

# SBE TODAY

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## 5 Leadership Lessons From Martin Luther King Jr.

Katie Morell, Business Writers

One morning in 1965, Robert Ellis Smith, then-recent Harvard University graduate, received a phone call that would change his life. On the other end was a former fellow student who was starting a newspaper in Montgomery, Ala., strictly dedicated to covering the Civil Rights Movement. The voice on the other line asked Smith, former president of The Harvard Crimson, to lead the project. Without hesitation, he took the job and headed down to the Deep South.

"There wasn't a lot of newspaper coverage of small communities, so that is where we put our focus," he says, adding that the newspaper was titled *The Southern Courier*. "We also wanted to produce a publication that would be read by both blacks and whites, which was a new concept at the time."

For the next year, he covered the movement and often interviewed the legendary Martin Luther King, Jr. In addition to remembering his lively sense of humor, Smith recalls King's superior leadership ability—evident in one particular exchange.

"Coming up on December 1965, the 10th anniversary of the Montgomery bus boycott, I called Dr. King to ask him to write a piece for our publication," says Smith.

When King turned in the article a few days later, Smith was struck by references to Greek philosophers and became worried that the words would not resonate with King's largely uneducated audience. Even so, Smith ran King's piece on the front page and the next day's paper was a big seller.

Today, Smith lives in Providence, RI, and is founder and publisher of *Privacy Journal*, a monthly newsletter focused on personal security. As a small business owner himself, he looks back on his time covering the South and gleans leadership lessons from King that he uses in his own business to this day.

### Don't underestimate low-level employees

Just as King didn't hesitate to quote philosophers in his written pieces, great small business leaders should not underestimate even the lowest

level employees in their organizations.

"I was worried about the references, but he assured me that wisdom is present in people even in the most humble circumstances," remembers Smith. "He taught me never to underestimate anyone below me, that they have wisdom, life experience and are introspective."

### Embrace fear

King didn't hide his fear. He was scared before every speech and worried that his points wouldn't be well received or that he would be met with violent protests, says Smith. But instead of hiding, he talked about it and faced his fear head on.

"He used to tell me, 'If you are not anxious, that means you are not engaged, that you shouldn't fear fear, you should go with it,'" recalls Smith.

King's willingness to embrace his fear is a great lesson for small business owners. As Smith says, entrepreneurs may fear competition and new technology in today's business environment, but instead of shying away it is important to face these obstacles head on and not to be afraid of change.

### Encourage 'creative tension'

Every time King visited a new city to spread his message, community leaders would blame him for disturbing the norm. But to King, that was the point.

"He used to use the word 'creative tension' to explain that fairness and change come only when you shake things up," says Smith.

Today's small business owners can use this lesson within their own organizations by encouraging new ideas and internal criticism from employees, he notes.

### Know the 'why'

Over in Washington, D.C., Daron Pressley may not have known King personally, but as a small business owner, he looks to the Civil Rights icon as a beacon of inspiration in his company.

"I think Dr. King's biggest leadership lesson that translates to my business is to make sure my team knows why we do what we do," says

**Continued on page 2**

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# REQUESTS FOR BIDS & SUB-BIDS

Sub Bids Requested From Qualified  
DBE Subcontractors & Suppliers for

**City of Grass Valley  
Dorsey Drive Interchange Project  
Project No. 05-20**

**Location: Grass Valley, CA**

**Bid Date: January 22, 2013 @ 3:30 PM**

McGuire and Hester is seeking trades for the above referenced project in the following: clearing/tree removal; erosion control; signs; traffic control; striping; rebar; metal beam guard rail; concrete barrier; tubular railing; cold plane AC; grinding; bridge polyester overlay; cast-in-place-drilled piers; concrete; painting; fencing; landscaping; electrical; and pre-stressing bridge work.

McGuire and Hester will pay up to and including one and one-half percent (1-1/2%) of your bonding cost. Assistance in obtaining DBE certification is available, as well as plans and specifications for viewing.

## McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603

Phone: 510-632-7676 • Fax: 510-562-5209

**Contact: Keith Ones**

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Sub-Bids Requested From  
DBE, MBE, WBE

Subcontractors & Suppliers for:

**Sonoma Valley County Sanitation District  
Bioslids Management Upgrade**

**Contract No. 70-712-7#2**

**Location: Santa Rosa, CA**

**Bid Date: January 29, 2013 @ 10:00 AM**

**TRADES:** Demolition, AC Paving, Concrete C & Gutter, Misc. Metal, Sealants, Painting & Coatings, Trucking, Polymer Feed Systems, Screw Press, Metal Bldg erection, Instrumentation, Chain Hoists, Steel and DI pipe, Valves, Electrical, Concrete Cutting, Masonry.

## SYBLON REID

P.O. BOX 100 • Folsom, CA 95763

Phone: (916) 351-0457 • Fax: (916) 351-1674

Contact: **Karen Reichenberger**

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

Plans and specs are available for review at Syblon Reid office and upon request will provide assistance with drawings and specifications.

Subcontractors and suppliers must be licensed to conduct business in the state of California. Must be able to provide payment and performance bonds. Upon approval of 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 assistance with plans and specifications or help meet other requirements.

## Sukut Construction, Inc.

Is requesting sub-bids from qualified MBE/WBE/OBE/SBE/LBE/DVBE subcontractors, suppliers, manufacturers, & truckers for the following (but not limited to) work:

Plastic Duct Bank, Dewater, Abandon Wells, Concrete Pavement, Minor Concrete, Retaining Wall, Articulated Block Revetment System, Rebar, Rock Slope Protection, Hydroseed, Remove Facilities, SWPPP, Quality Control Testing, Survey, Cement-Treated Base (Plant-Mixed, Class A), Aggregate Base, Geocomposite Drain, 18" HDPE, Ready Mix Concrete, Filter Sand, Drain Gravel

**Contra Costa County Public Works Department**

**Contra Costa County Flood Control and Water Conservation District**

**UPPER SAND CREEK BASIN**

**Project No. 7562-6D8518-10**

**BID DATE January 29, 2013 @ 2:00 p.m.**

**Sub & Supplier Bids Due Prior**



## Sukut Construction, Inc.

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: **Jerry Pabbruwee**

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

Plans and Specifications are available for viewing at our office – call for an appointment – or at C.C. County Public Works Dept. 255 Glacier Drive, Martinez, CA 94553 and are available for purchase through Owner at [www.cccounty.us/pwprojects](http://www.cccounty.us/pwprojects). 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. Please contact Sukut Construction for assistance in responding to this solicitation. Subcontractors/Vendors will be required to sign Sukut's Standard Subcontract/Purchase Order. Copies are available for examination.

Sukut Construction's listing of a Subcontractor in its bid to the public 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, Inc. An Equal Opportunity Employer

Requests quotes from qualified MBE/WBE/SBE/LBE/OBE/DVBE businesses.  
Subcontractors, suppliers, and truckers for the following project:

**UPPER SAND CREEK BASIN, ANTIOCH**

**CONTRA COSTA COUNTY**

**FLOOD CONTROL & WATER CONSERVATION DISTRICT**

**Project #7562-6D8518-10**

**Bids: January 29, 2013 @ 2pm**

## Proven Management, Inc.

712 Sansome Street, San Francisco, CA 94111-1704

Phone: 415-421-9500 • Fax: 415-421-9600

**Trades:** Mass Earthwork – Grading – Excavation & Backfill - Dam & Spillway Construction – Inlet & Outlet Structures – Rock Slope Protection – Prefabricated bridge – Rebar – SWPPP – Trench Shoring & Protection – Clear & Grub – Stripping – Signs – Erosion Control (hydroseed) – Chain Link Fence/Railing – Steel Bollards 60" Reinforced Concrete Pipe – Misc. Metal – Traffic Control – Minor Concrete – Offhaul/ Disposal of Excess Soil

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

100% Payment & Performance bonds will be required from a single, Treasury-listed surety company subject to PMI's approval. PMI will pay bond premium up to 1.5%. Subcontractors awarded on any project will be on PMI's standard form for subcontract without any modifications. For questions or assistance required on the above, please call.

We are an Equal Opportunity Employer

# REQUESTS FOR BIDS & SUB-BIDS

RGW Construction Inc. is requesting sub-bids from qualified MBE/ WBE/ OBE/ SBE/ LBE/ and DVBE subcontractors, suppliers, manufacturers & truckers for the following project:

**Upper Sand Creek Basin · Project No. 7562-6D8518-10 · Contra Costa County**  
**Engineer's Estimate: \$12,800,000 · Bid Date: January 29, 2013 at 2:00pm**  
**Goal: 20%**

Requesting Sub-quotes for (including but not limited to): Fence, Hydroseeding, Rebar, Construction Area Signs, Concrete-Minor, Clear & Grub, Dewatering, Prefab Steel Truss Bridge and Trucking.

Scope of Work: Earthwork and grading for the basin and creek low flow channel, dam and spillway construction, inlet and outlet structures, rock slope protection, maintenance access road, pre-fabricated bridge and fence installation.

Plans and Specs are available to view and copy at our office or from the Contra Costa County Public Works Department's Online Planroom at [www.cccounty.us/pwprojects](http://www.cccounty.us/pwprojects) and from Blueprint Express (707) 745-3593.

For assistance in obtaining bonds, line of credit, and/or insurance for this project, please contact Derrick Woods at (925) 606-2400, 550 Greenville Road, Livermore, CA. 94550 or [derrick.woods@rgwconstruction.com](mailto:derrick.woods@rgwconstruction.com).

RGW is willing to breakout any portion of work to encourage MBE/ WBE/ OBE/ SBE/ LBE/ and DVBE participation. Contact us for a specific item list.

## RGW Construction, Inc.

Contractors License A/B 591940

550 Greenville Road • Livermore, CA 94550 • Phone: 925-606-2400 • Fax: 925-961-192

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## FORD CONSTRUCTION CO., INC.

639 E. Lockeford Street • Lodi, CA 95240 • (209) 333-1116 Phone • (209) 333-8597 Fax

Contact Jim Murray

Requesting sub- bids from all MBE/WBE/OBE/SBE/LBE/DVBE subcontractors, suppliers, manufacturers and truckers firms for:

**Contra Costa County**  
**Upper Sand Creek Basin**  
**No.: 7562-6D8518-1Q**

**Bid Date: January 29, 2013, @ 2:00PM**

For the following, but not limited to, work:

Prepare SWPPP, REAP, SW Annual Report, Sampling and Analysis Daily, CAS, Traff. Cent., Temp. Fence, Remove Exist., Fence, and Oil Well, Well Destruction, C&G, Type 2, 3and 5 Fill, Structure Bkf., Erosion Control, Lean Concrete, CTB, Conc. Pvmt., Structural Concrete, Retaining Wall, Minor Concrete , D&B Dowel, PCC patch, ACB Revetment, Re-Bar, 18" (HDPE), 60" RCP, Geocomposite Drain, RSP RSP Fabric, Gate & App., Trash Rack, Misc.Iron & Steel, Prefab. Bridge, Settlement Monument, Fence, Gate, CL Railing, Bollard, Contractor QC Plan, Plastic Duct Bank (For Electrical), Utility Vault, Survey, Testing.

Requirements Plans and specifications are available for viewing at Ford's FTP site please call for further assistance. Assistance in obtaining bonding, insurance, equipment, materials and supplies is available to all who inquire. Ford intends to work cooperatively with all qualified firms seeking work on this project. We are an equal opportunity employer and will consider all bids that may be submitted.

REQUESTING BIDS FROM SLBE/ELBE/DBE/ MBE/WBE/DVBE and OBE (Other) Subcontractors and Suppliers for:

**Project: Sewer & Water Group 732,**  
**Bid No. K13-5642-DBB-3**

**Project Owner: City of San Diego**

**Bid Date: 2/12/2013 @ 2:00 pm**

**(Please respond at least 24 hours prior to bid date)**

**Trades Requested:** Video Pre-existing Condition, Traffic Control, Rubberized Polymer Modified Slurry Seal Type II, Striping, AC Paving, Cold Milling, Pavement Fabric, Concrete Curb & Gutter/Sidewalk/Curb Ramps, Cleaning and Video Inspecting Pipelines, Manhole Supply & Installation, Manhole Rehabilitation, Water Pollution Program Development & Implementation and Archeological/Native American/Paleontological Monitoring.

All Subcontractor or Supplier requirements are to be a "Commercially Useful Function". Please submit bids prior to bid date and include any certification you may have. Items can be broken down and delivery schedules can be accommodated to facilitate maximum participation. HPS Mechanical, Inc. will assist with Bonding, Insurance, Materials and/or line of credit to all qualified respondents if necessary. HPS does not discriminate on the basis of race, gender, religion, national origin, ethnicity, sexual orientation, age or disability in the solicitation, selection, hiring or treatment of subcontractors, vendors or suppliers.

Plans and specs can be obtained at no charge from the City's website at

<http://www.sandiego.gov/engineering-cip/services/consultcontract/advertising.shtml>;

or can be viewed at no cost at HPS Mechanical's web site at <http://www.hpsmechanical.com>.

Click on "Bids" then on the project title hyperlink.

For technical questions or assistance, please contact **Noel Lamento**, Estimator at

## HPS Mechanical, Inc.

3100 East Belle Terrace,  
 Bakersfield, CA 93307

Phone: 661-617-8215 • FAX: 661-617-8415  
 or email [planroom@hpsmechanical.com](mailto:planroom@hpsmechanical.com)

# 5 Leadership Lessons

## ■ Continued from page 1

Pressley, founder of The Premier Athlete, a student athlete development company. "It isn't just to make a profit, it is knowing your purpose, cause and belief."

Instead of giving an 'I Have a Plan' speech, King gave his famous 'I Have a Dream' speech, says Pressley. He recommends small business owners use this fact to talk to employees about what they believe, the real reason for starting their business and whom the business is helping. By doing this, entrepreneurs can inspire those around them, just like King did.

## Involve everyone

King inspired community involvement in the Civil Rights Movement, and it worked partly because people wanted to be part of something bigger

than themselves, notes Don Phillips, author of Martin Luther King, Jr., on Leadership: Inspiration and Wisdom for Challenging Times.

"In a small business, people really perform when they feel like they are part of something special," he says. "King used to say 'people derive inspiration from involvement,' so the lesson is to get your people involved."

Phillips says small business owners can utilize King's words by involving all levels of the organization in company goal planning. You never know what great ideas will surface.

Source: 2013 American Express Company

# PUBLIC LEGAL ADVERTISEMENTS



UCLA

## ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, Los Angeles, sealed bids for a CM at Risk contract (utilizing Best Value Selection methodology) are invited from prequalified bidders for the following work:

### TEACHING AND LEARNING CENTER FOR HEALTH SCIENCES Project Number 944020.02

**DESCRIPTION OF WORK:** The Project will construct a six to seven-story, approximately 120,000 gsf building. The building will be LEED® certified, targeting a Gold rating. The building will contain learning and support spaces including formal learning rooms, informal learning spaces, common areas, student amenities and administrative offices. Formal learning rooms shall include a 220-seat lecture hall, two 200-seat multipurpose rooms, case study rooms, teaching labs, problem based learning rooms and seminar rooms. The building shall also contain a public lobby and entrance, administrative and Deans' offices and student oriented spaces. The scope of the work shall also include relocation of and connections to campus utilities, provision of building systems, provision of life safety systems, provision of a communications vaults and conduits, roadway reconfigurations and landscape and hardscape improvements.

The Anticipated Contract Value is \$74,000,000.00.

### BIDDING DOCUMENTS:

1. Bidding Documents will be available beginning on January 14, 2013 and will be issued at:

ARC

2435 Military Ave.

Los Angeles, CA 90064

Telephone (310) 477-6501

Website: <http://social.fordgraphics.com/>

2. Each prequalified CM/Contractor Bidder will be issued (1) complete set of Bidding Documents at no cost (each prequalified entity must contact ARC to instruct them as to whether they wish to receive digital or hard copy). Said entities and all other interested parties may view the Bidding Documents online at the ARC Plan-Well Public Plan Room, and purchase digital and/or hard copies of the Bidding Documents by contacting ARC as indicated above. All parties will make arrangements with and payment to ARC directly. (NOTE: Bidding Documents will not be issued at the University's office.)

**PREQUALIFIED CM/CONTRACTOR BIDDERS:** University has prequalified CM/Contractor Bidders for this Project. Refer to the website address listed at the end of this Advertisement for a list of said prequalified entities.

**BID DEADLINE:** Bids will be received only at the following location:

Contracts Administration  
University of California, Los Angeles  
1060 Veteran Avenue, Suite 125  
Box 951365  
Los Angeles, California 90095-1365  
310-825-7015

and must be received at or before:

**2:00 p.m., February 14, 2013**

**MANDATORY PRE-BID CONFERENCE & JOB WALK:** A mandatory Pre-Bid Conference and mandatory Pre-Bid Job Walk will be conducted on January 16, 2013 beginning promptly at 10:00 a.m. Only prequalified bidders who participate in both the Conference and the Job Walk, in their entirety, will be allowed to bid on the Project as prime contractors. Participants shall meet at Capital Programs Building, 1060 Veteran Avenue (follow signs to the meeting room), UCLA campus (refer to the online UCLA Campus Map at [www.ucla.edu/map](http://www.ucla.edu/map)). For further information, contact Ara Aroyan at 310-206-0348.

*(NOTE: Bidders are advised that parking may be difficult. Bidders should allow ample time to drive to the above location in heavy traffic, find a parking space, walk to the building, and arrive in the designated Meeting Room prior to the required time. It is currently anticipated that the Conference/Job Walk will last at least 2 hours.)*

The lowest responsible bidder will be selected on the basis of the best value to the University. The objective criteria and methodology used to determine Best Value are described in the Bidding Documents. The best value to the University is the selection resulting in the best combination of price and qualifications.

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

### B License (General Building)

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

The work described in the contract is a public work subject to section 1771 of the California Labor Code.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA  
(Visit our website at: <http://www.capital.ucla.edu>)

## UNIVERSITY OF CALIFORNIA SAN FRANCISCO

### ADVERTISEMENT FOR BIDS

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

### 735 PARNASSUS DEMOLITION AND LANDSCAPE

Project No.: M2614 / Contract No.: SL0262

### DESCRIPTION OF WORK:

The project consists of furnishing all equipment, materials and labor necessary for the lead and asbestos abatement and demolition of building at 735 Parnassus Avenue at the University of California, San Francisco campus. The work includes abatement of lead and asbestos elements, and demolition of architectural, mechanical, plumbing, electrical, fire and security alarm, site grading and landscape planting.

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

### PROCEDURES:

Bidding Documents will be available at **10:00 AM, January 17, 2013** and will be issued only at:

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

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

Customer Service Line (415) 514-2054 (before & after working hours) Fax No. (415) 476-8278  
Log into <http://www.cpfm.ucsf.edu/contracts/index.htm>  
Click on the UCSF Documents, Media & Mail button

Bidders must attend a **mandatory** pre-bid conference at **11AM, January 23, 2013**. For details, see <http://www.cpfm.ucsf.edu/contracts/index.htm> (Use the same website above to view complete Advertisement for Bids - Project Bidding Information).

Bids will be received and opened only at Campus Life, Facilities & Administrative Service FAS Finance Service Center, University of California, San Francisco, 654 Minnesota Street, 2nd Floor, San Francisco, CA 94107. Phone: (415) 476-5343. Bid Deadline: Sealed bids must be received on or before **3:00 PM, February 8, 2013**.

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

The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

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

### LICENSE CLASSIFICATION:

General Building Contractor with ASB Certification OR General Building Contractor

LICENSE CODE: B with ASB Certification OR B

Estimated construction cost: **\$75,000 - \$100,000**