growing up in Miami, Delancy had a passion for basketball, even earning All-American honors and a scholarship to University of South Florida (USF), but in the back of his mind, an entrepreneurial dream lingered. And after earning a degree in public administration at USF, he went on to found One Day Came, Inc. in 2004. Today, the company handles multi-million projects all over Florida, with offices in Tampa and Gainesville.

Becoming an entrepreneur was an early goal for Delancy. As a kid, I grew up watching men and women go to work at jobs for someone and having to report to a certain place, organization, and etc. It was the American way. I was taught to go to school, get an education and find a career that I felt suited me, then learn how to grow inside of it. I was never taught “Entrepreneurship.” However, I was always curious about what it took and how to get started, he shares. I watched local Mom & Pop stores operate and it was common in African-American neighborhoods in such things as small convenience stores on the street corners, car wash businesses, and even perhaps food stands on street corners. Around my senior year of high-school, I grew more and more curious about the larger establishments such as corporations who’s brands were bigger.

Still, even though he was curious at the time, there didn’t seem to be an outlet to learn about entrepreneurship. While in college, we didn’t have courses that taught us about business start-ups, business lines of credit, the importance of having good personal credit or programs such as the Small Business Administration and Minority Business

Enterprises, etc. So after graduating from USF, I set out to get a job and while working different ones over time, the urge and desire to establish my own never left my spirit because I knew I had the discipline to manage the different areas inside of a small business, he recalls. I dreamed and did quite a bit of research of my own. I learned about the pitfalls and successes. And having a ‘glass half full mentality,’ I launched One Day Came, Inc. inside of Sunbiz just to get the name started. I was only 17 years old, but there was a deep sense of pride and ownership that took over.

To date, Delancys company has done projects for Florida A&M University, including a \$7 million renovation of its historic Alatex Building, among other major projects in Florida. Over the past year, I’ve performed new construction and renovation projects that ranged from \$2 mil to \$10 mil,” says Delancy.

Since opening One Day in 2004, Delancy, like other business owners, has faced challenges in growing his company. The biggest challenge in growing my company was the ability to hire people around me to help me grow the brand. I wore many hats and was what you would call a “One Stop Shop. I was the CEO, administrative assistant, business developer, you name it, I was it. I would drive all over the state of Florida to just about every college campus and municipality seeking construction opportunities. I’ve just about had a cup of coffee at every gas station throughout the major highways of the state and even slept in cars and hotels, says Delancy.

And, like other companies, funding was a challenge as well. Financing was a challenge. It was tough to establish the business lines of credit to hire the right people I needed and create payroll to maintain them. Most lenders won’t provide you

the financial assistance you need unless you’re in business for at two years without any issues. With that, I was forced to take on small opportunities, save most of the little money I made from them and sacrifice until I was able to prove to the banks, lenders and clients that I was committed to growth, he says.

Delancy has also branched out to other ventures. He started Day Magazine. The Day Magazine was an idea I flirted with to keep my followers in the know, and to give people more insight on who we are and the things we are doing. It also offers tips about the construction industry and business events to help aspiring companies out there, he says.

He also has On The Streets. On The Streets is more of a What’s Happening throughout the communities and state in certain areas that people wouldn’t otherwise be able to find out unless they were out here, Delancy explains.

Delancy is happy about his decision long ago to become a business owner. Being an entrepreneur instills a sense of pride because you’re not only working for yourself, but you’re also creating jobs and opportunities for others. I strengthen my discipline and creativity. I feel more American and somewhat of a hero. It’s fun! he says. And along the journey, he has learned a few business lessons. Always pay your bills! he declares. And, as much as you would love to grow, never bite off more than you can chew. Taking risk is a part of my occupation, but being wise is extremely important.

SOURCE:

<https://tnj.com/building-blocks-how-one-black-owned-construction-firm-is-growing/>

7 Ways Women in Construction

■ Continued from page 1

track of the numbers when you characterize them as a game they might win or lose; in fact, that “game” goes much further than the raw numbers. For example, when managers focus as strongly on their “pregame preparation” and “postgame follow-up” as they do on their behaviors “during the game,” they perform at a much higher level.

The bottom line is that if we want to win, we can never lose sight of the reason we’re in business: to make money. My grandmother expressed this well. “I like creating,” said this general contractor who built hundreds of beautiful homes over the course of her career. “Besides,” she added, “it’s very lucrative.”

6. Don’t take things too personally.

As a woman working in a male-dominated field, you will encounter comments and questions that will grate on your nerves. The most important thing is to not allow these comments to change who we are as leaders and colleagues and and to ultimately alter what we are trying to accomplish. “Don’t be overly sensitive to people’s comments,” advised Tracy Gliori, president of TMI Coatings, a painting and restoration contractor.

Earlier in Gliori’s career, when she scheduled appointments, she would often be reminded not to wear heels or skirts while visiting clients’ plants. Though it was common sense that no one would visit an industrial plant and attempt to climb ladders or view the work wearing such impractical attire, Gliori graciously accepted the reminder and ignored the fact that the customer was stating the obvious.

Never did she voice the reaction she was hearing in her head.

7. Encourage other women to take the leap.

To move the needle on construction and other male-dominated industries, we need to be proactive champions of and for other women. To do this, consider joining a diversity council -- or starting a diversity council. Become a mentor and role model for less experienced entrepreneurs. Seek out opportunities to speak to college, high-school or middle-school students.

In London, Roni Savage, the British Black Business Awards’ 2018 Businessperson of the Year, has said she committed to “making some noise” about construction careers by regularly shar-

ing information with schoolchildren information about engineering and other career choices in traditionally male-dominated industries like construction. This is exactly what we need to be doing to shine a light on the opportunities women have to shine in careers they might not otherwise have considered.

In fact, there’s already been movement in this direction: According to a recent American Express report, construction was one of the five U.S. industries which between 2007 and 2018 saw the greatest growth of women-owned companies. For construction, that spike was an impressive 94 percent. That bodes well for seeing even more women-owned construction companies in the future.

Above are just a few of the lessons that have helped my own business grow, and that I hope will make a difference for the next generation of women leading the way in construction and other long-time “male” industries.

SOURCE:

<https://www.entrepreneur.com/article/327170>



California Sub-Bid Request Ads



Kiewit

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 East Bay Municipal Utility District, Orinda WTP Maintenance and Scouring Air System Upgrade Project in Orinda, CA.

<http://www.dgs.ca.gov>
http://www.dot.ca.gov/hq/bep/find_certified.htm
<http://www.acgov.org/auditor/sleb>
<http://sf-hrc.org>
<http://www.portfoakland.com/srd>

Subcontractors and Suppliers for the following project:

Orinda WTP Maintenance and Scouring Air System Upgrade Project Specification No. 2143

Owner: East Bay Municipal Utility District
Revised Bid Date: February 5, 2020 @ 1:30 P.M.

Disadvantaged Business Enterprises (DBEs)

Minority Business Enterprise (MBE), Women Business Enterprise (WBE), Small Business Enterprise (SBE), Disabled Veteran Business Enterprise (DVBE) and all other small/local business enterprises 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, 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 DBE, MBE, SBE, DVBE and all other small/local business enterprise suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested certified suppliers and subcontractors.

Subcontractor and Supplier Scopes are due January 31, 2020 and Quotes NO LATER THAN February 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.

Contract Equity Program applies. Performance and Payment Bonds may be required for Subcontractors and Supply Bonds for Suppliers on this project.

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



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Requests quotes/bids from qualified Subcontractor, Service Providers, Consultants, and/or Suppliers seeking to participate in the City of Brentwood, Wastewater Treatment Plant Expansion - Phase II Project in Brentwood, CA.

<http://www.mdba.org> / <http://www.epa.gov>
<http://www.sba.gov> / www.californiaucp.org

Subcontractors and Suppliers for the following project:

Wastewater Treatment Plant Expansion - Phase II Project

Project No. 592-59140

Owner: City of Brentwood

Bid Date: March 3, 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 • Cathodic Protection • Concrete Pumping • Concrete Supply • Concrete Reinforcement • Minor Concrete • Cast-in-Place Concrete • Concrete Forms & Accessories • Concrete, Precast Conveying Systems • Jet Grouting • Carpentry • Demolition • Dewatering • Drywall • Electrical • Erosion Control • WTP Equipment • Fencing & Gates • Fire Protection • HVAC • Instrumentation & Controls • Joint Sealant • Landscaping • Metals • Openings • Metal Framing • Metal Decking • Paintings & Coatings • Pedestrian Bridges • Piping & Valves • Roofing • Sheet Metal • Shoring • Structural Steel • Specialties • Street Sweeping • SWPPP • Temp Bypass • Thermal Insulation • Trucking & Hauling • 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 2, 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.

Clean Water and Drinking Water State Revolving Fund Provisions apply
Davis-Bacon Act applies

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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.mdba.org> / <http://www.epa.gov>
<http://www.sba.gov> / www.californiaucp.org

Subcontractors and Suppliers for the following project:

Underground Flow Equalization System Package Project Project No.: 46S003-46S14-0553-46320

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



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: QUINN HANCE
 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:

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 and password is f7pa55wd) or from the Owner's site at https://www.santacalarca.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

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: QUINN HANCE
 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:

PAVEMENT REHABILITATION PROJECT
 CIP 301-679
 Federal Aid Project No. STPL-5409(017)
 Disadvantaged Business Enterprise Goal
 Assigned is 8%

OWNER:
 CITY OF FOSTER CITY
 610 Foster City Boulevard, Foster City, CA 94404

NEW BID DATE: FEBRUARY 6TH @ 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, COLD PLANE, MINOR CONTRETE, ROADSIDE SIGNS, STRIPING, TRUCKING, WATER TRUCKS, STREET SWEEPING, HMA (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.fostercity.org.

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

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:

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 and password is f7pa55wd) or from the Owner's site at 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

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.

SMALL BUSINESS EXCHANGE