

SBE TODAY

SMALL BUSINESS EXCHANGE

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DIVERSITY IN ACTION -

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7 Sure-Fire Success Principles



By Daniel C. Steenerson

Today there are more green business women than ever before – a prospect that's exciting both for the business world and for our planet. However, sometimes it can be tough trying to determine the best practices for a career that's both successful and green. Fortunately, you really can have both.

No matter where you are in your business or career there are principles you can apply to ensure your success. Below are seven sure-fire success principles you can start using right now:

- **Work with relentless urgency.** Getting up and showing up are a great start but if you want success in your career – or in any part of your life – you have to be willing to work, and work hard. Remember the Army's slogan from the early 1980s, "We get more done before 9am than most people get done in a day"? It's

that hard-driving work ethic that will set you apart from the pack and create opportunities that will open the doors to success.

- **Apply a disciplined approach.** Discipline is defined as, "a rule or system of rules governing conduct or activity." When you wake up in the morning, do you have a systematic plan of what you are going to accomplish and how you are going to accomplish it? If not, you can't expect to move forward in your career in any meaningful way. Begin using a disciplined approach by first setting goals and then planning activities that will achieve those goals. Finally, measure the success of your activities and then adjust your plans accordingly.

- **Focus on implementation.** Closely related to discipline is implementation. This is simply the principle of carrying out and accomplishing the goals and plans you created, ensuring actual fulfillment by concrete measures. You can dream and plan and set goals for yourself all day but if you do nothing tangible to see those goals through, you are simply spinning your wheels and wasting time. Implementation is the step that transitions plans into results.

- **Simplify whenever possible.** Why take two dozen steps to accomplish something if you can get it done just as effectively in only three or four? Simplification is a critical part of achieving maximum results with the least amount of effort. Working hard is important but using your time in the most effective way possible is even more important. Simplifying processes whenever possible makes it much easier to accomplish more in less time. It also makes it quicker and easier to share your knowledge and bring team members up to speed when necessary.
- **Embrace discomfort.** Nobody likes to be uncomfortable and it's a natural inclination to avoid discomfort. However, in order to be successful you must be willing not only to be uncomfortable but also to embrace discomfort.

This means the willingness to give something up in order to gain something, such as giving up comfort in order to gain forward momentum. This can mean working late to ensure deadlines are met or making lifestyle changes in order to be able to invest in a new venture. Either way, sacrificing comfort now can enable you to take the steps you need to achieve future success.

- **Continually develop your skills and knowledge.** This is another way in which embracing discomfort has a large payoff. Taking courses to gain certifications along with expanding your knowledge base of your industry is a fantastic way to move forward and be more successful in your career. Wake up early to study if you need to but make sure you take advantage of all the classes and instruction available to you in order to become an expert in your field. Another great way to increase your skills and understanding is to read – read anything you can get your hands on that can help you become more knowledgeable and effective. Fifty-eight percent of people never read non-fiction books after they graduate from high school, so simply picking up a book and

Continued on page 5

SMALL BUSINESS EXCHANGE

SBE OUTREACH SERVICES

With half a million businesses in our database, SBE is California's #1 source for diversity outreach.

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Placed in the Small Business Exchange newspaper, SBE Today newsletter, and online at www.sbeinc.com

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Will fit right into your proposal, along with a list of interested firms to contact.

Call Toll FREE for more information: 800-800-8534

BIDDING OPPORTUNITIES

REQUESTING BIDS FROM QUALIFIED DBE SUBCONTRACTORS AND SUPPLIERS FOR THE FOLLOWING PROJECT:

**Route 5/1 Separation-San Juan Creek Road
Orange County, Caltrans Project #12-0F96E4
Bid Date: October 31, 2013 at 2:00 pm**

This is a highway project with the typical items of work associated, but not limited to: Aggregate, Rip Rap Material, Bridge Deck Overlay, CIDH Pile, Clear and Grubbing, Concrete Barrier, Concrete Crack Sealing, Construction Area Signs, Consult - Enviro Compliance, Core and Saw, Demo Bridge, Demo Minor, Earthwork and Base, Imported Borrow, Electrical H'Way, Fence & MBGR, Minor Flat Concrete, Joint Seals, K-Rail, Landscape, Erosion Control, Metal Bridge Rail, Minor Concrete Structure, Pavement Grinding, Paving PCC, Plane A C, Paving ASPH Concrete, A C Dike and Misc, Pile Drive, Pipe - Coor Steel, Precast Concrete Pipe, Prestress Concrete, Ready Mix Concrete, Rebar, Rock Slope Protect, Sign Structures, Signs Roadside, Stripe and Mark, Structure Excavate Bridge, Structure Excavate Site, Traffic Control, Trucking.

C.C. Myers, Inc. is willing to break down items of work into economically feasible units to encourage DBE participation. If you are interested in any of this work, please provide us with a scope letter or contact us immediately. Plans and Specifications are available from Caltrans at: www.dot.ca.gov/hq/esc/oe.

Conditions or exceptions in Subcontractor's quote are expressly rejected unless expressly accepted in writing. Subcontractor and Supplier quotes are required 24 hours prior to the bid date to enable thorough evaluation.



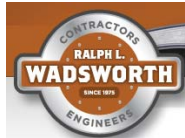
C.C. Myers, Inc.

3286 Fitzgerald Rd. • Rancho Cordova, CA 95742 • 916-635-9370 • Fax 916-635-1527

Each Subcontractor shall be prepared to submit faithful performance and payment bonds equal to 100% of their quotation. The Contractor will pay standard industry rates for these bonds.

Contact C. C. Myers, Inc. for assistance with bonds, insurance, lines of credit, equipment, supplies or project plans and specifications. C.C. Myers, Inc., is a Union Contractor.

AN EQUAL OPPORTUNITY EMPLOYER.



DBE Subcontractors

Caltrans Design Build Contract #03-2F21U4 , Sacramento River Viaduct and West End Viaduct Deck Rehabilitation, in Sacramento and Yolo Counties on RT 50 and RT 5, Bids 11/1/2013

Services needed: This is a heavy highway design build project with the typical items of work associated. There will be opportunities before and after the bid date to contract with Myers and Sons / RL Wadsworth, a joint venture. Myers and Sons / RL Wadsworth is requesting quotes from all qualified subcontractors, trucking firms and suppliers including certified UDBE/DBE/SBE/DVBE firms for any part of the following types of work, including but not limited to: LEAD PLAN, CONSTRUCTION AREA SIGNS, TRAFFIC CONTROL, MESSAGE BOARDS, SWPP PLAN, FURNISH POLYESTER CONCRETE, FURNISH MULTILAYER POLYMER OVERLAY, JOINTS SEALS, STRIPING AND MARKERS, PREPARE CONCRETE BRIDGE DECK, DRAINAGE SYSTEM CLEANING, DRAINAGE SYSTEM REPAIR, REMOVE AC, MISC. METAL, COLD PLANNING, MICS. DEMO, DRIANAGE, REMOVE UNSOUND CONCRETE, REPLACE UNSOUND CONCRETE, EROSION CONTROL, TEMP FENCING

Requirements: 100% Performance and payment bonds may be required for the full amount of the subcontract price. Subcontractors must possess a valid contractor's license, current insurance and worker's compensation coverage meeting Myers and Sons Construction's requirements. Subcontractors will be required to sign the standard Myers and Sons Construction Subcontract Agreement. Quotations must be valid for the one hundred and twenty (120) days after the specified Contract Award Date by the Owner. Plans and Specifications are available for viewing at our Sacramento office. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies or visit our website at our website www.myers-sons.com or wadsco.com for more information. Myers and Sons / RL Wadsworth, JV intends to work cooperatively with all qualified firms seeking work on this project. This joint venture will be signatory to the Laborers, Carpenters, Cement Masons and Operating Engineers. Myers and Sons Construction and RL Wadsworth are equal opportunity employers.

Myers and Sons / RL Wadsworth, a Joint Venture

2554 Millcreek Dr. • Sacramento, CA 95833
Phone: 916-649-4504 • Fax: 916-920-2246

Contact: Clinton Myers

Email: cwmyers@myers-sons.com

An equal opportunity employer.

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, Limetreatment, 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 T raffic 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.

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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SMALL BUSINESS EXCHANGE

BIDDING OPPORTUNITIES

SKANSKA

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers

Lenwood Road Grade Separation

SANBAG Contract No.: C13149

DBE Goal: 13.4 %

Bid Date: November 12, 2013 – 2:00 PM

The IFB, plans, special provisions, and bid forms for bidding this project can be obtained for a fee from A&I Reprographics or by emailing a request to cad3@aandirepro.com. Plans and specs can be viewed at our Riverside office between Monday-Friday, 7:30AM – 5:00PM. Please contact us to view them at our office.

Quotes requested from Contractors, Suppliers and Service Providers include, but are not limited to: Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Type III Barricade, Fencing, Erosion Control, Portable Delineator, Temporary Pavement Marking, Temporary Traffic Stripe, Channelizer, Temporary Railing, Portable Changeable Message Signs, Temporary Crash Cushion Module, Metal Beam Guard Railing, Roadside Signs, Abandon Culvert, Cold Place Concrete Pavement, Concrete Barrier, Clearing and Grubbing, Roadway Excavation, Develop Water Supply, Import Borrow, Structure Excavation, Structure Excavation (Bridge), Structure Excavation (Retaining Wall), Structure Backfill, Sand Backfill, Rock Blanket, Erosion Control, Fiber Rolls, Corrugated Steel Pipe Conduit, Class 2 Aggregate Base, Hot Mix Asphalt, Place Hot Mix Asphalt Dike, Tack Coat, Jointed Plain Concrete Pavement, Seal Pavement Joining, Furnish & Drive Class 140 Concrete Piles, Prestressing CID Concrete, Structural Concrete (Bridge), Structural Concrete (Retaining Wall), Class 1 Concrete (Box Culvert), Minor Concrete, PTFE Bearing, Joint Seal Assembly, Joint Seal, Bar Reinforcing Steel (Bridge), Bar Reinforcing Steel (Retaining Wall), Furnish Single Sheet Aluminum Sign, Metal (Barrier Mounted Sign) Roadside Sign, Install Sign, 24" VCP Sewer, 18" Poly Fused Sewer, Reinforced Concrete Pipe, Plastic Pipe, Welded Steel Pipe Casing, Precast Concrete Pipe, Rock Slope Protection, Minor Concrete, Rock Slope Protection Fabric, Miscellaneous Metal, Miscellaneous Iron and Steel, Bridge Deck Drainage System, Chain Link Fence, Survey Monument, Chain Link Railing, Concrete Barrier, Cable Railing, Transition Railing, Terminal System, Thermoplastic Pavement Marking, Thermoplastic Traffic Stripe, Paint Traffic Stripe, Pavement Marker, Signal & Lighting.

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. All interested subcontractors, please indicate all lower tier DBE participation offered on your quotation as it will be evaluated with your price. Please call if we can assist you in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation.

Subcontracting Requirements: Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. and general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., and a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract by an admitted surety and subject to approval by Skanska. Skanska will pay bond premium up to 1%. Quotations must be valid for the same duration as specified by the Owner for contract award. Conditions or exceptions in Subcontractor's quote are expressly rejected unless accepted in writing. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, Carpenters Unions and Teamsters. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

Skanska is an Equal Opportunity Employer

Skanska Estimating Dept:

1995 Agua Mansa Rd, Riverside, CA 92509 – Ph: (951) 684-5360, Fax: (951) 788-2449

Email: al.artea@skanska.com

Sub Bids Requested From Qualified DBE and 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

An Equal Opportunity Employer

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

PUBLIC LEGAL ADVERTISEMENTS

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:

EARTH & MARINE SCIENCES STANDBY POWER MODIFICATIONS Project Number: 5204

Description of Work: Separate emergency and standby power distribution from existing generator. Provide standby power to specific identified critical Systems.

Bid Deadline: Sealed bids must be received on or before **Tuesday, November 26, 2013 at 3:00 PM.**

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

A mandatory Pre-Bid Conference and mandatory Pre-Bid Job Walk will be conducted on **Wednesday, November 6, 2013** beginning promptly at **2:00 PM.**

PLEASE VISIT OUR WEBSITE AT:
<http://ppc.ucsc.edu> FOR THE TEXT OF THE FULL ADVERTISEMENT AND INFORMATION ON HOW TO OBTAIN BID DOCUMENTS.



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>.

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

GOLDEN GATE BRIDGE HIGHWAY & TRANSPORTATION DISTRICT

NOTICE INVITING PROPOSALS

The Golden Gate Bridge, Highway and Transportation District (District) seeks bids for **Request for Proposals (RFP) No. 2014-B-2, Window Washing at the Golden Gate Bridge Toll Plaza Buildings.** Interested Proposers must submit sealed proposals to the Office of the Secretary of the District on **Tuesday, November 19, 2013, by 4:00 p.m., PT.**

Request for approved equals, modifications or clarifications of any requirement must be submitted in writing on **Tuesday, November 5, 2013, by 4:30 p.m., PT.**

The RFP Documents are available for download on the District's web site. To download the RFP Documents, go to the District's web site home page at <http://www.goldengate.org>, click on Contract Opportunities, scroll down to Bridge Division and look for Contract No. 2014-B-2.

To inspect and obtain RFP Documents, please contact the Office of the Secretary of the District, Administration Building, Golden Gate Bridge Toll Plaza, San Francisco, CA, by telephone at (415) 923-2223, by e-mail at districtsecretary@goldengate.org, or by facsimile at (415) 923-2013.

/s/ Janet S. Tarantino, Secretary of the District
Dated: October 24, 2013
10/24, 10/31/13
CNS-2548536#
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:

MERRILL COLLEGE RENOVATIONS PHASE 2 PLAZA BUILDING AND GATEHOUSE Project Number: 2636

Description of Work: Construction of Merrill Renovations Phase 2 includes: (1) Completion of the Plaza Building shell and interior (foundation and retaining walls constructed in Phase 1); (2) Upgrades to the

existing Gatehouse Building mailroom, breezeway openings and washrooms; (3) Site work, including site retaining walls, walkways, entry bridges to the dormitory buildings, landscaping and site improvements.

Bid Deadline: Sealed bids must be received on or before **Thursday, December 5, 2013 at 3:00 PM.**

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

Bidders must attend a **mandatory** Pre-Bid Conference and Job Walk on **Tuesday, November 5, 2013** beginning promptly at **2:00 PM.**

To be eligible for consideration for award, bidders must have the minimum experience set forth in the Supplementary Instructions to Bidders. Bidders must submit qualifications documents as "Attachment A" with their bid forms.

PLEASE VISIT OUR WEBSITE AT:
<http://ppc.ucsc.edu> FOR THE TEXT OF THE FULL ADVERTISEMENT AND INFORMATION ON HOW TO OBTAIN BID DOCUMENTS.

7 Sure-Fire Success Principles

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reading it will help establish your expertise and set you apart from your colleagues.

- **Develop the right relationships.** It's not only the relationships you develop with your company's clients that are important. Developing good, healthy relationships with co-workers, supervisors and even hiring managers is an important step in nurturing career success. These are the people who can influence your career – for better or worse. Ensure that influ-

ence is working in your favor by identifying ways to help team members achieve their goals and objectives. Your assistance will help establish you as a go-to person within your organization and position you for advancement.

Success might not be easy but it is simple. There will always be setbacks but perseverance, dedication and drive eventually yield success. Follow these seven sure-fire success principles and you will find yourself enjoying the success you've always wanted, and on your terms.

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.

Women Entrepreneurs Mark 25th Anniversary of the Passage of the Women's Business Ownership Act of 1988

October 25th marks the 25th anniversary of the signing of the Women's Business Ownership Act of 1988 in the United States. The legislation, designated as H.R. 5050 – for the equality it set out to establish – was signed into law by President Ronald Reagan.

"This landmark piece of legislation ushered in a transformation in women's enterprise development by addressing key barriers that had been impeding entrepreneurship and business growth by women," said Billie Dragoo, Chair and Interim CEO of the National Association of Women Business Owners (NAWBO), an organization that was instrumental in the legislation's passage. "As a result of this legislation, women entrepreneurs were provided with long overdue access to capital, education and technical assistance offered in a woman's voice, access to federal policymaking circles, and the undercounting of the number and economic contributions of women-owned businesses were finally addressed."

The four tenets of the Act included: 1) extending the Equal Credit Opportunity Act to include business credit, 2) launching a "demonstration project" that resulted in the establishment of women's business centers across the country, 3) establishing the National Women's Business Council, and 4) directing the Census Bureau to include all women-owned firms in its quinquennial business census.

"As important as all of the elements of the Act have been to women's enterprise development, I'd argue that providing compelling and myth-busting data and statistics have done more than capital, counseling and community to propel the growth of women-owned businesses forward. Indeed, it has proven to be the fuel that has opened eyes, changed hearts and minds, and allowed us to measure progress and point out continued gaps," stated Julie Weeks, President and CEO of Womenable, who has conducted much of the groundbreaking research on women's entrepreneurship that has been undertaken since the passage of the Women's Business Ownership Act.

The National Women's Business Council (NWBC), a bipartisan advisory body created by H.R. 5050, has as its mission to provide advice and counsel on women entrepreneurial needs to the Congress, the Administrator of the Small Business Administration and the President of the United States.

"Women business owners today are often shocked to hear about the challenges that their predecessors faced only 25 years ago," according to Virginia Littlejohn, CEO of Quantum Leaps, Inc., one of the NAWBO leadership team who helped the House Small Business Committee organize the hearings. "In an era when many states required a male to co-sign a business loan, one witness who was divorced and didn't have a husband or father who could be a co-signer had to ask her 17-year old son to co-sign for her – when he couldn't even vote."

In addition to commemorating the silver anniversary of H.R. 5050, women are looking forward to what remains to be done, cognizant of the integral role women entrepreneurs play in the nation's economy. Women Impacting Public Policy (WIPP) is best known as an umbrella group that provides advocacy on behalf of many major associations of women entrepreneurs. It has played a significant role in creating expanded opportunities for women-owned businesses in federal contracting. WIPP's President and Co-Founder, Barbara Kasoff has been a trailblazer in creating a powerful national voice for women entrepreneurs, and training for a women entrepreneurial growth agenda. She added, "We know all too well that our work is not nearly done; and we know all too well that while women are key drivers of economic growth, we continue to face barriers to economic participation and that gap undermines global economic expansion, an important factor in our growth. We are creating partnerships, we are energizing our leaders and we are building a new, more inclusive and robust role for women in our nation."



"Women are leading the economic recovery in this country by starting more businesses and growing them faster. If we can spur every woman business owner to add just one employee to her company, we will add millions of new jobs and give this economy the jolt of growth it needs," said Monica Smiley, publisher and CEO of Enterprising Women, a magazine that reaches one million women entrepreneurs in 185 countries around the globe.

About NAWBO®

Founded in 1975, the National Association of Women Business Owners (NAWBO) propels women entrepreneurs into economic, social and political spheres of power worldwide by: strengthening the wealth creating capacity of our members and promoting economic development within the entrepreneurial community; creating innovative and effective change in the business culture; building strategic alliances, coalitions and affiliations; and transforming public policy and influencing opinion makers. Learn more at www.nawbo.org.

Link: <http://www.nawbo.org/>

Source National Association of Women Business Owners