

SBE TODAY

SMALL BUSINESS EXCHANGE

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DIVERSITY IN ACTION -

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Wannapreneur Warning! 10 Signs You're Not Cut Out To Be An Entrepreneur



by Daniel C. Steenerson

Thinking about starting your own business? Beware! Below are 10 signs that you just may not be cut out to be an entrepreneur.

#10 You can't stand the heat.

Before you jump into self-employment, make sure you're very comfortable being uncomfortable. Every day you'll need to try something new for the first time. You have to be ready to put yourself out there and do things you've never done before – all with less financial security.

#9 You have professional ADD.

If you get bored and frustrated easily, or you're the type of person who likes to go in a new direction every 60 days, business ownership may not be for you. Being an entrepreneur requires unwavering laser focus. Achieving business goals takes time and persistence.

#8 You get stage fright.

As a business owner, you are the primary spokesperson for your company. You need to be ready and willing to take center stage and spread the word whenever possible. If you're uncomfortable in the spotlight or you don't like public speaking, you better master these competencies before you launch.

#7 You hate roller coasters.

As a business owner, you never know what's around the corner – it could be a really steep hill or gut-wrenching free fall. There will be countless ups and downs and you need to be prepared to hang on and enjoy the ride.

#6 You think complexity is cool.

Complexity may be cool, but it's hard to create, market and sell. The truth is the simplest solutions are the most successful. As a business owner, you need the ability to distill concepts to their simplest forms so they can be easily communicated and implemented.

#5 You can't explain the steps of shoe-tying.

Tying a shoe is a complicated. So is running a business. You have to be able to delegate tasks and to direct others. This means you need the ability to break big ideas into easy, actionable steps for implementation. Big ideas are a dime a dozen. Knowing how to implement them is the game changer.

#4 You don't believe in marketing.

Marketing makes the business world go round. If you don't believe it and embrace it, you'll never succeed. Be ready to dedicate effort and a decent budget to the task of marketing your company. And give your marketing time to work using a variety of mediums. There's no silver bullet.

#3 You're easily winded.

Once you get past the adrenaline rush of starting your own business, you'll encounter a portion of the journey called the "middle mile." Frankly, the middle mile is where you face challenge and drudgery. Your feet will hurt and your

Continued on page 3

SMALL BUSINESS EXCHANGE

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BIDDING OPPORTUNITIES

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

*****NEW BID DATE*****

State Highway in Placer County in and near Loomis, Penryn, Newcastle, Weimar, and Magra from 0.1 Mile West of Brace Road Overcrossing to 0.1 Mile East of Magra Overcrossing
Caltrans Contract No. 03-3E1004

DBE Goal: 13%

Engineer Estimate: \$20,000,000 - 90 Working Days
Bids: November 6th, 2013 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to) Fabric and Oils, Construction Area Signs, Traffic Control, Raise Iron-Utilities, Cold Plane, Demolition/Bridge Removal (portion), Clear & Grub, Landscaping, Hydroseeding, Erosion Control, Irrigation, AC Dike, Joint Seal, Reinforcing Steel, Sign Structure, Signs Roadside, Concrete Curb & Sidewalk-Misc., Fencing, Object Marker, MBGR, Metal Railing, Concrete Barrier, Thermoplastic & Painted Traffic Stripe & Marking, Pavement Marking, Signal and Lighting, Message Signs, Lighting & Sign Illumination, SWPPP, Water Truck, Sweeper, Polyester Concrete Overlay & Trucker.

Scope of Work: Improving Vertical Clearance

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

Plans and Specs are available to view and copy at our office or the Caltrans website www.dot.ca.gov/hq/esc/oe/. Contact **Derrick Woods 925-606-2400** derrick.woods@rgwconstruction.com for questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Sub-contractors 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

An Equal Opportunity Employer

Shimmick Construction Company, Inc.
 DBE Subcontractor/Supplier Bids Requested For:

State of California – Department of Transportation

For Construction on State Highway in Alameda County in Alameda and Oakland from 0.2 Mile South of 29th Avenue Overcrossing to 0.3 Mile North of 23rd Avenue Overcrossing

Contract No. 04-0A7104

Bid Date: November 19, 2013 at 2:00PM

Fax all quotes to 510-777-5099

Requesting qualified DBE certified Subcontractor and Supplier Quotes on: Barrier Rail, Bridge Rail-Concrete, Clear and Grub, Concrete-Cellerete, Contaminated Soil, Coring, Crash Cushion, Demolition, Earthwork, Electrical, Environmental, Erosion Control, Fence, Flatwork, Grinding-AC, Concrete, joint Seal, Landscape, Masonry, MBGR, Paving, Piles-General, Post Tensioning, Precast-Structural, Rebar, Restraint-Cable, Shoring, Signs, Soil Cement, Survey, Traffic Control, Trucking, Utility Work, Aggregate, Bearing Pads, Expansion Joints, Fabric, Falsework Material, Misc. Metal, MSE Panels, Precast-Utility, Ready Mix, Trench Shoring, Utility Pipe-CMP, Utility Pipe-CSP, Utility Pipe-VCP, and Utility Pipe-RCP.

Specifications and drawings are available through the Caltrans website: http://www.dot.ca.gov/hq/esc/oe/project_ads_addenda/04/04-0A7104/ or may be viewed at Shimmick Construction's Office by appointment: 8201 Edgewater Drive, Ste 202, Oakland, CA 94621, Phone (510) 777-5000.

Subcontractors and Suppliers interested in this project may contact Osama Martell by phone at (510) 777-5005.

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.

Shimmick Construction Company Inc.

8201 Edgewater Drive, Suite 202 • Oakland, CA 94621 • Phone (510) 777-5000 • Fax (510) 777-5099

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REQUEST FOR SUB BIDS FROM QUALIFIED SUBCONTRACTORS AND SUPPLIERS INCLUDING DVBE/MBE/WBE/LBE for: **ADA SITE IMPROVEMENTS VISITACION VALLEY ELEMENTARY SCHOOL, SAN FRANCISCO, CA**

Bid Date: October 29, 2013

Trades/Services requested include: **Temp Fencing & Trucking.**

Please contact us for information about bonding, insurance, prevailing wage and certified payroll requirements.

Ross Recreation Equipment

Contact Bob Hanes at bobh@rossrec.com • (707) 538-3800 Fax: (707) 538-3826 • Equal Opportunity Employer

ISEC is requesting quotations from all qualified & certified SB, VOSB, SDVOSB, HUBZone, WOB, SDB Subcontractors and Material Suppliers for the following project.

VA Palo Alto Centers For Ambulatory Care, Polytrauma And Blind Rehabilitation Parking Structure 2

3801 Miranda Avenue, Palo Alto, CA
Bid date is October 30th, 2013 @ 1 pm

Trade- Architectural Woodwork, Specialties, Site Furnishings

ISEC is requesting quotes for Subcontractors and Material Supplies by 1 PM 10/25/13.

Contact **Rich Elemen @ ISEC** with any questions concerning this project.

ISEC, Inc.

41734 Christy Street • Fremont, CA 94538
 Office: 510-490-1333 • Fax: 510-656-8764

Sub Bids Requested From Qualified DBE / UDBE Subcontractors & Suppliers for **County of Sacramento - Old Florin Town Streetscape Improvements**
Location: Sacramento, CA

Project No. 4096

Bid Date: October 31, 2013 @ 2:00 PM

McGuire and Hester is seeking qualified subcontractors in the following trades: clearing & grubbing; SWPPP; demolition & tree removal; AC dike; slurry seal; cold plane AC; minor concrete, striping & signs; electrical; water tower monument; fencing; steel railings; CMU pilasters; stone seat walls; landscaping & irrigation; hydroseeding; pavers; and trucking.

We will pay up to and including one and one-half percent (1-1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans and specs.

McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603 • Phone: (510) 632-7676 • Fax: (510) 562-5209

Contact: **Dave Koerber**

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Sub Bids Requested From Qualified DBE nad UDBE Subcontractors & Suppliers for **City of Auburn - The Palm Avenue Safe Routes to School - Sidewalk and Bicycle Lane Project**
Project No. SR2SF-5077(013)

Location: Auburn, CA

Bid Date: November 7, 2013 @ 10:00 AM

McGuire and Hester is seeking qualified subcontractors in the following trades: traffic control; SWPPP; clearing & grubbing; demolition; tree removal; minor concrete; masonry retaining walls; fencing; striping & signs; traffic signal modification; erosion control; hydroseeding; aggregate & asphalt suppliers; and trucking.

We will pay up to and including one and one-half percent (1-1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans and specs.

McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603 • Phone: (510) 632-7676 • Fax: (510) 562-5209

Contact: **Dave Koerber**

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BIDDING OPPORTUNITIES

Kiewit Infrastructure West Co.
REQUEST FOR SUB-ESTIMATES FROM DISADVANTAGED BUSINESS ENTERPRISES (DBES)
SUBCONTRACTORS, MATERIAL CONTRACTORS, AND SUPPLIERS:

Project Owner: City of Fullerton
Project Owner: State College Boulevard Grade Separation
Project Proposal Due: Monday, November 4, 2013 @ 2:00 PM PDT
Subcontractor/Supplier Quotes Due: Monday, November 4, 2013 @ 12:00 PM PDT

Kiewit Infrastructure West Co., a subsidiary of Kiewit Corporation (Kiewit), is bidding as a prime contractor for the construction of the project listed above and is seeking sub-estimates from Disadvantaged Business Enterprises (DBEs) and all other business enterprises.

Kiewit is requesting estimates from interested subcontractors, material suppliers, professional services, and equipment suppliers. All responsive subcontractors must possess a valid California Contractor's license and provide acceptable insurance. Responsible subcontractors will be expected to provide bonding for 100% of their contract value. The subcontractor must be able to accept all terms and conditions of the project under the subcontract.

Kiewit intends to conduct itself in good faith with all disadvantaged business enterprises (DBEs) and other enterprises regarding participation on the project. All DBEs must be certified at the time of bid as a DBE with the California Unified Certification Program (CUCP); certifying agency.

We are accepting quotes for the following services/supplies: Demolition; Concrete Reinforcing; Cast-in-Place Concrete; Precast Concrete; Masonry; Metal Fabrications; Doors and Frames; Specialty Doors and Frames; Louvers and Vents; Painting and Coating; Heating, Ventilating, and Air Conditioning (HVAC); HVAC Piping and Pumps; Electrical; Communications; Earthwork; Shoring; Exterior Improvements; Fencing; Bases, Ballasts, and Paving; and Utilities.



Kiewit Infrastructure West Co.

10704 Shoemaker Ave. • Santa Fe Springs, CA 90670 • Tel: (562) 946-1816, Fax: (562) 309-8201
 Contact Mike Sippl – Lead Estimator, (562) 946-1816, • Mike.Sippl@kiewit.com, for questions.

To obtain more information about this bid or for assistance with the requirements of the proposal, project scheduling, insurance, bonding, lines of credit, equipment, supplies, and/or technical assistance, please contact Kiewit directly.

EQUAL OPPORTUNITY EMPLOYER
CONTRACTOR #876881

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

State Highway in Solano County in and near Fairfield from 0.7 Mile West on Route 12 to Route 12/80 Separation and on Route 80 from Route 12/80 to Route 80/680 Separation

Caltrans Contract No. 04-0A5344
Federal Aid Project ACNHP-X095(025)N
Engineer Estimate: \$50,000,000 - 500 Working Days
Goal: DBE 10%

Bids: November 13th, 2013 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to) Fabric & Oils, Construction Area Signs, Traffic Control, Cold Plane, Demolition/Bridge Removal, Clear & Grub, Hydroseeding, Erosion Control, Lime-treatment, AC Dike, Grinding, Pile Driving, Prestressing Concrete Cast-in-place, Precast Concrete Girders, Concrete Block & Masonry Retaining Wall, Joint Seal, Rebar, Sign Structure, Signs Roadside, Rock Slope Protection, Concrete Curb & Sidewalk-Misc., Fencing, Object Marker, Metal Beam Guard Railing, Concrete Barrier, Thermoplastic Traffic Stripe & Marking, Painted Traffic Stripe & Marking, Pavement Marking Signal and Lighting, Message Signs, Lighting and Sign Illumination, Surveyor, Water Truck, Sweeper, Trucker, Storm Ground Underground, Waterline, Pipe Jacking, JPCP-PCC Paving, Lean Concrete Base, Rapid Strength Concrete Base, Quality Control, Rock Excavation/Blasting, Ground Improvements and Supply Import Borrow.

Scope of Work: Realign I-680 to connect directly with I-80/SR-12 intersection

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

Plans and Specs are available to view and copy at our office or the Caltrans website www.dot.ca.gov/hq/esc/oe/. Contact John Pitsch 925-606-2400 johnp@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.

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Advertise with the Small Business Exchange

Utilize SBE's TARGET DISTRIBUTION to reach the DBEs, SBEs, DVBES, MBES, and OBEs that match the trades and goods you need. www.sbeinc.com

10 Signs You're Not Cut Out To Be An Entrepreneur

■ **Continued from page 1**

breathing will be labored. Despite these inconveniences, you must place one foot in front of the other and press on.

#2 You're a problem passer.

In business, there are problems that must be decisively resolved by the owner. Sometimes customers and employees will be unhappy with your decisions and that's OK. Successful entrepreneurs never postpone difficult choices.

#1 You're on the quest for quick cash.

Profit is the result of productive business. It is not WHY you are in business. You are in business to solve problems and to serve others. If you find a way to deliver a better solution or service than your competitors, you will make plenty of money. But it

doesn't happen overnight. If you want to make quick cash, business ownership may not be the right gig for you.

As the above pitfalls exemplify, starting a business isn't easy, and it certainly isn't glamorous. But, it can be extraordinarily worthwhile and satisfying. If any of the 10 warning signs above DON'T give you pause, you just may be a good entrepreneurial candidate.

Daniel C. Steenerson imparts his success wisdom, principles and philosophies through his proprietary "Science of Visioneering" approach to help companies, entrepreneurs, executives and other professionals realize business greatness. He may be reached online at www.DanSteenerson.com—an online community where business owners, executives and other career achievement-minded professionals go for no-nonsense, "tell-it-like-it-is" success advice.

PUBLIC LEGAL ADVERTISEMENTS

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ADVERTISEMENT FOR BIDS

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

CP DT CHILLER REPLACEMENT Project Number T128HK062513

DESCRIPTION OF WORK: Replacement of existing chillers on the Canyon Point (CP) and Delta Terrace (DT) residence halls. Contractor shall demolish the existing chillers, piping and associated devices and controls; and provide new chillers, chilled water pumps, loops, and all controls, piping and accessories. Contractor shall connect to the existing piping system and provide a fully integrated BAS control system capable of interfacing with the existing building BAS system. The entire air and water system shall be tested, adjusted and balanced by a Contractor furnished testing agency.

BIDDING DOCUMENTS:

1. Bidding Documents will be available beginning on October 17, 2013 and will be issued at:

ARC
2435 Military Ave.
Los Angeles, CA 90064
Telephone (310) 477-6501
Website: <http://social.fordgraphics.com/>

2. Bidders may view the Bidding Documents online at the ARC PlanWell Public Plan Room, and purchase digital and/or hard copies of the Bidding

Documents by contacting ARC as indicated above. All parties will make arrangements with and payment to ARC directly. (NOTE: Bidding Documents will not be issued at the University's office.)

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

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

and must be received at or before:

2:00 p.m., November 8, 2013

MANDATORY PRE-BID CONFERENCE & JOB WALK:

A mandatory Pre-Bid Conference and mandatory Pre-Bid Job Walk will be conducted on October 25, 2013 beginning promptly at 10:00 a.m. 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. Participants must arrive at or before 10:00 a.m. Persons arriving later than said time will not be allowed to bid on the Project as prime contractors. Participants must arrive at or before 10:00 a.m. Persons arriving later than said time will not be allowed to bid on the Project as prime contractors. Participants shall meet at Conference Room SP121 located at the Sproul Presidio Residence Hall, 251 Charles Young Drive West, UCLA Campus. For navigation applications enter: (34.072008, -118.449598). Parking is available at the Sunset Village (SV) parking structure, UCLA campus (refer to the online UCLA Campus Map at www.ucla.edu/map). For further information, contact Hank

Knapp at 310-825-8515.

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

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

C-20 License (Warm-Air Heating, Ventilating & Air-Conditioning)

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.

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<http://www.capitalprograms.ucla.edu>)

UNIVERSITY OF CALIFORNIA SAN FRANCISCO

ADVERTISEMENT FOR BIDS

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

SFGH BLDG 1 ROOMS 127 & 129 DEPT. OF NEUROSURGERY LAB RECONSTRUCTION Project No.: M1656 / Contract No.: S00446

DESCRIPTION OF WORK:

Renovate former research lab into (5) new private offices and associated support space. Refurbish existing lab including, but not limited to, flooring, partition, casework, and ceiling finishes.

The project scope will include, Architectural, Mechanical, Plumbing, and Electrical Services. The work will also include furnishing and installing a new air handling unit on the roof and associated support, bracing and roof work.

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

PROCEDURES:

Bidding Documents will be available at **10:00 AM, October 22, 2013** and will be issued only at:

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

Contact Persons:

Bob Key (415) 476-0113 (9:00 AM – 5:00 PM)
Customer Service Line (415) 514-2054 (before & after working hours)
Fax No. (415) 476-8278

Log into <http://www.cpfm.ucsf.edu/contracts/index.htm> Click on the UCSF Documents, Media & Mail button

Bidders must attend a **mandatory** pre-bid conference at **10:00AM, October 30, 2013**. For details, see <http://www.cpfm.ucsf.edu/contracts/index.htm>

(Use the same website above to view complete Advertisement for Bids - Project Bidding Information).

Bids will be received and opened only at Minnesota St. Finance Service Center, University of California, Can Francisco, 654 Minnesota Street, 2nd Floor, San Francisco, CA 94107. Phone: (415) 476-5343. Bid Deadline: Sealed bids must be received on or before **3:00 PM, November 12, 2013**.

Every effort will be made to ensure that all persons have equal access to contracts and other business

opportunities with the University within the limits imposed by law or University policy. Each Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

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

LICENSE CLASSIFICATION: General Building Contractors

LICENSE CODE: B

**ESTIMATED CONSTRUCTION COST:
\$350,000**

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

University of California, San Francisco
October, 2013

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