

8 low-cost ways to make your onsite crew feel appreciated



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

By McKenzie Gregory,

With the labor shortage and steep competition for quality tradespeople, it's more crucial than ever for contractors to build lasting bonds with their onsite crew. Thankfully, one of the best ways to foster long-term loyalty is through simple acts of gratitude.

Affective commitment is an employee's emotional attachment to a company, and it's earned when employers demonstrate that they truly care about their workers' happiness and well-being. Often, these small gestures mean differentiating yourself from the competition and retaining talent that may grow out of your price range. For instance, a worker with 20 years of experience will be more inclined to turn down higher offers if they feel taken care of by their current employer.

If you're strapped for ideas for how to make your onsite crew feel appreciated, here are eight simple tips on how to start — all advice given by real-life workers on Reddit.

1. Replace their consumables

Even though it's expected, few contractors actually replace their workers' consumables.

One of the easiest ways to develop bad blood with onsite workers is by asking them to use their own

drill bits, blades, glasses, respirator filters, headlamp batteries — you name it — knowing that the money for those supplies is coming out of their own pockets.

Whenever you know your onsite workers are using their own consumables, pick up replacements at the hardware store and bill it to your current job, or ask the parts runner to grab them.

2. Give a uniform allowance

This one is simple: provide company shirts, sweaters, coats, hats, and gloves.

If you don't have company clothing to provide, one Reddit user recommends giving a stipend: \$200 a year for pants and \$200 a year for boots. Or, make it a generic uniform allowance that workers can use as needed.

Is the owner going to be onsite around noon? Bring the crew lunch or take them out to a restaurant. Is there millwork or cleaning to be done at the shop? Provide a barbecue lunch and stock the fridge with cold drinks. It can even be as simple as taking drink orders on a hot day.

A Reddit user recounted, "I ran a 4,800 square-foot historical renovation, and one of the things I did was take orders for Circle K soft drinks or Powerade. Then, I'd go and hand out the orders to each of the crew members."

No one wants to drink a weak, watery cup of joe at five o'clock in the morning. If you can, spend a little extra on quality coffee. According to one Reddit user, a decent standard for "cheap" coffee is medium roast Green Mountain Coffee.

"It's good enough for most people, can be bought in big bags for large offices, and it doesn't taste like it was cut with battery acid and motor oil. A Dunkin' Donuts box is always good for site runs as well, although it is more money. I've seen a lot of contractors on railways get a few dozen donuts and coffee for any weekend/night/12-hour work and allow their subs or even the inspectors to grab some."

5. Get to know your workers

While it might feel like a no-brainer, it's important to get to know your crew. Learn what everyone onsite does, talk to them about why their work matters, and accommodate their individual needs however you can.

There are tons of ways to do this. As one Reddit user mentioned, "When an employee shows up late often, ask them why. If they have to drop off their kids at school and it makes it their mornings tight, shift their schedule so they start 15 minutes later but also stay 15 minutes later."



California Sub-Bid Request Ads

ATKINSON CONSTRUCTION

Requests
Sub-bids from All Qualified & Certified **DBE** Subcontractors/Suppliers
for:

**Caltrans Contract 08-0Q75U4
Construction on State Hwy 60
in San Bernardino and Riverside Counties
from Euclid Avenue Undercrossing in Ontario
to Route 60/91/215 Separation in Riverside**

Bids Friday, February 15, 2019 per Addendum 5

Description of Work, Services & Supply (but not limited to): Asphalt, Aggregate Base, Aggregate Subbase, Alternative Inline Terminal System, Base Bond Breaker, Clear and Grub, Concrete Barrier (various types), Construction Area Signs, Demo, Drainage, Earthwork, Electrical, Erosion Control, Excavation, Fence, Flatwork, Furnish and Install Sign Structure (Truss), Grind Existing Concrete Pavement, Individual Slab Replacement (RSC), Joint Seals, Jointed Plain Concrete Pavement (including RSC), Landscape, Lean Concrete Base, Lean Concrete Base Rapid Setting, Maintenance of Traffic, MBGR, Minor Concrete (Curb / PCC Dike, various types / Stamped Concrete / Curb, Sidewalk and Curb Ramp / Vegetation Control), Midwest Guardrail System (Wood Post), Miscellaneous Iron and Steel, Maintenance of Traffic, Noise Monitoring, OHSS, Pavement, Pavement Marking / Traffic Stripe, Pavement Supply, PCCP Paving, Pipe Supply (18" Slotted Corrugated Steel Pipe - .064" thick), QA/QC, Rapid Strength Concrete Base, Road Barrier, Roadway, Roadway Excavation, Rock Blanket, Seal, Sign, Survey, Temporary Crash Cushion Module, Temporary Railing (Type K), Temporary Traffic Screen, Traffic Control System, Transition Railing (Type WB-31), Trucking.

REFER TO PROJECT SPECS FOR COMPLETE BID ITEM LIST.

ENGINEER'S ESTIMATE is \$140,000,000

14% DBE Project Goal

******Lower Tier DBE participation is greatly encouraged******

**Guy F. Atkinson
License # 1004388**

18201 Von Karman Ave, 8th Floor, Irvine, CA 92612

social.esteeming@atkn.com | Phone: 949-382-7145 | Fax: 949-553-0252

Guy F. Atkinson is a union contractor and an Equal Opportunity Employer. Atkinson is signatory to the Carpenters, Cement Masons, Laborers and Operating Engineers Unions. 100% Performance & Payment Bonds from an approved surety company will be required for subcontractors with contract value greater than \$100,000. Atkinson will pay the cost of bonds up to 2.0%. We will assist in obtaining necessary equipment, supplies, materials or related services. We will split items of work (see project specs for full list of bid items) and provide assistance in obtaining bonding, lines of credit and insurance where needed. Prices must stay firm through subcontract and purchase order execution. Subcontractors will be expected to sign Atkinson's standard subcontract and to comply with our company's standard insurance requirements which include a waiver of subrogation. Please provide your contractor's license #, DBE cert # and DIR # with your quote. Atkinson requests that subs and vendors register and prequalify in our online system at <https://www.atknextranet.com> prior to bidding.

TO DOWNLOAD PLANS, SPECS, THE INFO HANDOUT, ANY ADDENDA, ETC and VIEW Q&A:

Please go to the Caltrans Contracts web site

<http://www.dot.ca.gov/des/oe/weekly-ads/oe-project.php?q=08-0Q75U4>

Or contact Atkinson TO VIEW AND DOWNLOAD ALL BID DOCUMENTS
through our online service, BuildingConnected.

Please contact Atkinson with any questions or for help with your bid.



Requesting subcontractor bids for the
**Oak Leaf Meadows new apartment
construction project in Oakdale, CA.**
Plans and bid documents are available at:
**Sisler and Sisler
Construction, Inc.,
2930 Ramona Ave. Suite 600,
Sacramento, CA 95826 (916)852-6488
and Builder's Exchange of Stockton,
www.besonline.com and Valley Build-
er's Exchange, www.valleybx.com
Bids due: Friday, 2/8/19 by 12:00 p.m.
to Sisler and Sisler Construction, Inc.
Fax bids to: (916)852-6038.
We are an Equal Opportunity Employer**

SMALL
BUSINESS
EXCHANGE

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

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
Website: www.sbeinc.com
Phone: (415) 778-6250, (800) 800-8534
Fax: (415) 778-6255**

**Publisher of
Small Business Exchange
weekly newspaper**

Advertise with the Small Business Exchange

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

www.sbeinc.com



California Sub-Bid Request Ads

CWS Construction Group INC.
General Contractor
 Lic # 811153

94 San Benito Way Novato, CA,
94945 Phone: 415-599-6545
Fax: 415-209-0228

Invitation to bid as
 Subcontractor, supplier or vendor
 Certified **DVBE, MBE, LBE, SBE** or **WBE**
 Contractors are encouraged to bid.

Subtrades Needed:

Demolition, Hazardous Abatement, Electrical,
 Plumbing, Grading, Paving, Fencing

Project Name:

Clarendon ES Interim Housing

Location:

500 Clarendon Ave, San Francisco CA

Bids Due:

February 12th, 2019 @ 11:00

Engineers Estimate: \$675,000

Participation Goals:

DVBE 3%, Equal Opportunity

Please Contact Charlie Slack at
 Charliejr.cws@gmail.com

for contract documents

Please Submit All Proposals To:

Charlie Slack
 Charliejr.cws@gmail.com
 Or fax: 415-209-0228
 For More information
 please call 415-599-6545

NBC Construction
 as a "GENERAL CONTRACTOR"
 is requesting Proposal on "ALL TRADES" from
 all qualified subcontractors & suppliers, including
DVBE, LBE, DBE, SBE, MBE, WBE
 firms for the following project:

PROJECT TITLE:

**PROP 39 ENERGY MEASURES
 AT SAN FRANCISCO INTERNATIONAL
 HIGH SCHOOL**

SFUSD Project Number: 12009

PROJECT LOCATION:

**San Francisco International High School
 @ Enola Maxwell
 655 DE HARO STREET
 San Francisco, CA 94107
 Owner: San Francisco
 Unified School District**

NBC Construction

**850 South Van Ness Avenue
 San Francisco, CA 94110**

Phone # 925-324-2727 • Fax # 800-622-9144

All Bidders are hereby notified that the District has a
 Labor Compliance Program (LCP) -Prevailing Wages in
 effect on this Project and all contractors and subcon-
 tractors bidding this project will be required to comply
 with the LCP. In addition, All the Certified Payrolls (CPR)
 must be reported through DIR website. Plans are avail-
 able for viewing and ordering at:

ARC 100 Hooper Street Suite 20, SF Phone Number
 415-537-2235

Submit & Fax all proposals to 800-622-9144
For more information,
Please call Mike Schalchi at (925)-322-7473

Project: State Hwy from Euclid Avenue Rte 60/91/215 Separation

Project # 08-0Q75U4

OWNER: CALTRANS – DBE GOAL 14%

BID DATE: FEBRUARY 7TH, 2019 • BID TIME: 2:00 P.M.

****Please respond by 5:00 p.m., FEBRUARY 6TH, 2019****

Coffman Specialties, Inc. (CSI) is requesting quotes from all qualified subcontractors and suppliers for the following items of work, including but not limited to:

- TRUCKING / IMPORT BORROW, BASES ASPHALT
- EQUIPMENT RENTAL
- LEAD COMPLIANCE PLAN / ADL WORK
- SWPPP / WPC
- SURVEY / QC
- CONSTRUCTION AREA & ROADSIDE SIGNS
- PAVEMENT MARKING / STRIPING
- TRAFFIC CONTROL
- WATER TRUCK
- EARTHWORK / GRADING
- EROSION CONTROL
- METAL BEAM GUARD RAIL (MBGR) / FENCING
- CONCRETE SAWCUT & SEALING
- STREET SWEEPING
- DISPOSAL OF SOILS, PAVEMENTS & DEBRIS
- CONCRETE / MINOR CONCRETE
- ASPHALT / ASPHALT PAVING / ASPHALT DIKE
- COLD PLANING / PULVERIZING
- CLEAR & GRUB
- ELECTRICAL
- LANDSCAPING
- AGGREGATE SUPPLY / AGGREGATE BASE
- CONCRETE BARRIER
- REBAR
- DRAINAGE / PIPE SUPPLY
- GRINDING / CRUSHING
- JOINT
- DEMOLITION / EXCAVATION

Coffman Specialties, Inc. is signatory to Operating Engineers, Laborers, Teamsters, Cement Masons and Carpenters unions. Quotations must be valid for the same duration as specified by the Owner for contract award. Insurance and 100% Payment & Performance Bonds will be required, and will pay up to 1.5% for the cost of the bond. Waiver of Subrogation will be required. We will provide assistance/advice with obtaining Bonds/Insurance/Credit/Equipment/Materials and/or supplies.

****Subcontractors must provide a current contractor's license number and Department of Industrial Relations (DIR) current registration number with their quote.****

Plans and specs are available at no cost to interested firms. Please contact our office @ (858) 536-3100, email us: estimating@coffmanspecialties.com or you can visit our San Diego Office. We are an EOE & seriously intend to negotiate with qualified firms.

**Please send quotes via email to estimating@coffmanspecialties.com or via fax to (858) 586-0164

If you have any questions or need further information, please contact Gus Rios or Marty Keane @ (858) 536-3100



9685 Via Excelencia, Ste 200 • San Diego, CA 92126

Phone: (858) 536-3100 • Bid Fax: (858) 586-0164

e-mail inquiries to: estimating@coffmanspecialties.com



O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710

Phone: 510-526-3424 • FAX: 510-526-0990

Contact: Jason Martin

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

**Add Auxiliary Lane
 Hwy 50 Sacramento
 Caltrans #03-1F1904**

BID DATE: February 12, 2019 @ 2:00 PM

We are soliciting quotes for (including but not limited to):

Trucking, Temporary and Permanent Erosion Control Measures, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Type III Barricade, Plastic Traffic Drums, Portable Changeable Message Sign, SWPPP, Rain Event Action Plan, Storm Water Sampling & Analysis, Clearing & Grubbing, Chain Link Fence, Temporary Fencing, Sweeping, ADL Burial Location Report, Treated Wood Waste, Roadway Excavation (Type R-1 Aerially Deposited Lead), Geosynthetic Reinforcement, Planting & Irrigation, AC Dike, Tack Coat, CIDH Concrete Pile, Structural Concrete, Sign Structure, Underground, Rock Slope Protection, Minor Concrete, Misc. Iron & Steel, Delineator, Pavement Marker, Roadside Signs, Midwest Guardrail System, Transition Railing, Alternative In-Line Terminal System, Striping & Marking, Electrical and Construction Materials

An Equal Opportunity Employer

100% Performance & Payment Bonds may be required. Worker's Compensation Waiver of Subrogation required. Please call OCJ for assistance with bonding, insurance, necessary equipment, material and/or supplies. OCJ is willing to breakout any portion of work to encourage DBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php.



California Sub-Bid Request Ads

Pacific States

ENVIRONMENTAL CONTRACTORS, INC.

CAL LIC. NO. 723241
11555 Dublin Boulevard
Dublin, CA 94568-2909
Phone: (925) 803-4333 • FAX: (925) 803-4334
Estimator: Chris Pieri
cpieri@pacificstates.net

Pacific States Environmental Contractors, Inc. (PSEC) is preparing a bid as a Prime Contractor for the project listed below:

PROJECT:
Water Pollution Control Plant
Dirt Relocation 2019

OWNER:
City of San Leandro

BID DATE: February 6, 2019 @ 2pm

We hereby encourage responsible participation of LBE's and solicit their subcontractors or materials and/or suppliers quotation for the following types of work including but not limited to:

Trucking and Soil Treatment

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies for this project.

This will be a PREVAILING WAGE JOB.

Specifications may be reviewed at our office located at 11555 Dublin Boulevard, Dublin, CA. PSEC is willing to breakout any portion of work to encourage LBE's and solicit their subcontractor or materials and/or suppliers and trucking quotation as well as increase the expectations of meeting the San Leandro business preference and participation goal. The Project plans and contract book may be obtained free of charge from the City's website <http://www.sanleandro.org/depts/finance/purchasing/bids>. If you require any assistance, or need help obtaining plans please contact the Estimator, Chris Pieri email him at cpieri@pacificstates.net or call (925) 803-4333 and bids may be faxed to us at (925) 803-4334. 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.

We are
 an Equal Opportunity/Affirmative Action Employer

SUKUT

CONSTRUCTION

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

SUBS

Survey, Electrical, Fencing, Masonry, AC Paving

SUPPLIERS

Aggregate, Rip Rap, Misc Iron & Steel, Sewer Pump Well, Ready Mix Concrete, Pipeline Materials

HI-Desert Water District Wastewater Reclamation Project Phase 1 Collection System

Bid Package B3 Kickapoo Pump Station
 Located in Yucca Valley, San Bernardino County, California

HI-Desert Water District

BID DATE February 26, 2019 @ 2:00 p.m.

Sub & Vendor Bids Due Prior

Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Rick Welshiemer

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

Plans/specs are available for viewing at our office by appointment, and by Sukut FTP at no cost. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Sukut Construction 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

Sub-Bids Requested from qualified DBE Subcontractors and Suppliers For:

HORSETHIEF CANYON WATER RECLAMATION FACILITY EXPANSION

Owner: Elsinore Valley Municipal Water District (EVMWD)

Location: Corona, CA

Bid Date: February 28, 2019 @ 2:00 P.M.

J.F. Shea Construction, Inc.

667 Brea Canyon Road, Suite 30 • Walnut, CA 91789

Phone: (909) 595-4397, Fax: (909) 444-4268

Contact: Lori Olivas, lori.olivas@jfshea.com

J.F. Shea Construction, Inc. is soliciting your participation in the preparation of this bid. We are particularly interested in bids from subcontractors/suppliers for the following work items:

Demolition, Geotextiles, Riprap, Aggregate, AC Paving, HDPE Liner, Ready-Mix Concrete, Reinforcing Steel, Precast Concrete, Welding, Structural Steel, Miscellaneous Metals, Architectural Casework, Insulation, Sealants, Metal Doors/Frames/Hardware, Overhead Coiling Doors, Glazing, Louvers, Metal Framing and Drywall, Painting & Coatings, Signage, Fire Protection, Metal Building Systems, Truck Scale System, HVAC, Equipment, Electrical & Instrumentation

Plans and Specifications: You may obtain a free download from EVMWD's online bid system at: <https://www.planetbids.com/portal/portal.cfm?CompanyID=32069&BidID=54310>.

Plans may also be viewed at the Dodge Plan Rooms or at our Walnut Office.

J.F. Shea Construction, Inc. is an equal opportunity employer and intends to negotiate in good faith with interested DBE firms and intends to utilize the lowest responsive bidder. J.F. Shea expects potential subcontractors to be bondable. J.F. Shea will pay for up to 1% for subcontractor bond costs. Subcontractors and Suppliers are expected to bid per plans and specifications, including requirements for warranties. Standard manufacturer's warranties, if not in conformance with owner's specifications, will not be accepted.

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



8 low-cost ways to make your onsite crew feel appreciated

■ Continued from page 1

6. Make their lives easier

Another easy way to show your workers you care is by occasionally pitching in on the more menial tasks around the job site or office.

"I'll take out the garbage when I see one that is full," said one Reddit user. "I'll help load a truck if I'm nearby. Hell, if you want to go crazy, pick up a shovel and help."

Another user recounted, "I was working on fixing up my house before moving in and took time off to do so. I was offered any tool I needed, and our owner even offered to peel off a dude from a site and send him to help me for free. We have some pallets of tile and lumber that are just sit-

ting around, take 'em if you want 'em. Need to move something? Please, take a company truck and handle it. Oh, your car is in the shop? Here's a loaner."

7. Involve their families

Your workers' families are important to them, so involve them in your plans and gestures as a company.

My president's wife sends everyone handwritten cards for every holiday and birthday — even a personal one to me for Veteran's Day. Once a month, they used to invite everyone to a cookout at the shop, kids and family included. They definitely showed everyone they cared," one Reddit user said.

"Thank you."

"You made this happen."

"I appreciate you."

"Our clients are happy."

"Good job."

Saying thanks is easy and doesn't cost a thing, but these words aren't spoken nearly enough on job sites. Thanking your crew is the most important thing you must do to show them that you understand how pivotal they are to your success.

SOURCE:

<https://blog.buildingconnected.com/8-low-cost-ways-to-make-your-onsite-crew-feel-appreciated/>



California Sub-Bid Request Ads

Request for Quotes from Certified DBE Subcontractors and Suppliers

Project: Route 60 Euclid, Ontario, CA

Contract No. 08-0Q75U4

Owner: Department of Transportation (CALTRANS)

BID SUBMITTAL DATE: February 7, 2019 at 2:00 PM

Federal-Aid Project ACSB1NH-P060(155)E

Request for quotes from Certified DBE's Subcontractors and Suppliers for the following, but not limited

to scopes of work: Aggregate Supply, Asphalt Dike, Asphalt Paving, CIDH (Sign Foundation), Clear & Grub, Cold Plane AC, Concrete Barrier, Concrete Supply, Construction Area Signs, Drill and Bond Dowel, Electrical, Fence, Grind Existing Pavement, Guardrail, Joint Seal, Minor Concrete, Miscellaneous Iron & Steel, Noise Monitoring, Overhead Signs, PCC Supplies, Pipe Supply, Pre/Post Construction Survey, Railing, Roadside Sign, Rock Blanket, Saw and Seal PCC, Spall Repair, Striping.

PLEASE SUBMIT QUOTES BY FAX TO (909) 597-8635 OR EMAIL TO SoCalBids@FlatironCorp.com

Plans and specifications are available, at no cost from Caltrans website: <http://www.dot.ca.gov/des/oe/weekly-ads/specs-ntb.php?c=08-0Q75U4>. Additionally, plans and specifications are available at Flatiron's San Marcos, CA and Chino Hills, CA offices. Please call to make an appointment to view plans and specifications.

This project has a 14% DBE Goal. In addition to request for participation from Certified DBE subcontractors and suppliers, Flatiron requests non-DBE subcontractors to provide lower-tier DBE subcontractor and/or supplier participation. Bidders are required to indicate lower-tier DBE participation as it will be evaluated as part of their quote.

Flatiron analyzes and considers each DBE quote, including those that are broken down into economically feasible units to facilitate bidding. Assistance in obtaining bonding, lines of credit, insurance, equipment, supplies and materials is available upon request. Additionally, please contact us if you require technical assistance.

Quotations must be valid for same duration as specified by Owner for contract award.

Subcontractors are required to possess and maintain a current contractor's license and must also be registered with the Department of Industrial Relations (DIR) as required by Public Contract Code Section 1725.5. Subcontractors will be required to execute Flatiron's Standard Subcontract Terms and Conditions and insurance requirements. A copy of our Standard Subcontract Terms and Conditions is available in electronic format upon request.

Bond Requirements: Notwithstanding any contrary language in a bid to Flatiron or any prior course of dealing between Flatiron and a bidder, and unless waived in writing by Flatiron, Flatiron reserves the right to require each bidder to provide payment and performance bonds assuring bidder's obligations to Flatiron in the amount of 100 percent of the bid to Flatiron. Flatiron will reimburse the bond premium at actual cost not to exceed 3%. The surety on the bonds must be a California admitted surety. WE ARE AN EQUAL OPPORTUNITY EMPLOYER.

Flatiron West, Inc.

1770 La Costa Meadows Drive, San Marcos, CA 92078

Phone (909) 597-8413 / FAX (909) 597-8635

Email: SoCalBids@flatironcorp.com

Point of Contact: Veronica Garcia, Estimating Admin.