

## The Mystery of What Millennials Really Want Is Solved at Last

A single conversation over a couple of beers reveals the prosaic truth: decent pay and benefits, a lot like their parents had.



Image credit: izusek | Getty Images

By Phil La Duke

Youth, it's been said, is wasted on the young.

And while every generation draws the wrath of those plagued by enlarged prostates and chronic lower back pain, the vitriol for millennials seems to me to be particularly mean-spirited and undeserved. Take for example my recent encounter with an eager young college grad who shed some light on what millennials really want.

On March 31st, 2017, I travelled to Dublin, Ireland to speak at a conference for small and medium sized enterprises. My topic was hot of the pages of Entrepreneur -- Why Won't My Customer Call Me Back?

After the conference I headed off to the pub and found myself seated next to a young man, Paul, who had just graduated college and had landed himself a plum position at a large aerospace firm. Perched on a barstool and sucking down Guinness (not a paid endorsement although I do like Guinness), we exchanged pleasantries and, as Americans travelling abroad are wont to do, we discussed what brought us to our current location.

I told him about my speech and the irony of a session I attended where a woman, age 60-something, told a rapt audience all about what millennials want. He listened carefully before responding, "what a load of crap."

Paul does not speak for all millennials but I think he speaks for enough that others should take heed. It may have been the Guinness (still not a paid endorsement) but what he said made

sense. So here are what I can remember of the words of wit and sage advice from a stranger I met in a bar in Dublin who may or may not have been named Paul.

A decent job with benefits.

Millennials want a decent job; not a part time job where they are forbidden to work more than 36 hours lest they be considered full time. A surprising number of industries -- from day-care centers to autism centers -- expect college degrees but are only willing to pay a hair more than minimum wage and will under no circumstance offer full-time employment.

A decent job that affords them a life.

Millennials want to make a living wage. There is a difference between making a living wage and making a subsistence wage that seems like a living wage. Here is a generation saddled with unprecedented debt from student loans, and sure the callous creeps out there can rightfully say that "nobody FORCED them to take out those loans" I would argue that yes, they were forced to take those loans.

I get the argument that nobody paid older folks loans, but then again, there also wasn't this convergence of predatory lending, sky-rocketing costs of higher education and credential inflation. For many and more, it was either take out a loan or not go to college and fight for the evermore-competitive unskilled positions.

Millennials want "good" benefits, which their parents just thought of as "benefits."

"We want good healthcare, paid holidays, and

vacation time. What we want," says Paul, "is what our parents take for granted."

Paul isn't wrong. A quick look at the overall compensation for newly hired millennials is pretty dismal. Does \$36,000 seem like a lot? Because when you subtract co-pays and all the benefits for which today's workers have to pay that yesterday's workers got as a part of a compensation package, that paycheck just can't be stretched that far.

Millennials want their jobs to make sense.

Millennials want their managers to clearly articulate what is expected and what the assignment is and then get out of the way. "We don't want to work in an open-cube, Google workspace," says Paul. "We just want to be able to collaborate with our fellow workers and do the best possible job we can."

Paul told me that he was currently on a two-month paid leave of absence (a benefit he negoti-

■ Continued on page 2

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# California Sub-Bid Request Ads

## AECOM

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

REQUEST FOR CBE SUBCONSULTANT INTEREST

AECOM is bidding on the following project as Prime Contractor:

**Owner: County of Los Angeles Department of Public Works**  
**Request for Proposals**  
**The Rancho Los Amigos South Campus Project**  
**Project Management/Construction Management Support Services**  
**RFP No. AED7740084**

AECOM is seeking qualifications from Community Business Enterprises (CBEs) for the following project and construction management work:

- COST CONTROL & ESTIMATING
- LEED CERTIFICATION PROCESS
- SUSTAINABILITY
- OFFICE ADMINISTRATION
- CONSTRUCTION QUALITY
- BIM IMPLEMENTATION
- INSPECTION & TESTING SERVICES
- CHANGE MANAGEMENT
- LABOR COMPLIANCE AND COMMUNITY OUTREACH
- EXPERIENCE IN PROGRESSIVE DESIGN-BUILD, JOB ORDER CONTRACTING, AND/OR BEST-VALUE CONSTRUCTION
- EXPERIENCE IN DESIGN/CONSTRUCTION MANAGEMENT OF HISTORIC BUILDINGS, COMMERCIAL AND GOVERNMENTAL OFFICE BUILDINGS, SITE INFRASTRUCTURE AND UTILITIES, SPORTS FIELDS, AND PARKING GARAGES
- COMMUNICATIONS CONSULTANTS & SERVICES
- CONSTRUCTION SERVICES – SCHEDULING
- PUBLIC RELATIONS SERVICES

Experience providing similar services to the County of Los Angeles is preferred. This proposal is in alignment with the County of Los Angeles CBE Program requirements and certified CBEs are encouraged to respond. The CBE Program includes business enterprises owned by disabled veterans, disadvantaged business enterprises, and minority- and women-owned business enterprises.

Interested businesses should email a brief overview of County of Los Angeles experience, along with CBE documentation by Monday, June 19, 2017, to Abby Rauschenberger at [abby.rauschenberger@aecom.com](mailto:abby.rauschenberger@aecom.com) or by phone (225) 922.5740 or by fax at (225) 922-5701.

Assistance is available in obtaining any necessary bonding; lines of credit or insurance; information related to the requirements for the work; and necessary equipment, supplies materials, or related services.

We are an Equal Opportunity Employer

REQUEST FOR CERTIFIED DBE  
SUBCONTRACTORS, SUPPLIERS & TRUCKERS FOR:

**BART Earthquake Safety Program**  
**Fruitvale & Coliseum Station**  
**Oakland, CA**

**Contract No. 15PJ-130B**

**Bid Date: June 20, 2017 @ 2:00 PM**

Work types requested, but are not limited to, the following:

**TEMP TRAFFIC CONTROL, PROJECT SIGNS, DEMO, ASBESTOS ABATEMENT, REBAR, CIP CONCRETE, DRILL & BOND DOWELS, ARCHITECTURAL WORK, PLUMBING, ELECTRICAL, FIRE SUPPRESSION STANDPIPE, AC PAVING, CONCRETE PAVING, CL FENCE, BUILDING WORK FOR BREAKROOMS, PLANTING & IRRIGATION, JANITORIAL SERVICES, PRESTRESSING, HOLD DOWN ASSEMBLIES, EXCAVATION AND BACKFILL, SHORING, COMMUNICATIONS WORK, MATERIALS TESTING, COLUMN CASINGS, TILE WORK, HVAC WORK, ALUMINUM PANEL WORK, CONSTRUCTION MATERIALS, SECURITY SERVICES, & TRUCKING.**

Plans and Specifications are available for review at our office, or can be downloaded online at the following website: <https://suppliers.bart.gov>

Call for assistance in obtaining bonds, line of credit, insurance and scheduling accommodations.

**Gordon N. Ball, Inc.**

Attn: Serina Sirna

333 Camille Ave., Alamo, CA 94507

Phone: (925) 838-5675 • Fax: (925) 838-0814

[estimating@ballconco.com](mailto:estimating@ballconco.com)

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REQUEST FOR CERTIFIED DBE  
SUBCONTRACTORS, SUPPLIERS & TRUCKERS  
FOR:

**Vegetation Control and Gore Paving**  
**Caltrans (State of California Department of Transportation)**

**Contract No. 04-4G9704**

**Various Locations in Alameda County**

**Bid Date: June 27, 2017 @ 2:00 PM**

Work types requested, but are not limited to, the following:

**Clearing and Grubbing, Construction Area Signs, Construction Materials, Erosion Control, Portable Changeable Message Signs, Prep WPCP, Roadway Excavation, Sign Work, Street Sweeping, Temporary Erosion Control, Trucking and Vegetation Control.**

Plans and Specifications are available for review at our office, or can be downloaded online at the following website:

<http://www.dot.ca.gov/des/oe/weekly-ads/specs-ntb.php?c=04-4G9704>

Call Serina Sirna for assistance in obtaining bonds, line of credit, insurance and scheduling accommodations.

**Gordon N. Ball, Inc.**

Attn: Serina Sirna

333 Camille Ave., Alamo, CA 94507

Phone: (925) 838-5675 • Fax: (925) 838-0814

[estimating@ballconco.com](mailto:estimating@ballconco.com)

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## What Millennials Really Want Is Solved at Last

Continued from page 1

ated when he was hired) and the conversation turned to how he should spend his remaining days in Dublin. I ran down the list of tourist things he could do and then half jokingly said, "it's not exactly Amsterdam."

At this Paul lit up and said, "why in the (expletive) am I staying five days here when I could be in Amsterdam?" He got on his phone and with fingers flicking with the dexterity only found in one raised in the world of texting in moments he had changed his plans to leave the next morning for Amsterdam (so much for me working for the Dublin Office of Travel and

Tourism). I gave him my card and asked him to contact me when he landed, just to stay in touch.

Maybe I should have encouraged Paul to stay those four extra days in Dublin and enjoy its rich culture and rolling green landscape. Maybe suggesting four-day bacchanal wasn't the brightest thing I could have done. I hope he passes his drug test when he finally reports to work. I'm sure things will work out and besides clean pee is still relatively cheap.

SOURCE: <https://www.entrepreneur.com>

# CHASE CENTER

and

Warriors Mixed-Use Office and Retail Development

**Please Join Us for the Project Tip Off!**

Meeting and Networking Event for Procurement Package #3



Image courtesy of MANICA Architecture/ Steelblue LLC

## COME LEARN ABOUT THE SUBCONTRACTING OPPORTUNITIES ON PROCUREMENT PACKAGE #3

**Project Description:** Chase Center, a 18,000-seat, multi-purpose event center, will anchor a district of 11 acres of restaurants, cafes, offices and public plazas, along with other amenities. This project is administered by the Office of Community Investment and Infrastructure with a Small Business Enterprise (SBE) goal of 50%.

**Procurement Package #3 will include the following scopes of work:**

- |  |                                    |               |
|--|------------------------------------|---------------|
| Interior Storefront                        | Miscellaneous Metals #2 – Arena    | Unit Pavers   |
| Ceramic Tile/Interior Stone                | Miscellaneous Metals #2 – Offices  | Site Concrete |
| Loading Dock Equipment                     | Resistance Lap Pool                | Firestopping  |
| Acoustical Ceilings                        | Doors/Frames/Hardware              | Signage       |
| Sealed and Polished Concrete               | LV Data/Telecomm/Broadcast/AV      | DASWIFI       |
| Resilient, Carpet, & Wood Flooring         | Landscape/Irrigation               | Scoreboards   |
| Acoustical Treatment                       | Epoxy Resinous Flooring            | Painting      |
| Basketball Court Flooring                  | Athletic Equipment                 | Terrazzo      |
| Wall Coverings                             | Hydro-Therapy Equipment            |               |
| House Reduction Curtains/Blackout Curtains | Sauna & Steam Room                 |               |
| Laundry Equipment                          | Coiling Doors & Grilles            |               |
| Food Service Equipment                     | Misc. Specialties                  |               |
| Theater Gantry Steel                       | Toilet Compartments & Cubicles     |               |
| Metal Lockers & Benches                    | Toilet, Bath & Laundry Accessories |               |
| TV Monitors/Brackets                       | Gym Curtain & Wall Padding         |               |
| Window Treatments                          | Pavement Coatings                  |               |

**When:** Tuesday, July 11 at 2:00 pm

**Where:** Hotel Whitcomb Ballroom  
1231 Market Street  
San Francisco, CA 94103

Please RSVP at (628) 221-8943 or at [rsvp@mortensonclarkjv.com](mailto:rsvp@mortensonclarkjv.com)



# California Sub-Bid Request Ads

## DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909  
Dublin, CA 94568-2909  
(925) 829-9220 / FAX (925) 803-4263  
Estimator: ALAN McKEAN  
Website: [www.desilvagates.com](http://www.desilvagates.com)  
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DeSilva Gates Construction (DGC)  
is preparing a bid as a Prime Contractor for the  
project listed below:

**City of San Leandro Annual Overlay /  
Rehabilitation 2016-17 Phase 1**  
**Project No. 2017.0050 - Bid No. 15-16.016**  
OWNER:

City of San Leandro –  
Engineering and Transportation Department  
835 East 14th Street, San Leandro, CA 94577

**Bid Date: JUNE 26, 2017 @ 3:00 P.M.**

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

**Adjust Iron, Cold Plane, Electrical, Emulsion Supplier, Minor Concrete, Paving Fabric, Roadside Signs, Striping, Underground, Trucking, Water Trucks, Street Sweeping, Class 2 Aggregate Base Material, Hot Mix Asphalt (Type A) Material and Rubberized HMA (Open Grade) Material.**

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at <http://www.sanleandro.org/depts/finance/purchasing/bids>.

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

If you need LBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center ([www.transportation.gov/osdbu/SBTRCs](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the LBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an equal opportunity employer.

### Gold Ridge RCD

2776 Sullivan Rd • Sebastopol, CA 95472 • Phone: 707-823-5244 • Fax: 707-823-5243 • Contact: William Hart • [William@goldridgercd.org](mailto:William@goldridgercd.org)

The Gold Ridge Resource Conservation District is seeking Minority- and Women-Owned Business Enterprises for the following project: **Valley Ford Cheese Company • Rainwater Harvesting System • Location: Valley Ford, Sonoma County, CA**

**Construction Timeframe** (approximate): Week of July 31 – to the week of October 2. Construction is expected to take 7-10 weeks, exact timing within the allowed timeframe will depend on contractor's schedule.

**Project Scope:** The project comprises of construction activities at the Valley Ford Cheese Company, located in Valley Ford, CA. Bids are requested from licensed and qualified contractors for the installation of a rainwater harvesting system. The project occurs within a commercial business on private land. There is one building identified for work, and the building requires modest changes to attach the gutters in a safe and functional manner. Licensed contractors with prevailing wage reporting requirement experience are encouraged to attend the bid tour. More info available at <http://goldridgercd.org/html/for-contractors.htm>

The project includes the following components:

- A. Site preparation work, including trenching;
- B. Excavation of primary and auxiliary tank pad sites;
- C. Installation of gutters, gutter hardware, downspouts, first flush diversion systems, and associated components;
- D. Installation of compacted gravel pad, ring and retaining wall;
- E. Pressure tank and gauge;
- F. Service utility panel;
- G. Acquisition and installation of two auxiliary water storage tanks;
- H. Erosion control measures

Full Request for Bids available at: [www.goldridgercd.org](http://www.goldridgercd.org)

**Specific trades/licenses requested:** a current California Class A General Engineering License is required.

**THIS IS A PREVAILING WAGE PROJECT.** Certification of insurance for General Liability and

Workers' Compensation are required. Letters of Intent required by 5 PM, Friday, June 23, 2017 to attend a mandatory bid tour at 10 AM, Friday, June 30, 2017.

**Bids are due by 5 PM on Friday, July 20, 2017.** See full RFB for more details.

## Long Island (Babylon), NY Sub-Bid Request Ad

### Shea McNally JV BIDDING OPPORTUNITY

MBE/WBE/DBE Certified with the following certifying authority:

**A DBE is a Disadvantaged, Minority, or Woman Business Enterprise that has been certified by an entity from which EPA accepts certifications as described in 40 CFR 33.204-33.205 or certified by EPA. EPA accepts certifications from entities that meet or exceed EPA certification standards as described in 40 CFR 33.202.**

Inviting qualified contractors, specifically **MBE/WBE/DBE firms certified/eligible as listed above**, to contact Shea McNally JV (Prime Contractor listed below) regarding subcontracting services and material supply opportunities in connection with the upcoming tunnel and shafts project.

The Work under this contract is located in Long Island (Babylon), New York. The Work consists of:

**Southwest Outfall Replacement, Capital Project No. 8108**  
**Owner: County of Suffolk – Dept. of Public Works-Yaphank, NY**  
**Capital Project No. 8108**  
**BID DATE: June 29, 2017 at 11:00 AM**

Opportunities to participate exist in the following specific areas of soil and rock excavation, hauling, excavation support systems, underground blasting, 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, cased auger shaft construction, secant piles, 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, pest control, IT services, security, waste disposal, cleaning services, and security services.

Any business seeking to participate as a **MBE/WBE/DBE** in the Contract that is not currently certified DBE by the EPA and the requirements set forth above should review **40 CFR 33.204-33.205 or certified by EPA** shown above to obtain current certification.

Shea McNally JV set up an FTP site where you can view all plans, specifications and addendums for your convenience. Please contact Steve Fiore at (909) 595-4397, [Steven.Fiore@jfshea.com](mailto:Steven.Fiore@jfshea.com), to receive instructions on accessing the FTP Site.

### Shea McNally JV An EEO Employer

(J.F. Shea Construction, Inc. – McNally Tunneling Corporation)  
667 Brea Canyon Road, Suite 22 • Walnut, CA 91789  
909-594-0990 • 909-869-0827 (fax)  
Attn: Dennis Poulton, Chief Engineer

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