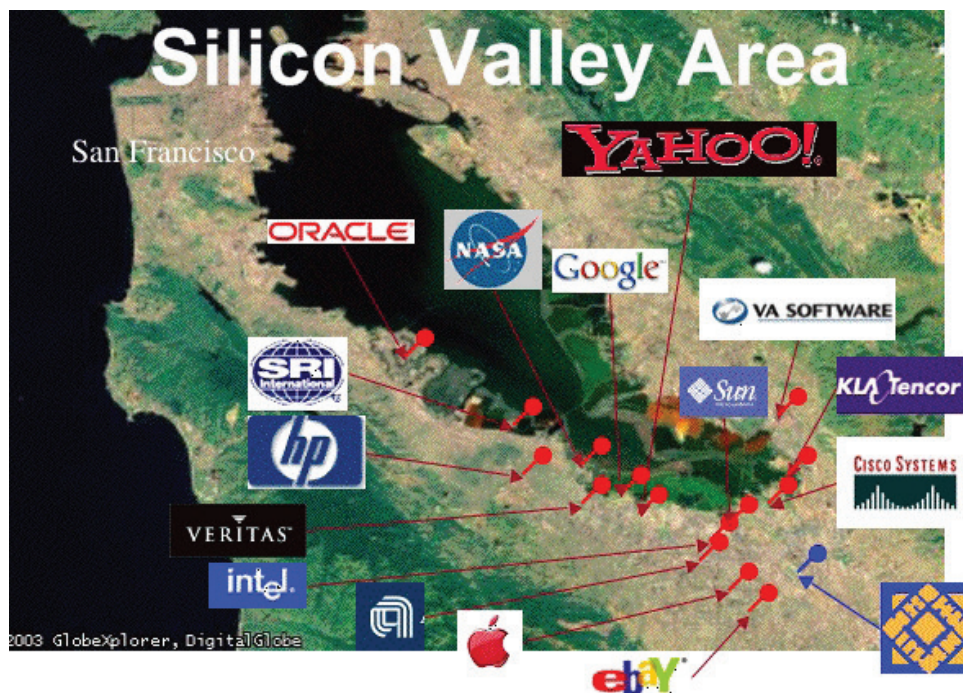


SBE NEWS ALERT

Silicon Valley can change the diversity conversation by telling the truth about its workforce



ity debate.

For Google, “as they grow their customers we want to grow with them, as employees, as C-suite participants,” Jackson said. “We want two-way trade. We are suffering from a trade deficit.”

Some companies such as Intel, Cisco, eBay and AMD have made their data available. From that, a Mercury News 2010 investigation found that the “unique diversity of Silicon Valley is not reflected in the region’s tech workplaces, and the disparity is only growing worse.” Specifically, Hispanics and blacks made up

Continued on page 4

By Michelle Quinn

The decision this week by Google to release information about its workforce’s gender and racial makeup is a challenge to all of Silicon Valley to do the same.

Diversity in the tech industry isn’t just Google’s problem, although the search giant is a hiring force in the valley and one of the biggest tech employers with 47,000 workers worldwide.

And diversity isn’t just a Silicon Valley problem, either, but a societal issue that touches on topics such as the education pipeline, the talent pool and internal and external biases and perceptions. Data is the starting point for an honest, public discussion about the issue.

Google’s decision “is going to impact the rest of the valley,” the Rev. Jesse Jackson told me. “If Google does it, others will do it.”

His Rainbow PUSH Coalition has called on the

tech industry to hire more minorities and women and make their boards more diverse. Jackson was outside eBay and Google’s shareholder meeting this week and is planning to be at Facebook’s meeting next week. He said his organization is going to open a permanent office in Silicon Valley.

Why does the makeup of Silicon Valley’s workforce matter?

I can think of a few reasons. It’s a new and growing industry, and conceptually at least, it does not carry the same baggage and barriers as older industries like finance.

Plus, industry leaders espouse the importance of pooling ideas from a variety of sources, said Aditi Mohapatra, associate tech sector director at BSR, a consulting group that works with companies on social issues.

“The concept of diversity is important to the industry as a whole,” she said.

Besides, tech is in the middle of a local and national discussion on the haves and have-nots. Some see the firms’ hiring policies as part of the unequal-

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California Sub-Bid Request Ads

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

WATER RECLAMATION FACILITY NO. 2 TERTIARY FILTRATION PROJECT

PROJECT NO. NIB DWP 14-115CA

Owner: City of Corona

Location: Corona, CA

Bid Date: June 25, 2014 @ 2:00 P.M.

J.F. Shea Construction, Inc.

667 Brea Canyon Road, Suite 30 • Walnut, CA 91788-0489

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

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

J.F. Shea Construction, Inc. is soliciting your participation in the preparation of this bid. We are particularly interested in bids from subcontractors/suppliers for the following work items: Demolition, Shoring, AC Paving, Ready-Mix Concrete, Reinforcing Steel, Precast Concrete Structures, Structural Steel, Miscellaneous Metals, FRP Fabrications, Access Hatches, Painting & Coatings, Signage, Pre-Fabricated Structures, Electrical & Instrumentation

Plans and Specifications are available: Free of charge from the City of Corona's website at <http://discovercorona.dwp.com/bids/index.shtml>. Plans may also be viewed at www.dodge.construction.com or at our Walnut Office.

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

Seeking DBE/MBE/WBE subcontractors and suppliers for

SILVER LAKE RESERVOIR BYPASS AND REGULATING STATION

IFB NO. 7319

Project Owner: Los Angeles Department of Water and Power

Project Location: Los Angeles, CA

Bid Date: June 19, 2014

Trades: Misc Metals, (Stairs & Platforms, Handrails & Ladders), Jib Crane, Waterproofing, Electrical, Welding, Cathodic, HVAC, Shoring, Landscape, Concrete Paving & Flatwork, Dewatering, Traffic Control, QA/QC, Annular Space Grouting, Painting/Coatings, Fencing, Sawcutting, Paving, Chlorination, Equipment Rentals, Water Stop, Bilco Hatch (5'X14' DBL Leaf Custom) Struct Steel (Furnish Only), Precast Panels & Vault, Steel Pipe Supply, Concrete Supply, Shoring, Forms

Pulice Construction, Inc.

951 Camino De La Reina • San Diego, CA 92108

Phone: (619) 814-3706 • Fax: (619) 814-3770

Contact: Adam Lybbert • E-mail: alybbert@pulice.com

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REQUEST FOR BIDS

Inviting qualified bidders including, but not limited to, certified SBes, DBEs and DVBEs, for:

Hauling (Non Prevailing Wages) from a commercial materials source with trucks on a hourly basis as noted on the bid form for California High Speed Rail, Contract CP1 - HSR13-06

SEALED BIDS DUE: June 6, 2014 by 5:00 PM

Address bids to: TPZPJV, 15901 Olden Street, Sylmar, CA 91342, Attention: Jerry Brown

TPZPJV, in its sole and absolute discretion, may reject any and all bids, or accept a bid or combination of bids, which will best serve the project's interest.

Drawings / Specifications / Insurance Requirements as well as Scope (Bid Package) are available for review at:

• **Share Point Web Site** (interested parties reply to: contactcp1@tpzpjv.com to receive access information for the Share Point website)

• **TPZPJV's Office** - 1401 Fulton Street, Suite 400, Fresno, CA 93721

Requests for Information regarding Bid Package: **Email** Johnathon.Sim@TPZPJV.COM or call (559) 385-7025 or fax (559) 353-2764

TPZPJV INTENDS TO CONDUCT ITSELF IN GOOD FAITH WITH SBES, DBES & DVBEs REGARDING PARTICIPATION ON THIS PROJECT

NOTE: ASSISTANCE WILL BE GIVEN IN OBTAINING BONDS, LINES OF CREDIT AND/OR INSURANCE AS WELL AS NECESSARY EQUIPMENT, SUPPLIES, MATERIALS OR RELATED SERVICES

AN EQUAL OPPORTUNITY EMPLOYER

RGW Construction Inc. is seeking all qualified DBE/MBE/WBE (Disadvantaged, Minority and Women Owned Business Enterprises) for the following project:

Breuner Marsh Restoration and Public Access Improvement Project Phase 1 Grading

Contract No. 04-14-496 Project No. 148000

Engineer Estimate: \$ 3,600,000

70 Working Days

Goal: MBE 5%/WBE 4%

Bids: May 29th, 2014 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to): Landscaping, Hydroseeding, Erosion Control, Fencing (Construction & ESA Fencing), Surveyor, SWPP Planning, Water Truck, Hazardous Substance Removal and Truckers.

Scope of Work: Grading, soil remediation and landscaping at shoreline park to restore marsh habitat.

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

Plans and Specs are available to view and copy at our office or at www.ebparks.org. Contact Dave Czech at 925-606-2400 david.czech@rgwconstruction.com for any questions, including bonding, lines of credit, schedules, 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.

RGW Construction, Inc.

Contractors License A/B 591940

550 Greenville Road • Livermore, CA 94550

Phone: 925-606-2400 • Fax: 925-961-1925

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REQUEST FOR LBE, SLBE & DVBE SUB-CONTRACTORS AND SUPPLIERS FOR:

Facilities Planning & Management

Paving Replacement Phase I

955 High Street, Oakland

Oakland Unified School District

BID DATE: May 28, 2014 @ 1:30 PM

We are soliciting quotes for (including but not limited to): Trucking, Staking, Site Concrete, Erosion Control and Construction Materials

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710

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

Contact: Mike Crowley

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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 LBE/SLBE/DVBE Participation. Plans & Specs are available for viewing at our office.

SMALL BUSINESS EXCHANGE

California Sub-Bid Request Ads

The R C Foster Corporation is planning on bidding the Water Reclamation Facility No. 2 Tertiary Filtration Project in the City of Corona on Wednesday, June 25, 2014 @ 2:00 PM. We would like to invite you to bid on any portion of the project that you can to us. Please go to our File Transfer Site (FTP://FTP.RCFOSTER.COM) where the Plans and Specifications have been posted.

The following trades are required: Survey, Cathodic Protection, Facilities rentals, Soil Import, Paving, Structural Steel, Miscellaneous metals, Painting & Coating, Electrical and Rebar.

For the user enter "Guest" and for the password, enter "RCFOSTER" both are case sensitive. You will see in the folder "Projects Bidding" the documents for the City of Corona DWP WRF2 Tertiary Filtration Project.

This project is subject to requirements set forth under the State Water Resources Control Board's U.S. EPA Assisted Clean Water State Revolving Fund Loan Program which requires Bidders to cooperate with and exercise "Good Faith Efforts" (GFE) to achieve participation of Disadvantaged Business Enterprises (DBEs).

If you qualify as a DBE please fill out form FPA Form 6100-3, found on our FTP site and include it with your bid to us. We will also require a copy of your proof of certification to include with the bid.

Please let us know if you plan on Bidding.

If you require any additional assistance, please contact us.

R C Foster Corporation

PO Box 77055 • Corona, CA 92877

(951) 738-8211 • (951) 738-8215 FAX • (909) 331-0167 Cell • Email: glen@rcfoster.com

Contact: Glen Langer, Chief Estimator

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

ALTA VISTA TANK NO. 2 PROJECT

Owner: Montara Water and Sanitary District

Location: Montara, CA

Bid Date: June 4, 2014 @ 2:00 P.M.

J.F. Shea Construction, Inc.

667 Brea Canyon Road, Suite 30 • Walnut, CA 91788-0489

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

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

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

Demolition, Geomembrane, Rip-Rap, Chain Link Fencing, Landscaping, Aggregates, Precast Concrete Structures, Horizontal Directional Drilling, Prestressed Concrete Circular Water Tank, Monitoring Wells, Ready-Mix Concrete, Reinforcing Steel, Shotcrete, Below Grade Vapor Barrier, Painting and Coatings, Equipment, Electrical and Instrumentation

Plans and Specifications are available from: Jessica Adams, PE, of SRT Consultants, 792 Bay Street, San Francisco, CA 94109, Phone: (415) 776-5800, ext. 305, Email: jka@srtconsultants.com for a fee of \$75. Digital copies may be downloaded from www.eBidboard.com. Plans may also be viewed at the Dodge Plan Rooms or at our Walnut Office.

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

DeSilva Gates Construction is soliciting for SBEs for the following project

LOWER SILVER CREEK FLOOD PROTECTION AND CREEK RESTORATION PROJECT, MOSS POINT DRIVE TO CUNNINGHAM AVENUE (REACH 6B)

Project No. 40264008, Contract No. C0594

OWNER: SANTA CLARA VALLEY WATER DISTRICT

Room B108 of the District's Administration Building, 5750 Almaden Expressway, San Jose, CA 95118

BID DATE: MAY 28, 2014 @ 2:00 P.M.

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

EROSION CONTROL MATERIALS, EROSION CONTROL MONITORING, SUPPLY AND INSTALL TEMPORARY EROSION CONTROL, SITE REVIEW AND MONITORING OF LIMITS, NOISE AND VIBRATION MONITORING, QUALITY ASSURANCE, CLEARING AND GRUBBING/DEMOLITION, TRUCKING FOR CHANNEL EXCAVATION, PLANTING AREA PREP, SUPPLY ARMORING AGGREGATE, TRUCK ARMORING AGGREGATE, MINOR STRUCTURES, FLOODWALLS, CIDH, SUPPLY DECOMPOSED GRANITE, SUPPLY AND DECOMPOSE GRANITE, UNDERGROUND IMPROVEMENTS/ROCK SLOPE PROTECTION, HABITAT SEEDING, IRRIGATION, PLANTING, ESTABLISHMENT MAINTENANCE.

100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Surety company will have to be approved by DeSilva Gates Construction. DeSilva Gates Construction will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting DeSilva Gates Construction's requirements. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies. Plans and specifications are available for review at our Dublin office.

DESILVA GATES CONSTRUCTION, L.P.

11555 Dublin Boulevard
P.O. Box 2909

Dublin, CA 94568-2909

(925) 829-9220 / FAX (925) 803-4263

Estimator: Frank Augustson

Website: www.desilvagates.com

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Public Legal Notices

CALIFORNIA STATE UNIVERSITY (CSU) OFFICE OF THE CHANCELLOR

NOTICE INVITING BIDS

Job Order Contract - Bid No. 4695

Project Name:

**Immediate Response Job Order Contract
California State University (CSU),
Office of the Chancellor**

Project Description: The CSU is seeking qualified contractors for the furnishing of all labor, materials, and equipment to implement and administer a Job Order Contract (JOC) for immediate response mitigation and reconstruction work to be used by campuses within the CSU system.

Bid Due Date/Time: June 25, 2014 @ 10:00 a.m.

(bids must be submitted electronically to the CSU RFP website: <http://Propoers.planetbids.com/CSUCO/bid-searchform.cfm?StateID=52>). No paper bids will be accepted.

Bid Opening Time: June 25, 2014 11:00 a.m.

Location: CSU Office of the Chancellor, 401 Golden Shore, Long Beach, CA 90802, 5th Floor, Attn: Ms. Verna Ale Paniani

(Contractor License Requirement: B)

Pre-bid Conference Dates

1) Northern location

Date: June 5, 2014 (Thursday) at 11:00 a.m.

Location: CSU Sacramento Campus – Room TBD

2) Southern location

Date: June 4, 2014 (Wednesday) at 1:00 p.m.

Location: CSU, Office of the Chancellor, 401 Golden Shore, Long Beach, CA 90802 (Room TBD)

Primary Contact: Ms. Verna Ale Paniani, Contract Manager

CSU Office of the Chancellor, Contract Services and Procurement

Phone: 562 951-4667 or Email: vpaniani@calstate.edu

*Contractor need only attend one pre-bid meeting in either the Northern or Southern location. Sample bid documents are available at the website below. Interested parties must register with Planet Bids to download bid documents, receive addendums, and update notices. There is no cost to register. CD specifications and plans will be available at the pre-bid meetings, June 4th and 5th, 2014 for \$50.00, made payable to the CSU Trustees. The site for planet bids is:

<http://vendors.planetbids.com/CSUCO/bidsearchform.cfm?StateID=52>

The Trustees require 3% Disabled Veteran Business Enterprise participation (no good faith effort will be accepted). This requirement applies to the reconstruction component of this bid, and not for immediate response work. Please contact the Trustees' DVBE Program Advocate Mr. Darryl Dearborn, at 562 951-4581 for additional information.

This project is a public works contract and is subject to prevailing wage rate laws (see Contract General Conditions, Article 4.02-c).

5/22/14

CNS-2625412#

SMALL BUSINESS EXCHANGE

UNIVERSITY OF CALIFORNIA SANTA CRUZ

ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, Santa Cruz sealed bids for a lump-sum contract are invited for the following work:

**OAKES COLLEGE – RESIDENCE HALL F
SHOWER REPLACEMENT
Project Number: 3700-036**

Description of Work: Replace showers in Oakes Residence Hall F with resinous flooring and solid surface surrounds.

Procedures: Bidding documents will be available at 1:00PM Monday, May 26, 2014 from UCSC's Online Planroom web site at www.ucscplanroom.com. Create your Username and Password under the 'Login' heading on the home page to register for a free account.

Bids will be received only at:

**Physical Planning and Construction,
UNIVERSITY OF CALIFORNIA, Santa Cruz
1156 High Street, Barn G, Contracts Trailer
Santa Cruz, CA 95064
831-459-2366 / 831-459-5540**

Bid Deadline: Sealed bids must be received on or before **Tuesday, June 3, 2014 at 3:00 PM.**

Bid Security in the amount of 10% of the Lump Sum Base Bid shall accompany each Bid. The surety issuing the Bid Bond shall be, on the Bid Deadline, an admitted surety insurer (as defined in California Code of Civil Procedure Section 995.120).

Bidders must attend a mandatory Pre-Bid Conference and Job Walk on **Tuesday, May 27, 2014** beginning promptly at **2:00 PM**. Participants shall meet at the Office of Physical Planning and Construction, 1156 High Street, Barn G, Contracts Trailer Santa Cruz Campus. Only bidders who participate in both the Conference and the Job Walk in their entirety, will be allowed to bid on the Project as prime contractors. For further information, contact University's Representative Kevin Foisie at 831-459-4663.

The successful Bidder will be required to have the following California current and active contractor's license at the time of submission of the Bid: **B – General Building Contractor.**

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

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

Estimated construction cost: **\$152,000.00.**

THE REGENTS OF THE UNIVERSITY
OF CALIFORNIA
University of California, Santa Cruz
May 2014

PORT OF SAN FRANCISCO

The Port of San Francisco is issuing a Request for Proposals (RFP) for a retail space located at Pier 33 North (33 1/2) on the Embarcadero at the foot of Bay Street to San Francisco based small businesses currently working with one of the San Francisco community-based organizations that provide technical assistance to emerging small businesses. The RFP is available for pick up at Pier 1, The Embarcadero or downloaded for the Port's website www.SFPort.com (<http://www.sfport.com/index.aspx?page=18>) For more information you may contact Jay Edwards in writing at Jay.Edwards@SFPort.com or Jeff Bauer at Jeff.Bauer@SFPort.com.

Submittals must be delivered by hand to the Port of San Francisco, Pier 1, San Francisco CA 94111, no later than 3:00 P.M. PST on Monday August 11, 2014.

CNS-2616522#

SMALL BUSINESS EXCHANGE

Silicon Valley

Continued from page 1

a smaller share of the valley's workforce in 2008 than they did in 2000.

Google, Apple and other firms have successfully fought efforts to have their workforce data released by federal regulators who collect it. Google told this newspaper at the time that it couldn't reveal the gender and race of its workforce because it considered it a trade secret.

I guess the secret is that everyone's numbers on this issue aren't good.

Now Google is reversing itself. "Many of the companies in the valley have been reluctant to divulge that data, including Google," said David Drummond, Google's chief counsel and an African-American, at the firm's shareholder meeting this week. "Quite frankly, I think we've come to the conclusion that we're wrong about that and we should be disclosing that data."

Not everyone agrees that all companies should make their hiring data available.

Chuck Mulloy, an Intel spokesman, said the company has been releasing its data for some time and "it works for us" but he demurred in calling for anyone else to follow Intel's path.

"We believe every company needs to make the decision based on the criteria that are important to that company," he added.

I would disagree with Mulloy. We have been having the same circular conversations about this issue for years with little progress. In fact the situation for Hispanics, blacks and women has only become worse.

Data may get us to break out of the cycle. But individual companies acting alone, even important ones like Google, isn't enough. We need more companies to show what is really happening.

Contact Michelle Quinn at 510-394-4196 and mquinn@mercurynews.com. Follow her at [Twitter.com/michellequinn](https://twitter.com/michellequinn).

Source: © RainbowPUSH