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SMALL BUSINESS EXCHANGE

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Voice of Small, Emerging Diversity Owned Businesses Since 1984

• NEWS • INFO • BIDS

AT&T Chief Diversity Officer: Diversity Key To Company's Profitability



AT&T's Cynt Marshall leads the company's diversity efforts as chief diversity officer. She is one of the few diversity leaders in tech with a C-suite title. Photo: AT&T

By Salvador Rodriguez

For AT&T, diversity is more than a pursuit for its public relations team. It's an important business strategy that affects the company's bottom line, said Cynt Marshall, the head of AT&T's diversity efforts.

That commitment to diversity is projected in a variety of ways, starting with AT&T's board of directors, which includes four women and two African-Americans. The Dallas-based communications giant also counts three African-Americans among its C-suite of leadership executives, including Marshall.

AT&T's representation of Hispanics and African-Americans stands at 13 and 19 percent, respectively — figures that are close to or exceed both group's representation in the overall U.S. population.

lation. AT&T, however, has work to do when it comes to women, which have only a 35 percent representation.

The seriousness of AT&T's pursuit of diversity and inclusion can also be felt when looking at Marshall's title of "chief diversity officer." Marshall spoke recently with the International Business Times, explaining why diversity matters at AT&T.

International Business Times: What's it like for you to hold one of the few "chief of diversity" titles in the telecommunications industry?

Cynt Marshall: It is just a part of how we do business at AT&T. As somebody who grew up in the projects in Richmond, California -- to come out of that and be the highest-ranking African-American woman in AT&T because of commitments that people have to diversity and because of what this company is all about, I feel like I absolutely have to give back.

I got recruited right off of Cal's campus 34 years ago to come in and work at this company. They gave me this big pitch about how you could come in immediately leading people, basically saying there was no glass ceiling. "We welcome everybody. You can have a great career here." Very few women came into the ranks at the time. Very few minorities.

So now I look at it, and it is a completely different experience when you start to work here. Now, we have all kinds of programs going on in terms of pipeline and development, and it's all to help people advance to go as high as they want to go in the company. And, of course, I'm blessed enough to lead these efforts.

IBT: How is diversity ingrained at AT&T?

Marshall: For a long time we've worked on ensuring that our workforce reflects our customer base. Then we said, "Not only should our workforce be reflecting it, but we need to make sure our supplier base reflects it, too." If we were going to spend billions every year, we need to make sure we're putting some of that money into the hands of minorities, women, disabled, veteran businesses. Last year we spent \$16.5 billion with diverse suppliers because that's another way of just making sure that we are valuing everybody.

Then we said, "We have a diverse customer base so we need to make sure we serve folks and market to them in their language." So we have several hundred centers around the country where you can go in and do business with us in Spanish. We learned a long time ago that if we want to have a profitable business, we need diversity at the table because we need people who can represent the thoughts of everybody that we're trying to serve.

IBT: And is that diversity present at the leadership levels of AT&T?

Marshall: This commitment comes from our chairman [and CEO Randall Stephenson]. He actually leads one of our diversity and inclusion councils. That's imperative because, first of all, you don't want to make decisions or look at issues in a vacuum. You need all kinds of people at the table because people are sensitive to different things based on their background. You want to include everybody and you want your employees to see that. We're not going to say that we're a company of diversity and inclusion and never have you see any diverse leaders at the top.

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New Commerce Department Data Shows that Minority Entrepreneurship is Growing

The U.S. Department of Commerce today released the final results of the U.S. Census Bureau's 2012 Survey of Business Owners (SBO), which found that business ownership in our nation is mirroring our increasingly diverse population. Minority-owned firms in the U.S. rose from 5.8 million in 2007 to 8.0 million in 2012, and employed 7.2 million people in 2012. While the number of minority-owned businesses increased by 2.2 million, the number of non-minority-owned businesses declined by 1.1 million, from 20.1 million in 2007 to 18.9 million in 2012.

"The Commerce Department is committed to supporting all of America's businesses, and ensuring that small and minority-owned firms in particular have the tools they need to thrive," said National Director for Minority Business Alejandra Y. Castillo. "The Department's Minority Business Development Agency (MBDA) has been a proud and steadfast partner to our nation's 8 million minority-owned businesses, to better

equip these firms to create jobs and increase revenues.

From 2007 to 2012, the percentage of minority-owned firms increased from 22 percent to 29 percent of the total number of U.S. firms. Hispanic-owned firms increased by 46.3 percent from 2.4 million to 3.3 million. The number of Native Hawaiian and Other Pacific Islander firms rose 45.3 percent from 37,687 to 54,749. Black or African American-owned firms rose from 1.9 to 2.6 million, and the number of Asian-owned firms climbed from 1.5 million to 1.9 million.

"This new Census Bureau data underscores the rapid growth in minority-owned firms. Nonetheless, considerable disparities remain between their revenue and nonminority companies in our economy," said Director Castillo. "MBDA is committed to eliminating disparities in access to capital and contracts so that

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Community Outreach

Donald Trump's remarks spur Latino 'naturalization blitz' before election

By Daniel Hernandez

Donald Trump's scathing rhetoric about Latin American immigrants is galvanizing a movement in the community to pursue American citizenship and register in key battleground states.

In what campaigners are calling a "naturalization blitz", workshops are being hosted across the country to facilitate Hispanic immigrants who are legal, permanent residents and will only qualify to vote in the 2016 presidential election if they upgrade their immigration status.

Citizenship clinics will take place in Nevada, Colorado, Texas and California later this month, with other states expected to host classes in February and early March in order to make the citizenship deadline required to vote in November.

The Republican frontrunner's hostile remarks about Latino immigrants is driving people to the workshops.

This Saturday, 300 legal permanent residents are set to attend one of the workshops in Las Vegas, where they will be provided with naturalization paperwork, lawyers will offer on-site counsel and, in some cases, financial aid will be made available to help cover the \$680 application fee.

Trump, who has branded Mexican immigrants as rapists and criminals, and has made

the construction of a wall along the southern US border a pillar of his campaign for the White House, is increasingly viewed as the likely Republican candidate for 2016. His anti-immigrant statements have received even more coverage in Spanish-language media than they did in English-language press.

"Our messaging will be very sharply tied to the political moment, urging immigrants and Latinos to respond to hate with political action and power," said Maria Ponce of iAmerica Action, an immigrant rights campaign sponsored by the Service Employees International Union.

Several labor unions and advocacy groups are collaborating on the project. In Las Vegas, organizers also intend to hold mock caucuses to educate new voters on the state's complicated primary process. Nevada is the first early voting state to feature a large Latino population, and that group is eager to make itself known.

"This is a big deal," said Jocelyn Sida of Mi Familia Vota, a partner in the Nevada event. "We as Latinos are always being told that we're taking jobs or we're anchor babies, and all these things are very hurtful. It's getting to the point where folks are frustrated with that type of rhetoric. They realize the only way they can stop this is by getting involved civically."

Efforts to increase minority participation in swing state elections are nothing new. Nevada's powerful Culinary Union has been holding such events for its 57,000 members and their families since 2001. Yet never before has there been a gal-

vanizing figure of the bogeyman variety quite like Trump.

"It's shameful," said Maria Polanco, a Honduran woman pursuing citizenship after 26 years in the US. "Those comments hurt us a lot. We are not perfect, but the majority of us are not what Donald Trump says. We came looking for better opportunities for us and our kids. My great

pride is that my daughter graduated from college - I don't think she could've done that in my country."

Advocates say their citizenship events in late 2015 attracted droves of people like Polanco who have been eligible to apply for citizenship for de-

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Donald Trump's hostile remarks about Latino immigrants is driving a 'naturalization blitz'. Photograph: Jeff Malet/Sipa/Rex Shutterstock

Happy Birthday!

The Small Business Exchange, Inc. wishes a Happy Birthday to Gerald W. Johnson, company President and CEO.

Gerald has spent ALL of SBE's 31 years and most of the other 60.... advocating tirelessly for inclusion.....for ALL of us.

For this, we are grateful and thank you, Gerald.

From the SBE Staff



AT&T Chief Diversity Officer: Diversity Key To Company's Profitability

Continued from page 1

Diverse governance is big for us. We have a diverse board with about 30 percent women and people of color. We have two African-Americans on our board of directors. It's important for us because it gets back to dollars and cents -- the profitability of the company relies on us having diverse people making the right decisions and not excluding any markets.

It just makes good business sense, but it's also good for our employees, our customers and our suppliers to see our diversity. Not only do our employees think it's a great place to work, but it makes people want to do business with us because they see that we do business with people who look like them. And we don't have

to manufacture it. We don't have to go and find some black executive or black officer to come and sit with them.

IBT: What's a specific diversity program you guys have instituted to increase your female representation?

Marshall: We have something recently that we put together that we call the AT&T Executive Women's Leadership Experience. This is where we target about 20 top female general managers or vice president-level leaders who have the potential to move up to more senior roles. Some of these people have left and come back and said, "OK, I really want my career to take

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How The Generation Born Today Will Shape The Future Of Work

By George Lorenzo

We hear a lot about millennials, gen Xers and baby boomers, but there are several generations interacting today.

Demographers typically segment the world population into six living generations: GI (born 1901—1926), mature/silents (born 1927—1945), baby boomers (born 1946—1964), generation X (born 1965—1980), generation Y/millennials (born 1981—2000), and generation Z (born after the middle to late 1990s).

Additionally, Australian demographer Mark McCrindle coined a seventh living generation: a post-Z “generation alpha,” representing those born after 2010 up through the coming years to 2025.

All the generations can expect to live longer lives. According to recent indicators from OECD, the average life expectancy in the U.S. is now 78.8 (up by about 10 years since the late 1950s and early 1960s). According to the Social Security Administration, men who reach age 65 today can expect to live until age 84.3, and 65-year-old women can expect to live until 86.6.

Longer life spans mean that we will extend our work lives, but it also means that more people will draw from the social security government trust and from other social and economic resources. How will this affect our nation’s labor force in the relative near term? By looking at population and labor force statistics together with data about generational changes, we can get a sense of how the future of work might shake out over the next several decades.

Minority Population Growth A Key Indicator

Generation alpha, for instance, has already reached an important milestone that has numerous implications on future workforce development. In 2011—only their second year on the planet—they reached a first-time demographic milestone. There were more babies born in families of minorities than whites. Minorities currently have, and will continue to have, higher fertility rates than whites.

According to senior fellow in the Brookings Institution Metropolitan Policy Program William H. Frey, author of Diversity Explosion, “The percentage of white women who are in their childbearing years is declining and is smaller than the percentage of such women in other, ‘younger’ minority groups. Both of these trends are likely to continue and should translate into smaller numbers of white births over time. The population of whites, in fact, is aging more rapidly than that of other racial groups.”

In an interview with Fast Company, Frey calls generation alpha and its sibling generation Z “a huge demographic force. We are really going to absolutely be dependent on these young people for our future.”

He explains that by 2020, 40% of the population will be racial minorities, and more than half of the population under 18 will be racial minorities, adding that by 2023, whites will total less than half of the U.S. population under 30. Overall, this new minority demographic is estimated to comprise 56% of the total U.S. population by 2060, compared with 38% in 2014, as reported by NPR.

What this all means from a workforce perspective is that as baby boomers filter out of jobs into retirement and gradually lose their social and business-oriented dominance, jobs will need to be

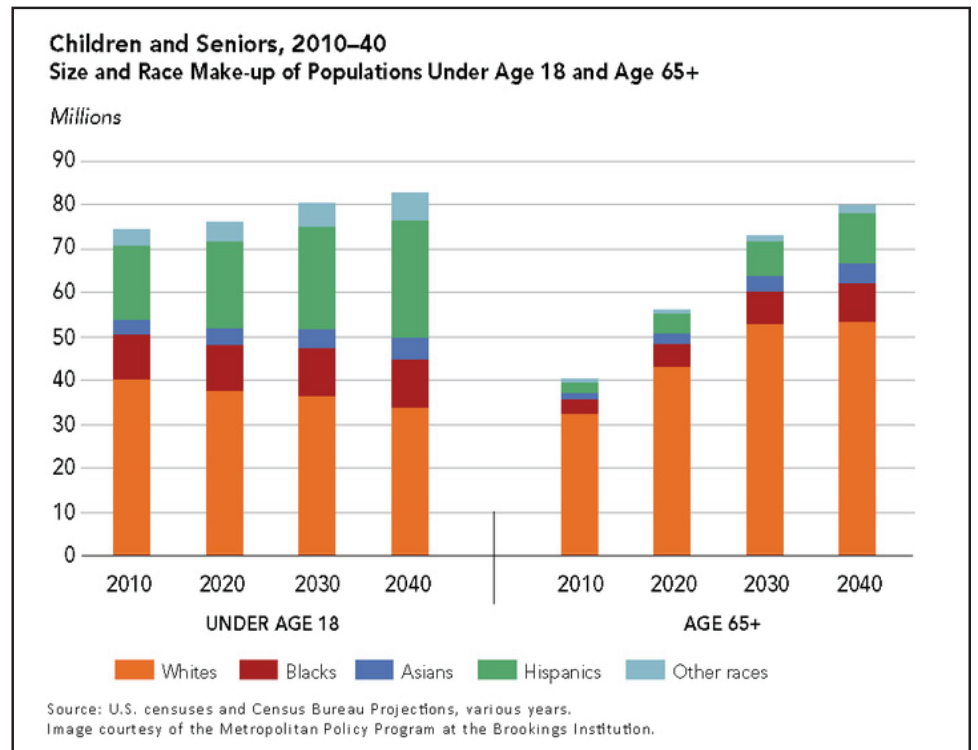
filled within the hierarchy of business and industry by younger, exceedingly multiracial workers.

Another Generational Divide On The Near Horizon

In a recent op-ed piece in the Los Angeles Times, Frey called this demographic trend the beginning of a future generational divide between gen alpha/

gen Z and baby boomers. “I tried to show how ironic it is that today’s baby boomers are the same people who used to say, ‘Don’t trust anyone over 30.’ Now the shoe is on the other foot.”

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Hartford, CT Sub-Bid Request Ads

M/WBE BIDDING OPPORTUNITY

M/WBE firms must be certified as follows: To constitute a MBE or WBE for the purpose of meeting the agency thresholds, an enterprise must be formally certified as such by at least one of the following entities: The Connecticut Department of Administrative Services, The Connecticut Department of Transportation, The Federal Environmental Protection Agency, The Federal Small Business Administration OR other states as evidenced by the appropriate state certificate which specifies the applicable WBE or MBE designation. In the event the certificate from a state other than Connecticut does not contain the applicable designation, the certificate should be presented to the Owner (The Metropolitan District) for review and consideration.

Shea-Skanska Joint Venture invites qualified contractors, specifically M/WBEs certified by the agencies and requirements listed above, to contact Shea-Skanska JV (Prime Bidder/Contractor listed below) regarding subcontracting services and material supply opportunities in connection with the upcoming tunnel and shaft project.

The Work under this contract is located in South Hartford, Connecticut. The participation rates are 3% for MBEs and 5% for WBEs of the total contract price. Additionally, the goals are 6% MBE and 5% WBE. The Work consists of the construction of a deep rock tunnel, drop shafts, and an odor control facility along with support equipment and accessories as shown and specified.

Owner: The Metropolitan District
South Hartford Conveyance and Storage Tunnel: Tunnel and Shaft Construction
Contract No. 2 (2015B-27)

BID DATE: February 25, 2016 AT 2:00 PM

Opportunities to participate exist in the following specific areas of soil and rock excavation, hauling, excavation support systems, mechanical rock excavation, structural steel, engineering, survey, instrumentation and monitoring services, materials testing, demolition and site preparation, environmental investigation, utility relocation, paving, fencing and gates, geotechnical and structural instrumentation, slurry wall, cast-in-place concrete structures, reinforcing steel, ground stabilization, rock-bolts, steel dowels, shotcrete, concrete finishing, waterproofing, service utilities, grouting, mechanical equipment – hydraulic, sluice & weir gates, electrical services, landscaping, dewater pump station, pest control, IT services, waste disposal, cleaning services, and security services.

Any business seeking to participate as a M/WBE must submit current valid certification documents with proposal. We have set up an FTP site where you can view all plans and specifications for your convenience. Please contact Brett Campbell at (909) 594-0982 (brett.campbell@jfshea.com) to receive instructions on accessing the FTP Site.

Shea-Skanska Joint Venture

(J.F. Shea Construction, Inc. – Skanska USA Civil Northeast Inc.)
 667 Brea Canyon Road, Suite 22, Walnut, CA 91789
 909-595-4397, 909-869-0827 (fax)



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California Sub-Bid Request Ads

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The Project is to demolish most of the two existing buildings on the project site and construct a mixed-use development with two components, a residential and retail development and an office development and permit center to be occupied by several City and County of San Francisco departments.

We encourage interested firms to review documents available at:

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Contact: Harold Hill at hhill@related.com

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Fax your bid to (925) 803-4263 to the attention of Estimator Victor Le. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at: www.dir.ca.gov/Public-Works/PublicWorks.html

If you need DBE or SBE 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 and SBE goals.

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 and ALL QUALIFIED SUBCONTRACTORS
 & SUPPLIERS
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 FOR THE FOLLOWING PROJECT:

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 RAPID TRANSIT DISTRICT
 DOWNTOWN BERKELEY PLAZA IMPROVEMENT
 PROJECT
 BERKELEY, CA
 BID DATE: February 16, 2016 @ 2:00pm
 ESTIMATE: \$6,500,000-\$7,250,000**

Trades needed but not limited to: Demolition, Selective Demo, Hazmat, Abatement, Concrete Restoration, Portland Cement Concrete, Concrete Forming, Rebar, Cast-in-Place Concrete, Concrete Finishing, Precast Concrete, Clay Unit Masonry, Metal Welding, Structural Steel Framing, Cold-Formed Metal Framing, Metal Fabrications, Metal Railings, Decorative Metal, Modified Bituminous Sheet Waterproofing, Vapor Retarders, Aluminum Plate Panel System, Metal Wall Panels, Flashing and Sheet Metal, Firestopping, Joint Protection, Overhead Coiling Grilles, Factory Prefabricated Plank Glass and Metal Frame Panels, Door Hardware, Glazing, Structural Glass Canopy and Side Glass, Plastic Glazing, Painting, Graffiti-Resistant Coatings, Dimensional Letter Signage, Post and Panel Wayfinding System, Illuminated Cabinet Signage, Non-Illuminated Signage, Real-Time Information Display, Site Furnishings, Electrical, Fire Sprinklers, CCTV Systems, Earthwork, Underground, Asphalt and Concrete Paving, Unit Pavers, Pavemarkings, Traffic Signage and Control Signals.

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Supplies	MBE 2%	WBE 1%
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Equipment	MBE 4%	WBE 2%

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**Butte Water District
 Pennington Weir Replacement
 Bid Date: 2/5/2016 @ 2:00PM**

Trades Solicited: Dewatering, Demolition, Rebar, Trucking, Welding, Langemann Gates, Surveying, Misc. Metal, Coating & Sealants, Electrical, Fencing.

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

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Chumo Construction, Inc.

14425 Joanbridge Street, Baldwin Park, CA 91706
 Phone: (626) 960-9502 Fax: (626) 960-3887
 Contact: George Chumo

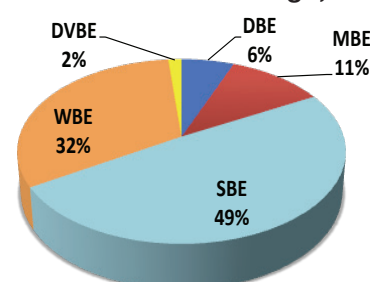
Sub-Bids Requested From Qualified
 DBE Subcontractors & Suppliers
**For Construction on State Highway In
 Los Angeles County From 0.2 Mile North Of
 El Segundo Boulevard Undercrossing
 At Del Aire To Venice Boulevard In
 Culver City
 District 07
 Location: 07-LA-405-20.5/28.0
 Contract No. 07-300604
 Bid Date: 02-03-16 @ 2:00 PM**

We have information about the plans, specifications, and requirements in our office located at 14425 Joanbridge Street, Baldwin Park, CA. Please call to arrange an appointment, our office hours are 8:00 am to 4:30 pm. Copying services are available.

100% Performance and Payment Bonds with a surety company subject to approval of Chumo Construction Company, Inc. are required of subcontractors for this project. Chumo Construction will pay bond premium up to 1.5%. Subcontractors will be required to abide by terms and conditions of the AGC Master Labor Agreements and to execute an agreement utilizing the latest AGC Standard Long Form Subcontract incorporating prime contract terms and conditions, including payment provisions. Chumo Construction's listing of a Subcontractor is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with the Subcontractor's price quote. Chumo Construction requires that Subcontractors and Suppliers price quotes be provided at a reasonable time prior to the bid deadline to enable complete evaluation. For assistance with bonding, insurance or lines of credit contact George Chumo at (626) 960-9502.

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AUDIENCE PROFILE Small Business Exchange, Inc.



Granite Rock Company

7700 Edgewater Drive, Building B, Suite 300
 Oakland, CA 94621
 Phone (510) 729-5075 Fax (510) 729-5079
 Contact: Patrick McDonald
 Email: estimating@graniterock.com

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**AC Transit East Bay Bus Rapid Transit Project
 Infrastructure and Station Platforms
 IFB #: 2016-1354**

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 1000 American Bridge Way • Coraopolis, PA 15108
 412-631-1000 • Fax 412-631-2003

American Bridge Company continues to solicit Disadvantaged Business Enterprises (DBE) to submit pricing for labor, materials, equipment and supplies associated with the **Golden Gate Bridge, Highway and Transportation District (District) Bid for Contract No. 2016-B-1, Golden Gate Bridge Physical Suicide Deterrent System and Wind Retrofit whose Bid Date has been REVISED to Tuesday, March 08, 2016, at 2:00 p.m., PT.**

Please refer to our prior solicitation for additional details regarding this Project. Interested DBE Firms should contact Bruce Luu at (412) 631-1047 or Bluu@americanbridge.net

SUKUT
CONSTRUCTION

Requests proposals/quotes from qualified and certified MBE/WBE/DBE/DVBE/OBE/SBE Subcontractors, Suppliers, Truckers, and Service Providers for the following (but not limited to) work:
 Underwater Structures Construction, Rebar, Cement Deep Soil Mixing (CDSM), Process Systems, Hydraulic Seeding, Erosion Control, Utilities, Communications Systems, Electrical, Cast-in Place Concrete, AC Paving, Pipe Welding, Fence & Gates, Construction Surveying, Selective Demo, Sand & Gravel, Petroleum, Precast Concrete Specialties, Hot-Dip Galvanizing, Structural Steel Framing, Steel Decking, Access & Vault Hatches, Metal Fab, Epoxy Coatings, Non-Shrink Grouting

**Chabot Dam Seismic Upgrade
 Specification 2107
 Located in Alameda County, California
 East Bay Municipal Utility District
 BID DATE February 10, 2016 @ 1:30 p.m.
 Sub & Vendor Bids Due Prior
 Fax all proposals/quotes to 714-545-2003**

Sukut Construction, LLC
 4010 W. Chandler Avenue, Santa Ana, CA 92704
 Contact: Jerry Pabbruwee
 Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: estimating@sukut.com

Plans/specs are available for viewing at our office by appointment, or may be obtained from Owner. 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 agency is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with Subcontractor's price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

Sukut Construction, LLC
 An Equal Opportunity Employer

Shimmick/Con-Quest JV
 8201 Edgewater Drive, Suite 202 • Oakland, CA 94621
 Phone (510) 777-5000 • Fax (510) 777-5099

SBE Subcontractor/Supplier Bids Requested For:
**City and County of San Francisco
 Municipal Transportation Agency
 Twin Peaks Tunnel Trackway Improvement Project REBID
 Contract No. 1282R
 Bid Date: February 12, 2016 at 3:00PM
 Fax all quotes to 510-777-5099**

Requesting certified SBE Subcontractor and Supplier Quotes on: **Concrete, Demolition, Electrical, Flatwork, Grinding, Instrumentation, Mechanical, Paving, Railroad, Rebar, Survey, Trackwork, Traffic Control, Trucking, Utility Work, Waterproof, Aggregate Supplier, Expansion Joints Supplier, Lumber Supplier, Mechanical Equipment Supplier, Railroad Products, Ready Mix Supplier, Utility Pipe Supplier**

Bid documents may be obtained from the SFMTA on the 3rd Floor, One South Van Ness Ave., San Francisco, California 94103, by emailing a request to Mr. Allan Andaya at allan.andaya@sfmta.com, or faxing a request to (415) 701-4300.

Bid documents are also available for viewing by appointment only at Shimmick Construction's Office: 8201 Edgewater Drive, Suite 202, Oakland, CA 94621.

Subcontractors and Suppliers interested in this project may contact Clay Cochran by phone at (510) 777-5078.

100% Performance and Payment bonds with a surety company subject to approval of Shimmick/Con-Quest JV are required of subcontractors for this project. Shimmick/Con-Quest JV will pay bond premium up to 1.5%. Subcontractors will be required to abide by terms and conditions of the AGC Master Labor Agreements and to execute an agreement utilizing the latest SCCI Long Form Standard Subcontract incorporating prime contract terms and conditions, including payment provisions. Shimmick/Con-Quest JV's listing of a Subcontractor is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with the Subcontractor's price quote. Shimmick/Con-Quest JV requires that Subcontractors and Suppliers price quotes be provided at a reasonable time prior to the bid deadline to enable a complete evaluation. For assistance with bonding, insurance or lines of credit contact Scott Fairgrieve at (510) 777-5000.


MLK, Jr. Medical Campus East Parking Structure Project
 Los Angeles, CA

Swinerton Builders is soliciting bidders from qualified subcontractors and suppliers:
Due Date: Thursday, February 25, 2016 2:00 PM


"Swinerton Builders – Subcontractor and Suppliers Outreach" Event for CBE's on Thursday, Feb. 4, 2016, 8:30a.m. to 10:30a.m. on upcoming opportunities at MLK, Jr., Medical Campus for East Parking Structure project. LA County Certification Information available. Location: Watts Labor Community Action Committee Cultural Complex, 10950 South Central Ave., LA 90059. On-site parking available. RSVP: email: info@dcsaconsulting.com. "Swinerton is an Equal Employment Opportunity, Minority, Women, Disability, and Veteran Employer".

Project Description: Design-Build for a 469,000 square foot, 1,446-stall, 6-Level, post-tensioned, cast-in-place parking structure and site infrastructure work including landscape, access roads, signage, site utilities, and pedestrian walkways. The project also has an "On-Site Make Ready" and "Off-Site Make Ready" components which are fully designed. The "On-Site Make Ready" scope of work consists of site clearing/demo of the surface parking lot, relocation of existing underground utilities, re-routing of the entry drive loop, traffic striping, signage, and preparation of a certified building pad. The "Off-Site Make Ready" scope of work consists of the removal of the bus turnout and relocation of the bus stop along Wilmington Avenue.

Project Components Include:

- **Design-Build Parking Structure** - All trades shall comply with current local building codes as well as ADA Guidelines, California Title 24 Regulations, Performance Specifications, and Basis of Design Criteria. Please state clearly, all qualifications and/or assumptions included in your proposal in addition to all permits, fees, licenses, charges, etc.
- Trades include: Survey, Cast in Place Concrete, Concrete Reinforcing & P.T., Masonry, Structural Steel, Misc. Metals, Barrier Cables, Security Screens, Waterproofing/Traffic Coatings/Sealants & Caulking, Roofing, Sheet Metal, Expansion Joints, Doors/Frames/Hardware, Coiling Grilles, Glazing, Portland Cement Plaster, Flooring, Painting, Signage, Fire Extinguishers, Parking Controls, Bicycle Racks, Elevators, Fire Suppression, Plumbing, HVAC, Electrical, Fire Alarm, Earthwork, Drilled Caissons, Asphalt Paving, Site Concrete, Pavement Markings & Striping, Tactile Warning Mats, Chain Link Fencing, Landscaping, and Site Utilities.
- On-Site Make-Ready - Fully Designed Set of Plans and Specs.
 - Trades include: Survey, Site Electrical, Site Clearing/Demolition, SWPPP, Earthwork, AC Paving, Striping, Site Concrete, Landscaping, and Site Utilities.
- Off-Site Make Ready – Fully Designed Set of Plans and Specs.
 - Trades include: Survey, Site Clearing/Demo, Site Concrete, Concrete Pavers, Signs, and Site Furnishings.

This a Public Works Project requiring, in part, the following:
 Department of Industrial Relations "DIR" Registration, Prevailing Wages, Labor Compliance Reporting, and Compliance with various County of Los Angeles programs such Gain / Grow Program Participants for Employment, Local Small Business Enterprises, Community Business Enterprise Participation which include Disable Veterans, Disadvantaged Business Enterprises, Minority and Women Owned Business Enterprises, and Local Worker Hiring Program (Refer to RFP sections 6.16, 6.20, 6.33, 6.36, Project Manual section 00700 (19.4, 19.16) and 01910).

 **PIPE & PLANT SOLUTIONS INC**

PIPE AND PLANT SOLUTIONS, INC.
 2000 5th Street, Berkeley, CA 94710
 Phone/Fax : 888-978-8264

Requests proposals/quotes from all qualified & certified MBE/WBE/DBE/OBE/SBE/DVB subcontractors, suppliers, and truckers for the following project:

**ALAMEDA INTERCEPTOR
 REHABILITATION PHASE 2
 EBMUD SPEC SD-381
 Bids: 02/03/2016 @ 1:30 pm**

TRAFFIC CONTROL; CUTTING/PATCHING; WASTE MANAGEMENT & DISPOSAL; DEMOLITION & SALVAGE; CONCRETE & REBAR; CONCRETE FINISHING; NON-SHRINK GROUTING; EXCAVATION; REPAIR MORTAR; FILL; BACKFILL & DRAIN ROCK; TRENCHING & BACKFILL; AC PAVING; CCTV OF SEWERS; MANHOLE REHAB; REHAB OF EXISTING SEWERS WITH CIPP;

PPSI will provide assistance in obtaining necessary bonding, insurance, equipment, supplies, materials or other related services. 100% Payment & Performance bonds will be required from a single, Treasury-listed surety company subject to PPSI's approval. PPSI will pay bond premium up to 1.5%. Subcontractors awarded on any project will be on PPSI's standard form for subcontract without any modifications. For questions or assistance required on the above, please call.

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Case Studies

Case Studies of Four Successful MBE Exporters and their Unique Characteristics

By Sharon T. Freeman, Ph.D.

Case study respondents were selected on the basis of whether they exported to any of the five key NEI NEXT target markets of China, South Korea, Brazil, South Africa, and Colombia and on their willingness to participate. They were referred by export promotion agencies at the state level and by various TPCC agencies that are familiar with their work. This section represents a summary of notes from these interviews.

Case # 1: MBE Exporter Candace Chen: Exporting to China and to Multiple Countries

About the Owner

Candace Chen is a first generation Taiwanese American, and exporter to Taiwan, China, and other countries. She spent part of her childhood in Taiwan and later emigrated to the U.S. with her parents. Chen is the Founder, President and CEO of Power Clean 2000, a Los Angeles, CA firm founded in 2012. The company is a manufacturer of automotive service equipment and specialty chemicals. Chen recently established a new product, FaceLube for Men, which is a brand of eco-friendly men's anti-aging skincare, grooming, and shaving products that are sold in domestic and international markets.

Chen is a small business advocate and well respected in the international trade community. She is often consulted by press and is a sought after speaker at high-level trade/ policy events. Among her many honors, she serves as an appointed trade policy advisor on SMEs to the U.S. Secretary of Commerce and the U.S. Trade Representative. Chen is a "Next Generation" member of the Pacific Council on International Policy that is the western affiliate of the Council on Foreign Relations, a non-partisan foreign policy membership organization and think tank based in New York. Previously, she chaired the U.S. SME Working Group of the Trans-Atlantic Business Dialogue, a high level US/ European Union Trade Policy Forum between American and European CEOs of Fortune 1000 companies, U.S. cabinet-level officials, and EU commissioners. Chen has also been formally recognized by the U.S. Department of Commerce with an award for achievement in trade.

Unique MBE Exporting Characteristics:

Entrepreneurial Orientation

"Being a child of entrepreneurs taught her both about business operations and about the culture of business," Chen stated during the interview. Chen is entrepreneurially oriented, and in the category of those considered to be "born global." Soon after establishing her company, she began preparing to export. While growing up in Taiwan she learned about exporting by observing her parents' export business. They exported home décor from Taiwan and later exported from the U.S. after the family emigrated there. Chen's parents made sure that she and her siblings had active roles in the family business, which helped plant the seeds of entrepreneurship in her and the desire to become an exporter one day.

Country of Origin Linkages

Chen always knew that she could draw on connections with family and friends in conducting business in Taiwan, as her family maintains strong ties in Taiwan and in a number of Chinese-speaking countries. During the interview,

she noted that being a first generation Taiwanese American had obvious advantages for her in China and Taiwan. She is also fluent in Mandarin Chinese which allows her to cull through Chinese language news media for business information and for information to help her prepare for meetings with her in-country counterparts.

For Chen, country of origin was not guaranteed entry into a country's export system. "There are limits to the advantages that country of origin linkages can confer," Chen says. "Having connections doesn't mean that it's easy to do business in the countries in which one has a network," she emphasized during the interview.

While Chen's networks and linkages assisted her in doing business in her target markets to

partners are relatives it's easier to build trust of course," she shared. Though she chose not to partner directly with relatives in Taiwan, her family has been helpful in referring business and in helping her to screen potential partners.

While trust conferred through ethnic ties is an important asset, according to Chen, compatibility between the senior management of the partnering firms outweighs it. "Each firm's credentials, financial standing, service philosophy, and on-line reputation is critically important and should be weighed," Chen underscored during the interview. In her experience, if the U.S. firm is marketing a new technology or product concept, choosing partners with the same passion is far more important than a larger partner with little enthusiasm.

made an appointment. She soon took advantage of the resources enumerated. Chen eventually utilized most of the export assistance programs that were offered at the time, including agent/distributor searches and trade missions.

Chen also sought out the assistance of the U.S. Embassy. Working with the staff, she began to understand that government export assistance programs could help her get into new markets, and lower the cost of doing so. Incrementally, with the help of government export assistance and her own networks, Chen has built her own export portfolio - one market after another in a relatively short amount of time. While she does business in Asia, she also exports to Bangladesh, the U.K., South Africa, and Brazil. The company's current challenges are the firm's technical capabilities—not her dreams and ambitions.

Chen has participated in the U.S. Department of Commerce's "Gold Key" program⁶⁴ and continued to work with the U.S. Embassy to connect her to the appropriate prospects within a country.

Impact of Exporting

At the time of the interview, direct exports of Power Clean 2000 account for an estimated 15-20 percent of its total revenues – they used to represent an even higher proportion. Over the years, however, the company's business model changed to one that puts greater emphasis on exporting indirectly through licensing agreements and technology transfers. Her partners are now incorporating Power Clean 2000 technology and components into their exported products. The company's new product line, FaceLube for Men, is intended for direct export and is already being exported on a trial basis to a handful of foreign markets.

Overcoming Trade Barriers

Unlike many other SMEs, financing hasn't been a major problem for Power Clean 2000, but intellectual property right (IPR) protection has been. In this regard, China continues to be a particularly troublesome market. "Over the years, the company has encountered just about every conceivable IPR nightmare," Chen stated, "including costly battles in local courts and corrupt local officials, to scenarios where judgment-proof competitors would simply open up shop as a new entity to sell the same counterfeited goods faster than the court could serve judgment papers." Except for the ability to understand legal decisions and converse with lawyers without the need for translators, her Chinese heritage has been of no help in preventing IPR theft. Chen has learned the hard way that in China that distribution contracts are only as good as the people who sign them. In her opinion, the best protection against IPR theft is undertaking robust due diligence before entering into an agreement with any foreign partner. Continued vigilance is also needed, which Chen cautioned not to leave solely in the hands of distributors.

Visit link for the full article:

www.mbd.gov/pressroom/publications/minority-exporters-characteristics-and-strategies-new-business-and-expansion#CaseStudies

Source: <http://www.mbd.gov>



some extent, in the end, they could not help her circumvent the formidable institutional barriers she faced in exporting to Taiwan and China. The bureaucracy associated with obtaining government licenses and certifications was so great that she was not initially able to export to either country. As a result, her first exports were solely to Greece—though eventually she was able to break into her target markets.

Cultural Assets

In her interview, Chen noted that her Chinese heritage is both a bonus and common ground that helps her build trust in relationships more quickly, particularly those Asian countries such as Korea, Japan, Thailand, Singapore, Vietnam, and so on, where the culture is influenced by Confucian traditions. Chen takes the further step of adjusting her dialect depending on which country she is working, that also helps build trust.

"Trust," she said, "while important in business, does not necessarily overshadow credentials or other factors." Chen has learned that it is advisable to take time to build trust with local partners, especially before transferring any sensitive technology to them. "When business

"Power Clean 2000 supplies cutting-edge American technology that is in demand," Chen shared. As a representative for her company, how clients perceive her also matters. In her interview, Chen noted that as a woman in a male-dominated industry, she stands out and is differentiated as a person of Chinese heritage who speaks "Americanized English."

Leveraging U.S. Government Trade Promotion Resources

Chen attributes having made some of her market inroads overseas by utilizing U.S. Government resources. Soon after establishing Power Clean 2000, Chen attended an annual automotive trade show in Las Vegas. There, she was approached by a trade specialist from the U.S. Department of Commerce who wanted to introduce the Agency's exporting programs for small firms. She was skeptical because she equated the federal government with the "Internal Revenue Service," and could not fathom that a branch of government existed that was actually pro-small business. Nevertheless, Chen kept the government representative's card, and subsequently

Success Delivered

Oprah wisely says:

“The more you praise and celebrate your life, the more there is in life to celebrate. We’re such a goal-oriented culture and we get a thrill from achieving our goals – but are all too quickly straight onto the NEXT achievement. It’s so easy to shift from the end of one year and straight into the next – without pausing to celebrate the success we’ve achieved.”

The **Small Business Exchange, Inc. (SBE)** offers you the opportunity to celebrate your achievements in diversity and inclusion – to brag through our **SUCCESS DELIVERED** column.

Contact SBE for pricing to reserve space weekly or monthly.



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 Publishes every Thursday

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■ **SBE Today Daily Electronic Newsletter**
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Refer to contact information at the bottom of this form

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Publication / Issue

Refer to Editorial Calendar for weekly features and topics. Please check publication AND indicate date(s) to run ad in the space provided

- Small Business Exchange Weekly Newspaper – Publishes every Thursday _____
- SBE Today Daily Electronic Newsletter – Publishes every Monday to Friday _____
- Internet – www.sbeinc.com

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California Sub-Bid Request Ads

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Contact: Jean Sicard, Donat Galicz or Victor Babbitt • An Equal Opportunity Employer

REQUEST FOR DBE & SBE SUBCONTRACTORS AND SUPPLIERS FOR:

**East Bay Bus Rapid Transit Project
Infrastructure and Station Platforms
AC Transit
IFB #2016-1354**

BID DATE: February 17, 2016 @ 2:00 PM

We are soliciting quotes for (including but not limited to): Trucking, Traffic Control System, Construction Survey, Stormwater Pollution Control Plan, Clearing & Grubbing, Water Pollution Control, Subgrade Enhancement Geosynthetic (Class B1 Geotextile), Adjust Utilities, Cold Plane AC, Slurry Seal, Tack Coat, Portland Cement Concrete Pavement, Minor Concrete, Concrete Station Platform Curb, Detectable Warning Surface, Parking Space Meters, Pedestrian Barricade, Colored Stamped Concrete, Manhole, Catch Basin Insert, Architectural Fence, Artistically Enhanced Handrail and Windscreen Panels, Concrete Pipe, Iron Pipe, Sewer Pipe, Building Sewer Connection, Sanitary Sewer Cleanout, Sanitary Sewer Manhole, Traffic Signal & Lighting, Landscape & Irrigation, Painted Curb & Striping, Thermoplastic Striping & Marking, Object Marker, Pavement Marker, Roadside Signs, Bollard, Contract Arborist, Precast Architectural Pavers, Rain Even Action Plan, Storm Water Annual Report, Temporary Hydraulic Mulch, Temporary Fencing, Sweeping, Abandon Culverts, Cap Inlet, Jointed Plane Concrete Pavement, Off-Platform Wayfinding Signage, Reinforced Concrete Box Culvert, Inlet Frame & Grate, Concrete Forming and Accessories, Cast-In-Place Concrete, Structural Steel Framing, Benches, Map Display, Detectable Directional Surface, Walking Deterrent Dome, Contrasting Warning Strip, Tubular Handrailing, Windscreen, CCTV System, Communication Cabinets, Public Address System, Station Conduits and Junction/Outlet Boxes, Central Command and Communication, Conductors (Cable), Ticket Vending Machine, Magnetic Ticket Handheld Devices, Clipper Mountain Pole, Centralized Fare Collection, Electrical, Testing, Waterlines, Tree Grates, Temporary Erosion Control, Hazardous & Contaminated Material Removal and Construction Materials.

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 AC Transit website at <http://www.actransit.org/acpronet/east-bay-bus-rapid-transit-brt-project-infrastructure-and-station-platforms/>

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Greg Souder • An Equal Opportunity Employer

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:

**Intermodal Station Phase 2 – Surface Parking Lot Project
CIP #879-810237
City of Vacaville**

BID DATE: February 9, 2016 @ 2:00 PM

We are soliciting quotes for (including but not limited to): Trucking, Water Pollution Control, Traffic Control, Underground Storm, Clearing & Grubbing, Construction Area Signs, Geotextile Fabric, Minor Concrete, Vegetated Swale, Roadside Signs, Striping & Marking, Lighting, Landscape & Irrigation and Construction Materials

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.

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Jean Sicard • An Equal Opportunity Employer

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:

**San Tomas Expressway Projects
El Camino Real to Homestead Road
County of Santa Clara**

BID DATE: February 18, 2015 @ 2:00 PM

We are soliciting quotes for (including but not limited to): Trucking, Traffic Control System, Type III Barricade, SWPPP, Adjust Utilities, Tree/Bird Survey, Clearing & Grubbing, Hydroseed, Roadside Signs, Untreated Lumber & Timber, Soundwall, CIDH Concrete Piling, Temporary Fence with Privacy Screen, Underground, Curb & Gutter, Minor Concrete, Storm Drain Manhole, Concrete Paver, Fencing, Removable Bollard, Transition Railing, Terminal System, Concrete Barrier, Striping & Marking, Signal Pole and Foundation, Electrical, Detector Loop, Cold Plane AC, Structure Excavation, Structure Backfill, Crack Seal/Filler, AC Dike, Retaining Wall, Microsurfacing, Sound Wall – Precast Panels & Columns, Bioretention Swales, Misc. Iron & Steel and Construction Materials

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.

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Bill Jensen • An Equal Opportunity Employer

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:

**Concord Various Streets Preservation Project
City Project No. 2292, Federal Project No. CML 3135(053)
City of Concord**

BID DATE: February 10, 2016 @ 2:00 PM

We are soliciting quotes for (including but not limited to): Trucking, Traffic Control, Construction Area Signs, Water Pollution Control Plan, Minor Concrete, Cold Plane AC, Speed Table, Adjust Utilities to Grade, Striping & Marking, Curb Paint, Markers, Roadside Signs, Loop Detector, Water Barrier, Red Oak Tree, Catch Basin Insert, Full Depth Reclamation, Quicklime Plus, and Construction Materials

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 City's at <http://cityofpetaluma.net/pubworks/bidding-opportunities.html>

RGW Construction, Inc.

Contractors License A/B 591940
550 Greenville Road • Livermore, CA 94550 • Phone: 925-606-2400 • Fax: 925-961-1925
An Equal Opportunity Employer

RGW Construction Inc. is seeking all qualified DBE (Disadvantaged Business Enterprises) for the following project:

**San Tomas Expressway Projects El Camino Real to Homestead Rd.
Federal Aid Project No. CML-5937 (197)
Engineer Estimate: \$10,000,000 – 210 wd's
Bids : February 18th, 2016 @ 2:00 PM
Goal: DBE 14 %**

Requesting Sub-quotes for (including but not limited to): Fabric & Oils, Electrical Material, Construction Area Signs, Traffic Control, Raise Iron-Utilities, Cold Plane, Demo Removal, Clear & Grub, Roadway Excavation, Structure Excavation/backfill, Landscaping, Hydroseeding, Erosion Control, Irrigation, Aggregate Base, Slurry Seal, Asphalt Paving, AC Dike, Grinding, CIDH Piles, Structural Concrete, Soundwall-Masonry Precast, Joint Seal, Reinforcing Steel, Signs Roadside, Concrete Curb & Sidewalk-Misc., Fencing, Survey & Historical Monument, Object Marker, MBGR, Concrete Barrier, Thermoplastic Traffic Stripe & Marking, Painted Traffic Marking, Pavement Marking, Signal & Lighting, Message Signs, Lighting & Sign Illumination, Detector, SWPPP, Water Truck, Sweeper, Trucker, Storm Drain (Underground).

Scope of Work: Two separate projects, installing bike trail, privacy wall & traffic barrier. Widening of San Tomas to El Camino Real to Homestead Rd.

RGW is willing to breakout any portion of work to encourage DBE participation. Contact us for a specific item list.

Plans and Specs may be acquired at the Plan Counter of the County of Santa Clara Roads & Airports Dept., 101 Skyport Dr., San Jose, CA 95110 or view & copy at our office or Contact Andy Eldridge 925-606-2400 andrew.eldridge@rgwconstruction.com for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

ADVERTISEMENT FOR UTILITY SUBCONTRACTOR PRE-QUALIFICATION

**Hunt Construction Group, Inc.
SJSU Student Recreation and Aquatic Center – 7th Street Sanitary Sewer Relocation
Project # 0340260
Documents Due 12:00 PM, Thursday, February 4, 2016**

DOCUMENT DUE: Sealed document will be received by Hunt Construction Group, Inc., for the SJSU Student Recreation and Aquatic Center – 7th Street Sanitary Sewer Relocation at Hunt Construction Group, Inc., San Francisco Office – 100 Pine Street, Suite 725, San Francisco, CA 94111, until 12:00 p.m. local time, on the due day indicated above.

This Subcontractor Pre-Qualification is only to be used for SJSU Student Recreation and Aquatic Center - Bid Issue #1 – 7th Street and E. San Salvador Sewer Relocation.

PROJECT DESCRIPTION: Hunt Construction Group, Inc., is the Design Build Contractor for the new building of approximately 124,000 sf within San Jose State University and includes relocating utilities. The project will provide instructional space, training facilities, basketball courts, pool, locker room and coaches offices. There will also be a pool mechanical equipment building. The project will strive to comply with LEED Gold equivalent. This project will achieve an undisclosed percentage of DVBE participation.

DELIVERY OF BIDS: All pre-qualification documents are to be **hand delivered to the address above** or via **Fed-Ex/UPS to: Hunt Construction Group, Inc., at 100 Pine Street, Suite 725, San Francisco, CA 94111.** Subcontractors are responsible for delivery of pre-qualification documents prior to the time of closing. Contractors shall use the pre-qualification form included in the pre-qualification documents. Pre-qualifications which do not respond fully to the requirements may be rejected as non-qualified. Specialty subcontractors and suppliers should not submit pre-qualification documents to Hunt Construction Group, Inc. for individual components of above listed Bid Packages.

PROCUREMENT OF PRE-QUALIFICATION DOCUMENTS: Each prospective subcontractor will be provided, one (1) Hunt Construction Group Pre-Qualification Document. Pre-qualification Documents will be available January 21, 2016, Subcontractor should request Pre-Qualification Documents for Bid Issue 1 – 7th Street Sanitary Sewer Relocation. Subcontractors may obtain documents by contacting Shawnda Bowman (Tel 415-391-3930) (Fax 415-391-3942) (email: Shawnda.bowman@acem.com).

Please direct questions to Hunt Construction Group, Inc., Shawnda Bowman (Tel 415-391-3930) (Fax 415-391-3942) (email: Shawnda.bowman@acem.com).
Last day for Question shall be January 29, 2016 at 12:00 PM.

Public Legal Notices

How The Generation Born Today Will Shape The Future Of Work

DEPARTMENT OF MOTOR VEHICLES (DMV)

HVAC Replacement, Duct Cleaning and Air Balancing Project For The Fremont DMV Field Office. Project No. 15-357

Provide the Dept of Motor Vehicles (DMV) all labor, materials, tools and equipment necessary to replace existing HVAC unit with new unit manufactured to replicate performance and dimensions of existing unit.

A mandatory pre-bid conference is scheduled at **10:00 am on 02/08/2016 at the Fremont DMV field office (meet at the flagpole), located at 4287 Central Ave., Fremont, CA 94536**, for the purpose of discussing concerns regarding this IFB.

Contractor must possess a **C-20** license. Air Balancing Certification (**AABC**) OR National Environmental Balancing Bureau (**NEBB**), AND Certified Energy Manager certification, issued by the Association of Energy Engineers. Successful bidder shall furnish a Payment Bond, must pay prevailing wages, and meet DVBE requirements. (Estimate: \$275,000.00)

Bid Opening: March 7, 2016 at 3:00 PM

Contact: For additional information, please download the Invitation For Bid Package at: www.caleprocure.ca.gov.

1/28, 2/4/16
CNS-2838349#
SMALL BUSINESS EXCHANGE

Yerba Buena Island in San Francisco

Opportunity to Provide

Design-Build Services for three (3) Water Tanks on Yerba Buena Island

Lennar Urban is requesting qualified, interested construction firms to respond to a public request to provide

Design-Build Services for the Construction of three (3) 1.34 Million Gallon (MG) domestic water pre-stressed concrete tanks on Yerba Buena Island as part of the Treasure Island Project

For more information, please visit: <http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=10471>

Treasure Island Development Authority (TIDA) has established the 41% Small Business Enterprise (SBE) Participation goal for construction firms.

Respondents are encouraged to check this website regularly for updates.

Pre-Bid Conference:

February 2, 2016 @ 2:00 PM
One Sansome Street, Suite #3200
San Francisco, CA 94104

Proposals must be submitted by **February 16, 2016 @ 2:00 PM (PST)**.

Continued from page 3

As he explains in *Diversity Explosion*, the divide will present gaps relative to economic and political interests—in other words, issues related to whether or not government funds should support youth or seniors could become prominent, such as decisions about increased funding for K-12 education and workforce training as opposed to senior health care. “The cultural generation gap between the young and the old can exacerbate the competition for resources, because the rise in the number of senior dependents is occurring more rapidly among whites than among minorities, for whom dependent children is a larger issue,” Frey writes. “These contests may evolve into culture clashes.”

Gen Z (who are currently under the age of 21) as well as millennials (who are also more diverse than their predecessors) also need to be considered when referring to a looming generation divide and tomorrow’s dramatically changing workforce. Forty-five percent of gen Z, for instance, believe that working with baby boomers will be challenging, “compared to 17% who anticipate difficulties with gen X and 5% with millennials,” writes Dan

Schawbel, partner and research director at Future Workplace, in his blog.

According to a 2011 poll by Pew Research, boomers, and especially silents, do not fully embrace diversity. “Fewer in these groups see the increasing populations of Latinos and Asians, as well as more racial intermarriage, as changes for the better.”

Must-Have Tax Contributions

Despite such differences, Frey says he is hopeful. He explains that “the solvency of government-supported retirement and medical care programs is directly dependent on the future productivity and payroll tax contributions of a workforce in which minorities, especially Hispanics, will dominate future growth.” Out of necessity, the older generations will fully support education and workforce training needs of their much younger minority generations.

Visit link for the full article:

www.sbeinc.com/resources/cms.cfm?fuseaction=news.detail&articleID=1487&pageID=25

Diversity Key To Company's Profitability

Continued from page 2

off.” These are folks that we’ve identified in a variety of ways and we put them in a whole-year program where they go through three multiday sessions where we expose them to top leaders in our company and outside the company. We expose them to all-around feedback. We give them leadership training. Throughout it they develop networks with each other, externally and we give them executive sponsors. So no matter what phase of life you’re in, we are trying to work with you because we realize the value of having women at the table in this tech space that’s male dominated.

IBT: AT&T is one of the major tech companies not based in the Bay Area. Does that make it easier to be diverse than say a Google, Facebook or Apple?

Marshall: You just struck a hot button because I spent the first 25 years of my career in California. We spend a lot of time at a lot of schools in California, we do heavy recruiting in California and we have thousands of employees there. Even though our headquarters is in Dallas, we still have a lot of roots in California and we still look at that market as one of the biggest that we have.

As for other companies, I don’t know their stories. I don’t know their business plans so I can’t speak to them, but I can speak to AT&T and tell you that it’s not an issue for us. If you walk into our foundry, you will find about 40 percent people of color, and that’s the most technical place we have where we do a lot of prototypes, experimentation and all that.

It’s not an issue for us, but we’re never satisfied with our diversity. We have to keep evolving. You know why? Because the demographics are evolving. The demographics in this country are evolving, and we have to keep up with that.

Source: <http://www.ibtimes.com>



Data Shows that Minority Entrepreneurship is Growing

Continued from page 1

minority businesses may fully participate in the economy. Next year, MBDA will invest nearly \$13.4 million in grants to continue to support the growth and expansion of Minority Business Enterprises (MBE)s.”

Regional highlights from the final 2012 SBO data:

- California, Texas, Florida, New York, and Georgia remain the states with the highest numbers of minority-owned businesses.
- California led all states with 1.6 million minority-owned firms in 2012. Los Angeles County, Calif., led the nation in the number of Hispanic-, Asian-, and American Indian and Alaska Native-owned firms in 2012. It also ranked second in the number of Black or African American- and Native Hawaiian and other Pacific Islander-owned firms.
- Georgia had more Black or African American-owned firms in 2012 than any other state (256,848), followed by Florida (251,216). The Atlanta metro area had more Black or African American-owned firms (176,245) in 2012 than any other metro area besides the New York metro area (250,890).
- Hawaii was the only state in 2012 in which the majority (51.5 percent) of all firms were Asian-owned. California ranked second with 17.0 percent.
- Among the 50 most populous U.S. cities, New York, NY had the most Hispanic-owned firms with 199,085. El Paso, TX and Miami, FL had the highest proportion of Hispanic-owned firms with 73.9 percent and 69.2 percent, respectively.
- California led all states in the number of women-owned firms in 2012, with 1.3 million.

To access the detailed SBO data, visit www.census.gov/econ/sbo/getdata.html

Source: <http://www.mbd.a.gov>

Donald Trump's remarks spur Latino 'naturalization blitz' before election

Continued from page 2

ades, yet only felt compelled to do so now.

For Polanco and her friends, pricey and time-consuming English classes have always made the naturalization process seem too daunting. Now, she said, in light of the ongoing Central American child migrant crisis, as well as promises on the right to “deport all the illegals”, Polanco feels guilty to have waited so long to pursue the right to vote.

“Lots of people who for various reasons have not gotten their citizenship are now at the point where they will,” she added.

There are 8.8 million legal permanent residents in the US, according to the Department of Homeland Security, and 90,000 of them are in the swing state of Nevada. David Damore, a political science professor at the University of Nevada-Las Vegas, said in terms of partisanship, what is happening is a boon to Democrats.

“One of the biggest incubators of political attitudes is family, with children at least initially following the lead of their parents,” Damore said. “This dynamic is missing for many immigrants, and as a consequence their political socialization is shaped by the current political environment.”

Damore noted that “immigrants are hearing a welcoming message from one party and hostile rhetoric from the other, and this can have profound long-term consequences in terms of partisan identification and voting behavior”.

His research has shown that anti-immigrant messaging and policies can increase not only the

rates of political participation among Latinos, but also rates of naturalization. “And naturalized Latinos often vote at a higher rate than native born Latinos,” he added.

Polanco is inclined to support Hillary Clinton, she said, but her daughter (who is also a naturalized citizen) is encouraging her to support Bernie Sanders. For now, the matriarch remains undecided. She is only certain that she won’t vote for a Republican.

“It’s not just the Donald Trump situation,” said Sida of Mi Familia Vota. “Mostly, it’s just not wanting to be suppressed anymore. They want to elect people who are going to propose a good pathway to citizenship, a good pathway for education and healthcare, a good pathway for a better life here in America. They want to have that voice.”

In February and March, citizenship clinics are planned for 15 states, including Florida and Nevada. Regional news coverage from Telemundo and Univision has already helped market the effort, and beneficiaries of Barack Obama’s Deferred Action for Childhood Arrivals (Daca) program are infusing energy as volunteers in hopes that the new citizens will support politicians sympathetic to immigrant causes.

“It’s a beautiful thing to see them go through,” said Sida. “They fill out their form, they submit it, they go ahead and take the test. Then they get sworn in and bam, they register and they vote, all in a year.”

Source: <http://www.theguardian.com>

AUDIENCE PROFILE
Small Business Exchange, Inc.
Whether You're a Small Business Looking for Opportunities, or a Prime or Agency Seeking Small Businesses
The Small Business Exchange has the resources you need to succeed.

Access to Capital

SMALL & MINORITY BUSINESS

Do we need minority-owned banks for minority communities?

By Suzy Khimm

Boston-based OneUnited “owes \$12 million in federal bailout funds and is skipping interest payments. It also has received poor marks for community lending,” the Globe writes, adding that the bank’s foreclosures on historic churches, among others, have angered many in Boston’s black community. There are also allegations that Rep. Maxine Waters improperly helped secure the bailout money for OneUnited, where her husband held more than \$350,000 in stock, which has led to a protracted congressional ethics investigation.

The shaky status of OneUnited — the country’s largest black-owned bank — and other minority-owned banks has prompted some to argue that the institutions aren’t necessary because fair lending laws have been passed and the racial barriers to lending have been lowered. Their argument: Why not just let bigger, more solvent institutions take their place, rather than continue propping them up with federal funds? The numbers of minority-

owned banks across the country are tiny already, with only 28 black-owned banks and 33 Hispanic-owned banks currently operating, according to the FDIC.

But simply letting minority banks expire won’t necessarily fix the flawed lending practices within low-income communities, whose residents are still facing big credit access problems. In the lead-up to the crisis, big mainstream financial institutions were among those supporting faulty, deceptive mortgage lending that ensnared a disproportionate number of minority home buyers. Since then, non-bank lenders such as check-cashing outfits have flourished in the same communities, some of which have been a hotbed of abusive lending practices.

At a time when even Americans with solid credit records are having trouble getting mortgages, lending practices within low-income and minority communities will need to be revisited as well. Black and Hispanic communities are still struggling to bounce back from the recession, having suffered some of the highest foreclosure and un-

employment rates in the country. Both businesses and consumers in these communities will need financial services and credit access for a full recovery to happen, so there still might be an opportunity for minority-owned banks to step up and carve out a role.

There are been a few unlikely saviors along the way as well: Goldman Sachs recently came to the rescue of Harlem’s Carver Bankcorp, and Facebook’s recent IPO included minority- and women-owned banks as underwriters. But minority-owned banks also might look to the example of other community banks that have fared better during the recession: It’s an industry that’s managed to gain during the downturn by capitalizing upon a business model focused on personal relationships amid the populist backlash against big banks. Minority-owned banks have traditionally relied upon customer loyalty to shore themselves up. They need to regain that trust to serve, or other locally minded institutions might displace them.

Source: www.washingtonpost.com/

Veteran and Military Community Loans



Military Reservists Economic Injury Loans

The Military Reservist Economic Injury Disaster Loan (MREIDL) provides funds to help an eligible small business meet its ordinary and necessary operating expenses that it could have met, but is unable to, because an essential employee was called-up to active duty in his or her role as a military reservist.

Loan Amounts and Use

The maximum MREIDL loan amount is \$2 million. The amount of each loan is limited to the actual economic injury as calculated by SBA. The amount is also limited by business interruption insurance and whether the business and/or its owners have sufficient funds to operate. If a business is a major source of employment, SBA has authority to waive the \$2 million statutory limit.

The purpose of MREIDL loans is not to cover lost income or lost profits. MREIDL funds cannot be used in lieu of regular commercial debt, to refinance long-term debt, or to expand the business.

Eligibility and Terms

Businesses with the financial capacity to fund their own recovery are not eligible for MREIDL assistance. Federal law requires SBA to determine whether a business has credit available elsewhere — that is, if credit in an amount needed to accomplish full recovery is available from non-government sources without creating an undue financial hardship.

The filing period for MREIDL assistance begins on the date the essential employee receives a notice of expected call-up and ends one year after the essential employee is discharged or released from active duty.

Collateral is required for all MREIDL loans more than \$50,000. SBA accepts real estate as collateral when it is available. SBA will not decline a loan for lack of collateral, but will require the borrower to pledge collateral that is available.

The MREIDL interest rate is 4 percent and has loan repayment terms up to 30 years. SBA determines the term of each loan in accordance with the borrower’s ability to repay.

How to Apply

You can apply online for an SBA MREIDL. You must submit the completed loan application and a signed and dated IRS Form 4506-T Download Adobe Reader to read this link content giving permission for the IRS to provide SBA your tax return information.

For additional information, please contact the SBA disaster assistance customer service center. Call 1-800-659-2955 (TTY: 1-800-877-8339) or email disastercustomerservice@sba.gov

Source: www.sba.gov/content/military-reservists-economic-injury-loans

Stop the Campaign to Demonize Leveraged Loans

By David C. Smith



David C. Smith is the director of the McIntire Center for Financial Innovation and a professor at the University of Virginia.

Over the past few years, the press, regulators and market alarmists have identified leveraged loans as a post-crisis target for overwrought scrutiny. Most notably, federal bank regulators in 2013 issued guidance telling banks to improve risk management and underwriting for leveraged loans, and have pressured institutions to moderate the issuance of leveraged loans. Just in November, the agencies’ “Shared National Credit” review reiterated their concerns about leveraged loans.

But the negative attention overlooks the critical source of financing leveraged loans provide

for many American companies, thereby serving as a key building block for the U.S. economy. Were leveraged loans materially reduced through onerous regulations, it would hurt the job-creating companies that rely on them.

Recipients of these loans are businesses we all know and likely use every day: companies like Delta, Wendy’s, Hilton Hotels, 24 Hour Fitness and more. Currently, these loans provide over \$1.2 trillion in financing to American companies that might not otherwise have access to the debt markets. These companies then use the funding to expand, grow, take on additional projects or weather tough times.

For example, Ford Motor Co. raised \$18 billion in leveraged loan commitments in late 2006 to finance a complete overhaul of its lagging business. The financing not only helped reposition Ford to be the most competitive of the “Big Three” automakers, but it also provided a liquidity cushion during the 2007-9 recession that helped Ford, unlike its peers, stay out of bankruptcy.

In the press, at least, borrowers of leveraged loans are often stigmatized as having collapsing capital structures and high levels of stress. This is simply not the case. In fact, as early as 1987, University of Florida professor Christopher James reported in the *Journal of Financial Economics* that when public companies announced a new bank loan, their stock price actually jumped in reaction to the news. In other words, the market views raising new bank debt financing as a positive development, not a negative one.

This finding was reinforced by subsequent studies. According to separate studies James conducted with Peggy Wier, in 1990, and Charles Hadlock, in 2002, bank lending helps ensure that firms are properly valued, increasing the likelihood of a successful IPO or positive stock price responses in the future.

Additionally, research by Harvard professor Michael Jensen argues that when a company takes on debt, even high levels of debt, this pushes it to remain on track and in some cases perform better. This is likely due to the fact that high levels of debt create incentives for managers and owners to maintain high performance levels in order to make timely loan payments or risk losing their firms.

Many also fail to see the unique advantages leveraged lending provides to borrowers. In a study that I conducted in 2012 along with Greg Nini and Amir Sufi, we found that leveraged loans uniquely position banks to monitor borrower performance. If performance declines or shows signs of a future default, lenders can step in to monitor the borrower even more closely, tightening or loosening loan terms as warranted and counseling the borrower on how to improve performance.

This important disciplining mechanism that can propel corporate borrowers to thrive in the future is unique to bank lending. If regulators limit this market, firms seeking financing could be forced to rely on riskier sources of liquidity that fail to provide similar safety measures and monitoring that accompany leveraged loans.

No one argues with the necessity for regulators to examine our financial institutions and make changes that will allow markets to function more effectively. We should, however, object to instances where excessive regulation and misguided scrutiny can result in unintended negative consequences. Leveraged loans are not exposing the capital markets to unnecessary risk and provide unique benefits to borrowers and lenders alike. They are crucial to American businesses that provide needed products and services to our country.

Source: <http://www.americanbanker.com>

Access to Capital

SMALL & MINORITY BUSINESS

Minority Owned Depository Institutions and Their Branches

Institution/Branch Name	Location	ID	Chtr Class	Ent Type	Holding Company Name	Min Cd	Minority Ownership Dt	Established Dt	Assets	Deposits
ALAMERICA BK	BIRMINGHAM, AL	2877484	207	NMB	ALAMERICA BANCCORP	1	2002-10-24	2000-01-28	\$36,032	\$30,114
COMMONWEALTH NB	MOBILE, AL	578237	117	NAT	CNB BC	1	1976-02-19	1976-02-19	\$57,558	\$53,227
COMMONWEALTH NB , CRICHTON BR	MOBILE, AL	2627812					1999-07-09	1997-11-01		
COMMONWEALTH NB , DOWNTOWN BR	MOBILE, AL	4231521					2009-05-21	2009-05-21		
FRIEND BK	SLOCOMB, AL	244037	207	NMB	SNB HOLD	5	2002-01-02	1905-10-01	\$124,630	\$111,902
FRIEND BK , DOTHAN BR	DOTHAN, AL	3642399					2007-03-12	2007-03-12		
FRIEND BK , FRIEND BK BR	HARTFORD, AL	51730					2015-01-01	1975-10-01		
FRIEND BK , GENEVA BR	GENEVA, AL	4724546					2014-06-30	2014-06-30		
FRIEND BK , NEWTON BR	NEWTON, AL	3617043					2015-01-01	2007-06-15		
AMERICAN CONTINENTAL BK	CITY OF INDUSTRY, CA	3216316	207	NMB	AMERICAN CONTINENTAL BC	20	2015-03-31	2003-10-06	\$206,386	\$174,695
AMERICAN CONTINENTAL BK , ARCADIA BR	ARCADIA, CA	4580694					2015-03-31	2013-09-23		
AMERICAN CONTINENTAL BK , CHINO HILLS BR	CHINO HILLS, CA	4201690					2015-03-31	2008-03-06		
AMERICAN CONTINENTAL BK , SAN GABRIEL BR	SAN GABRIEL, CA	3553570					2015-03-31	2006-10-23		
AMERICAN PLUS BK NA	ARCADIA, CA	3623110	117	NAT		20	2008-11-01	2007-08-08	\$368,922	\$293,098
AMERICAN PLUS BK NA , PASADENA BR	PASADENA, CA	4852403					2014-08-27	2014-08-27		
AMERICAN PLUS BK NA , ROWLAND HGTS BR	ROWLAND HEIGHTS, CA	4094173					2009-08-15	2009-08-15		
AMERICAS UNITED BK	GLENDALE, CA	3488980	207	NMB		10	2007-01-11	2006-11-06	\$218,993	\$188,348
AMERICAS UNITED BK , COMMERCE BR	COMMERCE, CA	702162					2015-09-26	1983-06-16		

Visit <http://www.federalreserve.gov/releases/mob/current/default.htm> for the full list

Fictitious Business Name

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0368495-00

Fictitious Business Name(s):

1. Future Glory Company
2. Future Glory Co.
3. Future Glory
Address
1325 Indiana Street, #207
San Francisco, CA 94107
Full Name of Registrant #1
Theresa Lee
Address of Registrant #1
1325 Indiana Street, #207
San Francisco, CA 94107

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **10/18/2013**

Signed: **Theresa Lee**

This statement was filed with the County Clerk of San Francisco County on **12/22/2015**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law

Filed: **Jennifer Wong**
Deputy County Clerk
12/22/2015

12/31/15 + 1/7/16 + 1/14/16 + 1/21/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0368486-00

Fictitious Business Name(s):

WashCycles
Address
2241 Irving Street
San Francisco, CA 94122
Full Name of Registrant #1
Chachingly, LLC (CA)
Address of Registrant #1
1212H El Camino Real #354
San Bruno, CA 94066

This business is conducted by **A Limited Liability Company**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **N/A**

Signed: **Richard M. Cabanding**

This statement was filed with the County Clerk of San Francisco County on **N/A**.

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law

Filed: **Susanna Chin**
Deputy County Clerk
12/22/2015

1/7/16 + 1/14/16 + 1/21/16 + 1/28/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0368311-00

Fictitious Business Name(s):

Heckmann Comms
Address
995 Market St., 2nd fl
San Francisco CA 94103
Full Name of Registrant #1
Ronald Heckmann
Address of Registrant #1
76 Lakeview Avenue,
Piedmont, CA 94611

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **5/1/2008**

Signed: **Ronald Heckmann**

This statement was filed with the County Clerk of San Francisco County on **12/11/2015**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law

Filed: **Fallon Lim**
Deputy County Clerk
12/11/2015

12/31/15 + 1/7/16 + 1/14/16 + 1/21/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0368781-00

Fictitious Business Name(s):

Cafe Colombini Grill Restaurant
Address
835 Hyde Street,
San Francisco, CA 94109
Full Name of Registrant #1
Reza Askarnia
Address of Registrant #1
301 Taylor Avenue,
San Bruno, CA 94066

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **June 1, 2006**

Signed: **Reza Askarnia**

This statement was filed with the County Clerk of San Francisco County on **N/A**.

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law

Filed: **Jennifer Wong**
Deputy County Clerk
1/12/2016

1/14/16 + 1/21/16 + 1/28/16 + 2/4/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0368294-00

Fictitious Business Name(s):

Law Offices of Robert E. White
Address
177 Post Street, Suite 550,
San Francisco, CA 94108
Full Name of Registrant #1
Robert Edward White
Address of Registrant #1
50 Fifth Avenue,
San Francisco, CA 94118

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **2/1/1991**

Signed: **Robert E. White**

This statement was filed with the County Clerk of San Francisco County on **12/10/2015**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law

Filed: **Fanny Wong**
Deputy County Clerk
12/10/2015

12/24/15 + 12/31/15 + 1/7/16 + 1/14/16

FICTITIOUS BUSINESS NAME STATEMENT File No. A-0368620-00

Fictitious Business Name(s):

Rent Ready SF
Address
1236 Francisco Street #4
San Francisco, CA 94123
Full Name of Registrant #1
Wendy Anai Saucedo Guerrero
Address of Registrant #1
1236 Francisco Street #4
San Francisco, CA 94123

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **N/A**

Signed: **Wendy Anai Saucedo**

This statement was filed with the County Clerk of San Francisco County on **1/4/16**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law

Filed: **Fanny Wong**
Deputy County Clerk
1/4/16

1/7/16 + 1/14/16 + 1/21/16 + 1/28/16

CHANGE OF NAME

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR
CHANGE OF NAME
CASE NO. CNC 16-551779

PETITIONER OR ATTORNEY

Mia Lena Buettner
165 Seal Rock Dr., San Francisco, CA 94121

TO ALL INTERESTED PERSONS:

1. Petitioner **Mia Lena Buettner** for a decree changing names as follows:

Mia Lena Buettner changed to
Yves Lucija Sylvester Kertész

2. THE COURT ORDERS that all persons interested in this matter shall appear before this court at the hearing indicated below to show cause, if any, why the petition for change of name should not be granted.

NOTICE OF HEARING

Date: **March 17, 2016** Time: **9:00 AM**
Dept: **514** Room: **514**

3. A copy of this Order to Show Cause shall be published in **Small Business Exchange**, at least once each week for four successive weeks prior to the date set for hearing on the petition in the **Small Business Exchange** newspaper of general circulation, printed in this county.

SUPERIOR COURT OF CALIFORNIA,
COUNTY OF SAN FRANCISCO
400 MCALLISTER STREET
SAN FRANCISCO, CA 94102

CAROLYN BALISTRERI, Clerk
DATED - December 22, 2015

1/14/16 + 1/21/16 + 1/28/16 + 2/4/16

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR
CHANGE OF NAME
CASE NO. CNC 14-550621

PETITIONER OR ATTORNEY

Heidi Dawn Stuckrath
1631 Hayes Street, San Francisco, CA 94117

TO ALL INTERESTED PERSONS:

1. Petitioner **Heidi Dawn Stuckrath** for a decree changing names as follows:

Heidi Dawn Stuckrath changed to
Heidi Dawn Qvist

2. THE COURT ORDERS that all persons interested in this matter shall appear before this court at the hearing indicated below to show cause, if any, why the petition for change of name should not be granted.

NOTICE OF HEARING

Date: **February 18, 2016** Time: **9:00 AM**
Dept: **514** Room: **514**

3. A copy of this Order to Show Cause shall be published in **Small Business Exchange**, at least once each week for four successive weeks prior to the date set for hearing on the petition in the **Small Business Exchange** newspaper of general circulation, printed in this county.

SUPERIOR COURT OF CALIFORNIA,
COUNTY OF SAN FRANCISCO
400 MCALLISTER STREET
SAN FRANCISCO, CA 94102

CAROLYN BALISTRERI, Clerk
DATED - December 22, 2015

12/24/15 + 12/31/15 + 1/7/16 + 1/14/16

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