

## 5 Ways to Know Whether You Have the DNA of an Entrepreneur

Persistent people who seek creative freedom often crave entrepreneurship.

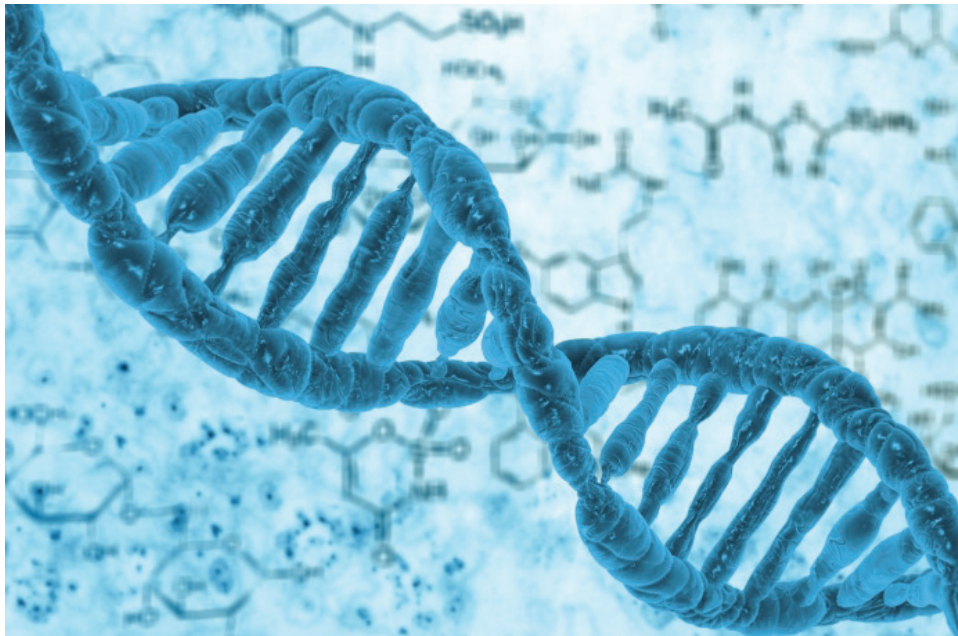


Image Credit: (Shutterstock)

By **Brian D. Evans**

It seems that in today's society, being an entrepreneur makes you some sort of rockstar. The title itself has an appeal that makes anyone and everyone with an idea suddenly want to call themselves an entrepreneur.

But being a true entrepreneur is not an easy road. Most entrepreneurs have made money -- and lost money. It's normal to have had struggles and successes. The question is whether you have the DNA to see it through, or if you feel compelled to stick with a secure office job as soon as your first venture idea fails. And honestly, there's nothing wrong with that -- entrepreneurship isn't for everyone.

Here are five indicators that will help you determine whether the tough road of entrepreneurship is right for you.

### 1. You struggle to learn without hands-on experience.

A very common theme I have found among my entrepreneurial network is that the vast majority of entrepreneurs learn by doing. This is why you hear about successful entrepreneurs failing out of

school. Not because they wanted to prove a point, but because the school environment did not serve them. They weren't learning anything from someone else talking at them.

The need to get your hands dirty is a crucial trait of an entrepreneur.

### 2. You are patiently impatient.

Kids with entrepreneurial spirits often get labeled as being "impatient." They can't sit still. They have low attention spans. But as these kids get older, they develop what is better described as the ability to be "patiently impatient." They don't want to slow down -- and they shouldn't. But they also are very good at waiting for the right time to pull the trigger on decisions.

If you can be both at the same time -- patiently impatient -- then you are right where you need to be.

### 3. You don't take "no" for an answer.

There is a difference between being obnoxiously persistent and humbly persistent. The people who get told "no" and refuse to acknowledge helpful feedback are grandiose dreamers, not grounded in reality. But the people who get told "no" and then take the time to listen, learn, adjust and keep moving forward possess a true gift for persistence.

### 4. You like to "own" your work.

One of the big reasons that people with entrepreneurial spirits struggle in corporate environments is because they feel as though they don't "own" their work. It's a combination of either not being given enough creative freedom, or having so many checks and balances in place that nothing actually gets done effectively.

Being an entrepreneur is tough, but the ability to take charge of your work is the real reward.

### 5. You aren't after money. You're after freedom.

Your intention sets your path. You have to know what your motivations and goals are, otherwise you'll chase the wrong things and end up somewhere you aren't thrilled about.

True entrepreneurs seek freedom -- and the definition of freedom is subjective. It's more about a lifestyle than a benefits package or an end-of-the-year bonus.

Chase the lifestyle, not the paycheck.

SOURCE: [www.entrepreneur.com](http://www.entrepreneur.com)

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# 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: Victor Le  
Website: www.desilvagates.com  
An Equal Opportunity Employer

DeSilva Gates Construction (DGC) is preparing a bid as a Prime Contractor for the project listed below:

### PAVEMENT REHABILITATION OF FAIRMONT DRIVE FROM FOOTHILL BOULEVARD TO LAKE CHABOT ROAD IN SAN LEANDRO, Specification No. 2321

Minority/Women-Owned Business Enterprise  
Goal Assigned is 15% MBE and 5% WBE

OWNER:

COUNTY OF ALAMEDA  
951 Turner Court, Room 300, Hayward, CA 94545

**Bid Date: MARCH 28, 2017 @ 2:00 P.M.**

We hereby encourage responsible participation of local Minority/Woman-Owned Business Enterprises, and solicit their subcontractor or materials and/or suppliers quotation for the following types of work including but not limited to:

ADJUST IRON, COLD PLANE, CONSTRUCTION SITE MANAGEMENT, CRACK SEALING, ELECTRICAL (LOOPS), PAVING FABRIC, STRIPING, SURVEY/STAKING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TRAFFIC CONTROL SYSTEMS, TRUCKING, WATER TRUCKS, STREET SWEEPING, HOT MIX ASPHALT (TYPE A) MATERIAL.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com (if prompted the username is ftp@desilvagates.com and password is f7pa55wd) or from the Owner's site at www.ipdservices.com/clients/eastbay/index.html?alco&Show=Planroom

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 M/WBE 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 M/WBE 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.

## nibbi

**Project Name: Mission Bay Block 3E**

**Location: San Francisco, California**

**Bid Date: April 6, 2017 @2:00 PM**

**Pre-Bid Conference: March 22, 2017 @10:30am**

**Location: 1000 Brannan Street, Suite 102, SF**

Nibbi Brothers has been selected as the General Contractor for the Mission Bay Block 3E project in San Francisco. We are in receipt of the 100% DD Set and are currently requesting bids from qualified subcontractors including those certified with the Office of Community Investment and Infrastructure (OCII) for Design Build Fire Sprinklers, Solar Hot Water and Photovoltaic Panels. The Office of Community Investment and Infrastructure (OCII) participation goal has been established for this project 50% SBE/LBE goal with first consideration for San Francisco-based MBEs, WBEs and SBEs located in zip code areas 94124,94134 and 94107 followed by all areas in San Francisco. In addition, this project has a requirement to award 5% of the total construction volume to Disabled Veterans Business Enterprises. Please visit <https://caleprocure.ca.gov/pages/PublicSearch/supplier-search.aspx> to search for DVBE's. The project consists of new construction of 101 affordable housing units in San Francisco with a total of 123,701 gross square-feet. The 4-story type V over 1-story type I housing project is to provide a safe and healthy home to support spaces for families and veterans. The building is organized into three wings surrounding a large landscaped multi-use courtyard. The project will also include a main lobby, activity rooms, administrative offices, storage, bike parking and an on-grade parking garage with 25 spaces.

To obtain bid documents through Building Connected, please email Kristin Medwick, Senior Precon & Estimating Coordinator, [kristinm@nibbi.com](mailto:kristinm@nibbi.com). For specific questions regarding this project please email Elizabeth Crockett, Preconstruction Manager, [elizabethc@nibbi.com](mailto:elizabethc@nibbi.com).

### CAHILL CONTRACTORS, LLC

Colby Smith at [estimating@cahill-sf.com](mailto:estimating@cahill-sf.com)  
(415) 677-0611

**CAHILL CONTRACTORS, LLC  
requests bids from Certified SBE  
Subcontractors and Suppliers  
for the following DESIGN BUILD TRADES:**

Exterior Building Maintenance /  
Solar Panels - PV & Solar Hot Water /  
Electrical (DESIGN ASSIST ONLY)

**PARCEL Q - DESIGN-BUILD BID  
(SELECT TRADES)**

**1491 Sunnysdale Avenue,  
San Francisco, CA 94134**

This is a CMD project with construction workforce and prevailing wage requirements.

**BID DATE: 3/28/17 @ 2 PM**

**Voluntary Pre-bid Meeting:  
3/9/17 @ 10AM, Cahill's Office  
425 California St., Suite 2200  
San Francisco, CA 94104**

**BID DOCUMENTS:** Please contact Colby for access to documents on BuildingConnected.



**Project Name: Hunter's View Phase III -  
Demo & Abatement**

**Location: San Francisco, California**

**Bid Date: April 7, 2017 @2:00 PM**

**Pre-Bid Conference: March 23, 2017 @ 11am**

**Location: 82 Middle Point Road, Hunters View  
Block 10 job-site trailer inside the fenced area  
at the east side of the street. The cross street is  
West Point Road.**

Cahill/Nibbi JV has been selected as the General Contractor for the Hunter's View Phase III project in San Francisco. We are requesting bid proposals from qualified subcontractors including those certified with the Office of Community Investment and Infrastructure (OCII) for Demo & Abatement. OCII has established a subcontracting participation goal for this project at 50% SBE/LBE with first consideration for San Francisco-based MBEs, WBEs and SBEs located in zip codes 94124, 94134 and 94107. Project is located in Hunters View (Middle Point Rd. & West Point Rd.), San Francisco and divided into 3 main phases. Within Phase III we are requesting bids for complete Building Demolition. The Building demolition work is to include: Interior debris removal, abatement, demolition, plumbing disconnect, and site security during Building Demolition work. To obtain bid documents please contact Kristin Medwick, Senior Precon & Estimating Coordinator via email, [kristinm@nibbi.com](mailto:kristinm@nibbi.com). For specific questions regarding this project please contact Axel Boren, Project Executive, [axelb@nibbi.com](mailto:axelb@nibbi.com).



**Proven Management, Inc.**  
225 3rd Street, Oakland, CA 94607  
Phone: 510-671-0000 • Fax: 510-671-1000

PMI requests proposals/quotes from all qualified California Department of General Services (DGS) certified Small businesses & Micro businesses.

**PERMANENTE CREEK FLOOD CONTROL PROJECT  
PERMANENTE CREEK CHANNEL IMPROVEMENTS  
Santa Clara Valley Water District  
Contract No. C0625 / Project No. 26244001  
Bids: April 12, 2016 @ 2pm**

DGS certified small businesses & micro businesses wanted for the following items, including, but not limited to: Demo; Clearing & Grubbing; Excavation/Backfill; SWPPP; Shoring; Traffic Control; Geotextile Fabric; Concrete; Rebar; Shotcrete; Double-Cell Box Culverts; Concrete U-Frame Channel; Flood Gate System; Traffic Control; Concrete Curbs & Gutters; Asphalt Concrete Pavement & Path; Drainage Facilities; Flap Gates; Sanitary Sewer Replacement; Fencing;

Bonding, insurance, lines of credit and any technical assistance or information related to the plans & specifications & requirements for the work will be made available to interested DGS certified small & micro business suppliers & subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or related assistance or services for this project will also be offered to interested DGS certified small & micro business suppliers, subcontractors, truckers. PMI is signatory to the Operating Engineers, Carpenters, and Laborers Collective Bargaining Agreements.

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

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# California Sub-Bid Request Ads

**PROJECT: AC WATER & SEWER GROUP 1025  
CITY OF SAN DIEGO – BID NO # K-17-1537-DBB-3  
SAN DIEGO, CA**

**\*\*THIS PROJECT HAS A 22.3 % SLBE-ELBE GOAL\*\*  
BID DATE: APRIL 4, 2017 · BID TIME: 2:00 P.M.  
Please respond by 5:00 p.m., APRIL 3, 2017**

We are seeking quotes from all small business concerns - CERTIFIED SLBE-ELBE including, but not limited to, the following work items:

AC DIKE, AC PAVING, AGGREGATES, COLD PLANE, CONCRETE, LANDSCAPE/IRRIGATION, MARKING & STRIPING, SWPPP, TRAFFIC CONTROL, MOBILIZATION.

Coffman Specialties, Inc. is signatory to Operating Engineers, Laborers, Teamsters, Cement Masons and Carpenters unions. Quotations must be valid for the same duration as specified by the Owner for contract award. Insurance and 100% Payment & Performance Bonds will be required, and will pay up to 1.5% for the cost of the bond. Waiver of Subrogation will be required. We will provide assistance/advice with obtaining Bonds/Insurance/Credit/Equipment. Subcontractors must provide contractor's license number and Department of Industrial Relations (DIR) registration number with their quote. Plans and specs are available at no cost to interested ELBE & SLBE'S firms from the CITY OF SAN DIEGO / PLANET BIDS website using the Project Invitation No. K-17-1537-DBB-3 and/or our San Diego Office. We are an EOE & seriously intend to negotiate with qualified firms.

Non-ELBE/SLBE Subs/Suppliers: Indicate 2nd tier participation offered on your quotation as it will be evaluated with your price. For any bid proposal submitted on or after March 1, 2015 and any contract for public work entered into on or after April 1, 2015, the following registration requirements apply: Every Subcontractor is required to be registered to perform public work pursuant to Section 1725.5 of the Public Contract Code. No Contractor or Subcontractor shall be qualified to bid on, be listed in a bid proposal pursuant to Section 4104 of the Public Contract Code, or engage in the performance of any contract for public work, unless currently registered to perform public work pursuant to Section 1725.5. No bid shall be accepted nor any subcontract entered into without proof of the Subcontractor's current registration to perform public work pursuant to Section 1725.5. If used in our Bid, Coffman Specialties requires this proof be submitted w/in 24 hours of Bid Date.

If you have any questions, Please contact Marty Keane: Phone 858-536-3100, Fax 858-586-0164 or email [estimating@coffmanspecialties.com](mailto:estimating@coffmanspecialties.com).



**9685 Via Excelencia, Ste 200 • San Diego, CA 92126  
Phone: (858) 536-3100 • Bid Fax: (858) 586-0164  
e-mail inquiries to: [estimating@coffmanspecialties.com](mailto:estimating@coffmanspecialties.com)**

**Shimmick Construction Company, Inc.  
8201 Edgewater Drive, Suite 202 • Oakland, CA 94621  
Phone (510) 777-5000 • Fax (510) 777-5099**

LBE Subcontractor/Supplier Bids Requested For:

**San Francisco Public Utilities Commission**

**Sunol Valley Water Treatment Plant SCADA Server Room · Contract No. WD-2818**

**BID DATE: March 30, 2017 at 2:00PM**

**Fax all quotes to 510-777-5099**

Requesting certified LBE Subcontractor and Supplier Quotes on:

**Sheet Metal Contractor, Lathing and Plastering Contractor, Drywall Contractor, Insulation/Acoustical Contractor, HVAC, Electrical, Painting/Waterproofing, Roofing, Fire Protection, Doors, Gates & Activating Devices, Doors & Parts, Security & Firm Alarm**

Contract Documents are available by owner after signing a non-disclosure agreement.

Please visit [www.sfwater.org/bids/bidlist.aspx](http://www.sfwater.org/bids/bidlist.aspx) for more information.

Subcontractors and Suppliers interested in this project may contact Jim Pelletier by email at [jpelletier@shimmick.com](mailto:jpelletier@shimmick.com).

100% Performance and Payment bonds with a surety company subject to approval of Shimmick Construction Company, Inc. are required of subcontractors for this project. Shimmick 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 SCCI Long Form Standard Subcontract incorporating prime contract terms and conditions, including payment provisions. Shimmick 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. Shimmick Construction 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.



**19 PAMARON WAY, NOVATO, CA 94949  
PHONE: (415) 382-1188 • FAX: (415) 883-7529  
CONTACT: Kelsey Godfrey  
Email: [bid@arntzbuilders.com](mailto:bid@arntzbuilders.com)**

REQUESTS QUOTATIONS FROM ALL  
STATE OF CALIFORNIA DGS CERTIFIED DVBE  
SUBCONTRACTORS & SUPPLIERS  
and ALL QUALIFIED SUBCONTRACTORS & SUPPLIERS  
FOR ALL TRADES FOR THE FOLLOWING PROJECT:

**REDDING ELEMENTARY SCHOOL MODERNIZATION - REBID  
SAN FRANCISCO, CA**

**BID DATE: MARCH 21, 2017 @ 2:00pm**

**ESTIMATE: \$12,500,000**

Trades needed but not limited to: Hazmat, Soft Demo, Grading and Paving, Site Utilities, Site Concrete, Building Concrete, Rebar, Playground Surfacing Tiles, Chain Link Fencing, Repair and Cleaning of Brick Masonry, Masonry Anchors, Terra Cotta, Masonry Patching, Striping and Seal Coats, Electrical, Structural and Misc Steel, Traffic Coating (Deck), Roofing, Insulation, Doors, Frames, Hardware, Hardware Installation, Aluminum Door and Frames, Glass, Glazing, Aluminum, Casework, Finish Carpentry, Stage Equipment, Bird Deterrent System, Framing and Drywall, Lath and Plaster, Ceramic Tile, Acoustical Ceilings and Wall Panels, Vapor Emission Control, Resilient Flooring, Hardwood Flooring, Epoxy Flooring, Cork Wall Covering, Painting, Graffiti Resistant Coatings, FRP Panels, Elevator Modifications, Sheet Metal, HVAC, Plumbing, Fire Sprinklers.

All contractors shall be registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 to be qualified to bid on, be listed in a bid proposal (submitted on or after March 1, 2015) or be awarded a contract for public work on a public works project (awarded on or after April 1, 2015). In addition, they are subject to the requirements of Section 4104 of the Public Contract Code.

BONDING, INSURANCE, TECHNICAL ASSISTANCE AVAILABLE. PLANS AVAILABLE IN GC'S PLAN ROOM. SUCCESSFUL SUBCONTRACTORS WILL BE REQUIRED TO SIGN ARNTZ BUILDERS, INC. STANDARD SUBCONTRACT AGREEMENT WHICH INCLUDES ARNTZ BUILDERS, INC. REQUIREMENT THAT SUBCONTRACTORS PROVIDE A 100% FAITHFUL PERFORMANCE AND PAYMENT BOND OF THE SUBCONTRACT PRICE FROM A TREASURY LISTED SURETY COMPANY ACCEPTABLE TO ARNTZ BUILDERS. BOND PREMIUM TO BE INCLUDED IN BID AS A SEPARATE ITEM. SUBCONTRACTORS WILL BE REQUIRED TO PROVIDE A WAIVER OF SUBROGATION ENDORSEMENT TO THEIR WORKERS COMPENSATION INSURANCE.

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## CONTACT US TODAY

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P: 415-778-6250 or 800-800-8534

F: 415-778-6255

E: sbe@sbeinc.com

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