

SBE TODAY

SMALL BUSINESS EXCHANGE

Volume 29, Edition 71 - October 7, 2013

DIVERSITY IN ACTION -

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What A Millennial Entrepreneur Can Teach You About Business



the hottest apps du jour. However, our team TISI +0.37% is dedicated to building a great technology and is passionate about solving a difficult problem together, and we feel cool in doing that. We don't throw parties, sponsor events or spend fortunes on stylish office space. Instead, we think through every dollar spent and focus on building lasting relationships. Even Mark Zuckerberg, the poster child for millennial CEOs who was famously nicknamed "Toddler CEO," recently proclaimed that being cool is passé and not a goal of his.

Stay speedy and scrappy – If your company is getting bigger and moving slower because you have more people to manage and more processes in place, it is time to regroup. You should never implement a process because someone said it is a best practice. Don't let rules and rigor tie you down. We remove any unnecessary processes that are "nice to have," but do not serve a real purpose. We ensure to have a clear objective for each meeting or else we should not waste the time. We also encourage the team to never write long-winded emails. Speed to

Continued on page 5

Photo by Steve Jennings/Getty Images for TechCrunch courtesy of Newscred

The following guest post is by Jerry Jao, CEO of Retention Science.

You have heard it a thousand times – the millennial generation is lazy, entitled, relies predominantly on technology for social interaction and likes their information in small, digestible bites. But, this can't be an accurate representation of the entire generation, as millennials are also behind some of the most interesting and innovative startups and technologies today.

What we ARE is resourceful. And, this resourcefulness lends itself well to entrepreneurship, since we embrace the challenge of making difficult things happen with very few resources.

After four years and three companies, I have learned a thing or two about applying my millennial resourcefulness. Here are my most important lessons to date.

Only use "no" as a last and final option – Always take a meeting, no matter if it's with

a prospective customer that isn't big enough, a trade show producer even if you have no sponsorship budget, or a candidate for an executive leadership role that you are not currently looking to hire. It is easier to be selfish with your time and say no, but I believe you can always learn something by talking to somebody new, even if it's learning about what not to do or who not to partner with. Some may consider these types of meetings a waste of time, but every introduction may open a door down the road. I receive on average 70 or more cold emails and introductions each week, and I do my best to reply to them all.

Be smart, not cool – I get that everyone, especially in my generation, wants to capture the "cool factor" when building a startup. However, as we all learned at our high school reunion, coolness has a limited lifespan and it can actually be very costly in a business situation. At Retention Science, we joke about being in an unsexy industry, as we are not building the next Facebook FB -0.82% or

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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BIDDING OPPORTUNITIES

Sukut Construction, LLC

Is requesting sub-bids/supplier quotes from qualified SBE, VSBE, MBE, WBE, DVBE, LBE, and OBE Subcontractors, Suppliers, and Manufacturers for the following (but not limited to) work:

Subcontractors

Electrical, Electrical Trenching, Rail Installation, Asphalt Paving, Concrete Paving, Concrete Curb & Gutter, Demolition, Structural Steel Erection, Fence and Barriers, Painting, Striping, Hazardous Material Removal, Reinforcing Steel, Survey

Vendors

Reinforced Concrete Pipe, PVC Pipe, Ductile Iron Pipe & Fittings, Ready Mix Concrete, Aggregates, K Rail, Misc. Metal, Pre-Fab Buildings, Pre-Fab Canopy, Signs, Trucking, Temporary Offices, Geotextiles, Pre-Cast Concrete Vaults, CPM Scheduling, SWPPP

HARBOR DEPARTMENT of the CITY OF LOS ANGELES

Port of Los Angeles

Berths 142-143 Backland Improvements

San Pedro, CA

Specification No. 2756

BID DATE October 15, 2013 @ 2:45 p.m.

Sub & Vendor Bids Due Prior



Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Steve Reiser

Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: estimating@sukut.com

Plans/specs are available from owner and for viewing at our office – please call for an appointment. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Sukut Construction will assist Qualified Subcontractors in obtaining bonds, insurance, and/or lines of credit. Please contact Sukut Construction for assistance in responding to this solicitation. Subcontractors/Vendors will be required to sign Sukut's Standard Subcontract/Purchase Order. Copies are available for examination.

Sukut Construction's listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with Subcontractor's price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

Sukut Construction, LLC is an Equal Opportunity Employer

WE ARE REQUESTING QUOTES FROM ALL CERTIFIED DVBE/MBE/DBE/WBE CONTRACTORS FOR THE FOLLOWING PROJECT:

**Monroe Elementary School, Project No. 11501
260 Madrid Street, San Francisco, CA 94112**

BID DATE/TIME: Tuesday, October 15, 2013 @ 2:00 PM

PROJECT DESCRIPTION: Extensive modernization and voluntary partial seismic strengthening: Modernize existing building including but not limited to construction of accessible restrooms, new finishes throughout, remodel all classrooms, provide new casework, provide new warming kitchen, modernize and expand multi-purpose room, modernize library, braced frame modifications and footing upgrades, fire sprinkler & fire alarm systems, and hazmat abatement. Disconnect and demolish (e) portable classroom & toilet buildings. Site work including but not limited to replacement of fence & gates, play structure modifications and new safety mats, ADA ramps & door landings, Hazmat abatement, and resurfacing and striping of yard.

PREVAILING WAGE RATES EST. \$6,500,000.00 PLA/PROJECT LABOR AGREEMENT

Plans are available to view at the Fine Line Construction office or you can contact us in writing and request that we send them electronically to you. You may also purchase or view them at the following locations: ARC Northern California; Asian Inc; Most all Northern CA Builder Exchanges; EBidboard; El Dorado Builder Exchange; Marin Builders Association; McGraw-Hill/Dodge-Daily Pacific Builder; Reed Construction Data; Sub-Hub.

Trades Needed (but not limited to): SITE CONSTRUCTION, CONCRETE, METALS, WOOD AND PLASTICS, THERMAL AND MOISTURE PROTECTION, DOORS AND WINDOWS, FINISHES, SPECIALTIES, EQUIPMENT, FURNISHINGS, SPECIAL CONSTRUCTION, MECHANICAL, ELECTRICAL, AND HAZARDOUS MATERIALS.

PLEASE SEND BIDS TO (415) 512-7688 NO LATER THAN 1:00 PM ON THE DATE OF BID

Fine Line Construction is signatory to the Carpenter's and Laborer's Agreements. Successful Subcontractors will be expected to execute a standard Fine Line Construction Subcontract Agreement.

WE ARE AN EQUAL OPPORTUNITY EMPLOYER



Potential Minority and Non-Minority Subcontractors EBMUD, El Portal Reservoir Rehabilitation and Almond Pumping Plant Replacement, Bids 10/16/13

Services needed: This is a heavy civil project with the typical items of work associated with heavy civil construction. Myers and Sons Construction is requesting quotes from all qualified subcontractors, trucking firms and suppliers including Men, Women and Ethnic Minority Men and Women firms for the following types of work, including but not limited to: Demo, Earthwork, Site Grading, Mechanical, Electrical, Piping, Underground, Fencing, Landscaping, Soldier Pile and Lagging, Building Work, Equipment, Pumps, Misc. Metal, Painting, Traffic Control, Concrete, Paving Work.

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 for more information. Myers and Sons Construction intends to work cooperatively with all qualified firms seeking work on this project. Myers and Sons Construction is signatory to the Laborers, Carpenters, Cement Masons and Operating Engineers. Myers and Sons Construction is an equal opportunity employer.

Myers and Sons Construction, LP

2554 Millcreek Dr. • Sacramento, CA 95833

Phone: 916-649-4504 • Fax: 916-920-2246

Contact: Clinton Myers

Email: cwmyers@myers-sons.com

Myers and Sons Construction

is an equal opportunity employer.

Requests proposals/quotes from all qualified subcontractors, suppliers, and truckers including certified DBE firms for the following project:

CENTRAL MARIN FERRY CONNECTION (CMFC) MULTI-USE PATHWAY (MUP)

County of Marin, San Rafael, CA

Bids: October 17, 2013 @ 2pm

SUBCONTRACTING GOAL: DBE – 7%

Proven Management, Inc.

712 Sansome Street, San Francisco, CA 94111-1704

Phone: 415-421-9500 • Fax: 415-421-9600

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.

We are an Equal Opportunity Employer

BIDDING OPPORTUNITIES

RGW Construction Inc. is seeking all qualified DVBE (Disabled Veteran Business Enterprises) for the following project:

State Highway in San Joaquin County in Stockton at Various Locations

Caltrans Contract No. 10-0S1104

Engineer Estimate: \$64,000,000 - 825 Working Days

Bids: October 16, 2013 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to) Construction Area Signs, Traffic Control, Raise Iron-Utilities, Cold Plane, Clear & Grub, Roadway Excavation, Structure Excavation/backfill, Hydroseeding, Erosion Control, Aggregate Base, Slurry Seal, Asphalt Paving, AC Dike, Grinding, CIDH Piles, Prestressing Concrete Cast-in-Place, Structural Concrete, Precast Concrete Girders, Joint Seal, Reinforcing Steel, Sign Structure, Signs Roadside, Concrete Curb & Sidewalk-Misc., Fencing, Object Marker, MBGR, Concrete Barrier, Thermoplastic & Painted Traffic Stripe & Marking, Pavement Marking, Signal and Lighting, Message Signs, Lighting & Sign Illumination, SWPPP, Water Truck, Sweeper, Hazardous Substance Removal, Trucker & Storm Drain (Underground).

Scope of Work: Construct roadway, viaduct, retaining walls, and MSE walls

RGW is willing to breakout any portion of work to encourage DVBE 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 **Karim Massoud 925-606-2400** karim.massoud@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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RGW Construction Inc. is seeking all qualified DBE (Disadvantaged Business Enterprises) for the following project:

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: October 22, 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. 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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RGW Construction Inc. is seeking all qualified DBE (Disadvantaged Business Enterprises) for the following project:

State Highway in Solano County in and near Rio Vista from 0.1 Mile West of Currie Road to 0.3 Mile West of Summerset Road

Caltrans Contract No. 04-2A6204

Federal Aid Project ACNHP-P012(114)E

Engineer Estimate: \$9,100,000 - 240 Working Days

Goal: DBE 11%

Bids: October 16, 2013 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to) Fabric & Oils, Construction Area Signs, Traffic Control, Cold Plane, Clear & Grub, Hydroseeding, Erosion Control, AC Dike, Pile Driving (Steel Sheet), Structural Concrete, Reinforcing Steel, Signs Roadside, Rock Slope Protection, Fencing Object Marker, MBGR, Metal Railing, Thermoplastic & Painted Traffic Stripe & Marking, Pavement Marking, SWPPP, Roadway Excavation, Aggregate Base, Asphalt Paving, Hazardous Substance Removal, Trucker & Sweeper.

Scope of Work: Widen shoulders and intersections and place HMA.

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 **Dave Czech 925-606-2400** david.czech@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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Requesting Sub-bids from Qualified SBE/DVBE/MBE/WBE/OBE Subcontractors for:

PRIMARY COLLECTION AGENCY SERVICES

Los Angeles Department of Water & Power • Deadline: October 29, 2013

For information on the availability of plans and specifications and the bidder's policy concerning assistance to subcontractors in obtaining bonds, lines of credit, and/or insurance, please contact our office.

National Recovery Agency

2491 Paxton Street, Harrisburg, PA 17111 • (800) 360-9953 option 1, extension 3071

(800) 360-9954 • ksummerlot@nragroup.com

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DL Falk Construction is requesting subcontractor / supplier bids from certified DVBE, DBE, WBE, SBE & MBE

Companies for the above project:

**Monroe Elementary School Modernization
260 Madrid Street, San Francisco, CA 94112
Bid Date: October 15, 2013 at 1:00 PM**

Scope includes hazmat abatement, selective demo, underground utilities, concrete patching, structural steel, metal fabrication, rough carpentry, caseworks, insulation, roofing, floor/wall/ceiling finishes, metal doors & hardware, specialties, equipments, HVAC, plumbing, electrical and etc...

D.L Falk Construction, Inc.

3256 Investment Blvd. • Hayward, CA 94545

Phone 510-887-6500 • Fax 510-887-6501

Bid Documents are available for viewing at our office, or at local Builders Exchanges

BIDDING OPPORTUNITIES

SKANSKA

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers

Sunset Ave at I-10 / UPRR Railway Grade Separation Project
Between Ramsey Street and Westward Ave
In the City of Banning
County of Riverside Transportation Department
Project No.: CO-0529
DBE Goal: 2.9%

Bid Date: October 23, 2013 – 2:00 PM

Plans and Specifications are available for view at our main office in Riverside or May be purchased from the Transportation Department at: 3525 14th Street, Riverside, California 92501, (951) 955-6780.

Quotes requested for 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, Flashing Arrow Sign, Type III Barricade, Water Pollution Control, Temporary Pavement Marking, Temporary Traffic Stripe, Channelizer, Temporary Railing, Portable Changeable Message Signs, Temporary Crash Cushion Module, Roadside Signs, Abandon Culvert, Cold Plane Asphalt Concrete Pavement (Off Ramps), Remove Concrete, Clearing and Grubbing, Roadway Excavation, Lead Compliance Plan, Imported Borrow, Temporary Shoring, Develop Water Supply, Structure Excavation, Structure Excavation (Bridge), Structure Excavation (Retaining Wall), Structure Backfill, Sand Backfill, Fiber Rolls, Class 2 Aggregate Base, Hot Mix Asphalt, Prime Coat, Place Hot Mix Asphalt Dike, Tack Coat, Furnish & Drive Steel Pile, Prestressing, Structural Concrete (Bridge), Structural Concrete (Retaining Wall), Structural Concrete (Approach Slab), Structural Concrete (Barrier Slab), Architectural Treatment, Anti-Graffiti Coating, Minor Concrete, Joint Seal Assembly, Bar Reinforcing Steel (Bridge), Bar Reinforcing Steel (Retaining Wall), Masonry Walls, Painting Structural Steel, Roadside Sign, Install Sign, Reinforced Concrete Pipe, Welded Steel Pipe Casing, Storm Drain, Rock Slope Protection, Minor Concrete (Structure), Rock Slope Protection Fabric, Miscellaneous Metal (Bridge), Miscellaneous Iron and Steel, Bridge Deck Drainage System, Chain Link Fence, Chain Link Railing, Metal Railing (Decorative), Concrete Barrier, Cable Railing, Transition Railing, Terminal System, Crash Cushion, Pavement Marking, Traffic Stripe, Pavement Marker, Landscaping, Irrigation, Signal & Lighting, Lighting & Sign Illumination, Ductile Iron Pipe, Waterline, Fire Hydrant, Sewer Pipe, Temporary Erosion Control, Erosion Control.

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. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contract. 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: Tom.Mehas@Skanska.com

We are requesting bid quotations from all DVBE, SBE, CBE, WBE, & MBE Subcontractors and Suppliers for the following:

Project: Monroe Community Wellness Center 9119 Haskell Avenue, North Hills, CA 91343

Description: Design-Build, New 1-story building. Wood frame structure. Approximately 13,600 SF.

- Prevailing Wage
- Local hiring requirements

Bid Due Date: October 18, 2013 at 2pm

Pankow

Contact: **Monica Jimenez (626) 304-1190**

199 S. Los Robles, Suite 300 • Pasadena, CA. 91101

SKANSKA

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers

Salt Creek Bridge Replacement
Caltrans Contract No.: 08-449104
District 08 on Route 111
DBE Goal: 12%

Bid Date: October 10, 2013 – 2:00PM

Plans and Specifications are available for view at our main office in Riverside or on the Caltrans website: http://www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php

Quotes requested for contractors, suppliers and service providers include, but are not limited to:

asphalt concrete material & paving, bridge removal, fencing, imported borrow, reinforcing steel, traffic control system, AC Dike, Aggregate base, Biologist monitoring, CIDH piling, Concrete Barrier, construction area signs, Erosion Control, Fish protection, Hydro-seeding, Isolation Casing, Joint Seal, Metal beam guard rail, Minor concrete, Precast Girders, Roadway Excavation, Rock Slope protection, Steel Bridge Railing, Storm drainage, Structure excavation, Temporary & permanent striping, Temporary signal system, Trucking, Waterproofing

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. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contract. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

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Skanska Estimating Dept:

1995 Agua Mansa Rd, Riverside, CA 92509

Ph: (951) 684-5360, Fax: (951) 788-2449

Email: Tom.Evans@skanska.com

BIDDING OPPORTUNITIES

SKANSKA

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers
For Construction of Magnolia Avenue/BNSF Railway Grade Separation

**In the City of Riverside and Home Gardens area For the
 County of Riverside Transportation Department**

**Project No.: B7-0784
 DBE Goal: 2.9%**

REVISED Bid Date: October 23, 2013 – 2:00 PM

Plans and Specifications are available for view at our main office in Riverside or May be purchased from the Transportation Department at: 3525 14th Street, Riverside, California 92501. (951) 955-6780.

Quotes requested for 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, Flashing Arrow Sign, Type III Barricade, Water Pollution Control, 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 Plane Asphalt Concrete Pavement, Remove Concrete, Bridge Removal, Clearing and Grubbing, Remove Tree, Roadway Excavation, Lead Compliance Plan, Imported Borrow, MSE Walls, Temporary Shoring, Develop Water Supply, Structure Excavation, Structure Excavation (Bridge), Structure Excavation (Retaining Wall), Structure Backfill, Sand Backfill, Fiber Rolls, Class 2 Aggregate Base, Hot Mix Asphalt, Slurry Seal, Place Hot Mix Asphalt Dike, Tack Coat, Concrete Pavement, Furnish & Drive Steel Pile, Noise Monitoring, CIDH Concrete Piling, Prestressing, Structural Concrete (Bridge), Structural Concrete (Retaining Wall), Structural Concrete (Approach Slab), Structural Concrete (Barrier Slab), Architectural Treatment, Anti-Graffiti Coating, Decorative Tile, Minor Concrete, PTFE Bearing, Joint Seal Assembly, Bar Reinforcing Steel (Bridge), Bar Reinforcing Steel (Retaining Wall), Masonry Walls, Structural Steel, Painting Structural Steel, Roadside Sign, Install Sign, Reinforced Concrete Pipe, Welded Steel Pipe Casing, RCP Flared End Section, Rock Slope Protection, Slope Paving, Minor Concrete(Structure), Rock Slope Protection Fabric, Isolation Casing, Miscellaneous Metal (Bridge), Miscellaneous Iron and Steel, Bridge Deck Drainage System, Chain Link Fence, Wrought Iron Fence, Chain Link Railing, Metal Railing, Tubular Handrail, Concrete Barrier, Cable Railing, Transition Railing, Terminal System, Crash Cushion, Pavement Marking, Traffic Stripe, Pavement Marker, Landscaping, Irrigation, Signal & Lighting, Lighting & Sign Illumination, Ductile Iron Pipe, Waterline, Fire Hydrant, Sewer Pipe

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. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contract. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

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Skanska Estimating Dept:

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

Email: jerome.dipadova@skanska.com

**Looking for
 Subcontractors, Vendors,
 and Suppliers?**

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 Small Business Exchange.**

**With a monthly readership of 75,000,
 SBE reaches a diverse audience, cutting
 across ethnic and gender lines as well
 as traditional industry segments.**



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 or visit us at www.sbeinc.com

A Millennial Entrepreneur

■ Continued from page 1

execution is everything in business. Otherwise, a scrappier company will come take what's yours.

Don't be independent – Team and collaboration are the essence of every business, so we make a concerted effort to foster it within our company. Millennials can be especially good at this because we see beyond age and rank. Give everyone a voice and recognize and reward people who deliver high value – interns included. At our company, regardless of seniority, everyone has the same title. We want to find the best and most passionate talents who are interested in building a company together, not individual fighters who care more about a fancy title. Collaboration is the true catalyst to seeing results, and it drives innovation, tests weaknesses and strengthens teams.

Back-to-basics business etiquette – It is well documented that millennials love technology. However, manners are sometimes lost in translation. Pick up the phone, send a handwritten thank you card, schedule a lunch date...and make sure you are genuine in your communication. Use the same etiquette inside the walls of your business as you do on the outside. We get so many cold calls at our office that I admit it can get very annoying to answer all of them. But, I have had several conversations with the entire team about always being respectful and courteous to whoever is calling us – even if they can't help us. I answer our phone too and I make sure I set example. You never know what others will say about you and your brand, so always keep in mind that every interaction counts.

Be the example – I think this one is often easier said than done, especially when you are the CEO and you're often managing business affairs externally, rather than taking care of things "at home." I push my team very hard and I let my actions speak rather than words. You will find me and co-founder Andrew Waage doing everything from washing dirty dishes and picking up the cups that were forgotten in the conference room to hiring the interns. I cannot expect my team to work hard if I fail to demonstrate my commitment to my responsibilities. I cannot ask my team to show care for others and contribute to building a culture that we are collectively proud of if I do not share my own values. I make darn sure that I do it first before asking anybody to do it.

Finally, as entrepreneurs, we will experience all sorts of emotional roller coasters, but having the right attitude will get you through the toughest times. I remind myself everyday that I am very lucky to get to do what I do and I make sure I don't take anything for granted. I make sure my team knows that as well, although I try not to sound too much like a broken record in doing so. My attitude and personal motto is to be grateful, and as cheesy as it is, it's even reflected in our Wi-Fi password. Who says millennials are entitled?

Source: 2013 Forbes.com LLC™

SMALL BUSINESS EXCHANGE

PUBLIC LEGAL ADVERTISEMENTS

UNIVERSITY OF CALIFORNIA SANTA CRUZ

ADVERTISEMENT FOR CM/CONTRACTOR PREQUALIFICATION

The University of California, Santa Cruz seeks qualified CM/Contractors to assist with the construction of a new Coastal Biology Building at the Marine Science Campus, and construction of the infrastructure utility services to support the facility.

The general scope of the CM/Contractors includes preconstruction services to assist with cost estimating, scheduling, phasing, development of bid packages, and bidding for construction. During the construction phase, the CM/Contractor will provide general contracting services including general conditions work.

Subject to conditions prescribed by the University of California, Santa Cruz, responses to the University's prequalification documents for a CM/Contractor contract are sought from bidders for the following project:

**Marine Science Campus Coastal Biology Building
Project Number: 4932
UNIVERSITY OF CALIFORNIA,
SANTA CRUZ**

PREQUALIFICATION OF PROSPECTIVE BIDDERS

The University has determined that CM/Contractors who submit proposals on this project must be prequalified.

Prequalified CM/Contractors will be required to have the following California contractor's license:

GENERAL BUILDING CONTRACTOR, B

The current estimated construction cost for the project is \$60 million.

PREQUALIFICATION SCHEDULE

After **Monday, October 21, 2013**, a single set of Level 1 prequalification documents will be issued at:

CONTRACTS TRAILER
PHYSICAL PLANNING AND CONSTRUCTION
UNIVERSITY OF CALIFORNIA, SANTA CRUZ
1156 HIGH STREET
SANTA CRUZ, CA 95064
831-459-2366
khill@ucsc.edu

On **Friday, November 1, 2013** before 3:00 PM, completed Level 1 prequalification documents will be received at:

CONTRACTS TRAILER
PHYSICAL PLANNING AND CONSTRUCTION
UNIVERSITY OF CALIFORNIA, SANTA CRUZ
1156 HIGH STREET
SANTA CRUZ, CA 95064
831-459-2366

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

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
University of California, Santa Cruz
October, 2013

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:

**TELECOMMUNICATIONS
INFRASTRUCTURE UPGRADES PHASE A
TELECOMMUNICATION ROOMS
IMPROVEMENTS
Project Number: 9097D**

Description of Work: Provide new telecommunication rooms (TR) in various spaces across 9 buildings including demolition, walls, doors, minor finishes where noted, mechanical and electrical, asbestos abatement. Telecom Equipment and Cabling are excluded.

Bid Deadline: Sealed bids must be received on or before **Tuesday, November 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, October 15, 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.**



GOLDEN GATE BRIDGE HIGHWAY & TRANSPORTATION DISTRICT

NOTICE INVITING SEALED BIDS

The Golden Gate Bridge, Highway and Transportation District (District) seeks bids for **Contract No. 2014-FT-11, Propulsion Overhaul and Capital Improvements to the M.S. Marin Ferry.** Interested Bidders must submit sealed bids to the Office of the Secretary of the District on **Tuesday, October 29, 2013, by 2:00 p.m., PT**, at which time bids will be publicly opened and read.

Requests for approved equals, modifications or clarifications of any requirement must be submitted in writing on **Friday, October 11, 2013, by 4:30 p.m., PT.**

The Bid Documents are available for download on the District's web site. To download the Bid Documents, go to the District's web site home page at <http://www.goldengate.org>, click on Contract Opportunities, scroll down to Ferry Division and look for Contract No. 2014-FT-11.

To inspect and obtain the Bid 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 email at districtsecretary@goldengate.org, or by facsimile at (415) 923-2013.

/s/ Janet S. Tarantino, District Secretary
Dated: October 3, 2013
10/3, 10/10/13

CNS-2540410# • SMALL BUSINESS EXCHANGE

SAN JOSE STATE UNIVERSITY

NOTICE TO PROPOSERS

REQUEST FOR STATEMENT OF QUALIFICATIONS

For
**Modified Design-Build Project
CAMPUS VILLAGE PHASE 2,
Project Number: SJSU-279
San Jose State University
One Washington Square
San Jose, CA 95192-0010**

The Trustees of the California State University (Trustees) are requesting Statements of Qualifications (SOQ) from interested and qualified entities herein called Respondents who wish to participate in a competitive selection process for the design and construction of the Campus Village Phase 2, Project Number SJSU-279 at San Jose State University. The Project is approximately an 850 bed student resident hall, 10 stories, 221,000 GSF, and will include common study rooms, multi-purpose lounge, learning center, recreation space, music room and other support spaces. The Project is located at the corner of 9th Street and Paseo de San Carlos, across from the existing Campus Village Phase 1.

The delivery method for this project is modified from CSU's design-build process and is called Design-Risk. In this new process the design build team, consisting of general contractor and architect, is selected based on qualifications and fees. The schematic design competition is not utilized. A contract will be executed with the successful Respondent for programming and schematic design. Upon acceptance of schematic design, a design build contract with a guaranteed maximum price will be executed to complete the design for construction. A non-mandatory presentation of this process is scheduled for October 15, 2013 at 10:00am and all interested parties are invited. The location of the presentation is given in the RFQ. Attendees are asked to pre-register not later than October 14, 2013 by calling the Facilities Development and Operations' office at 408-924-1950.

Respondents must hold a General Building Contractor (B License) and shall be prequalified with the Trustees, and shall submit their prequalification application no less than 10 business days prior to submittal date. For information regarding prequalification please go to http://www.calstate.edu/cpd/cm/contractor_prequal_bidders.shtml.

The SOQ Submittal Due Date is October 31, 2013. The estimated Construction Cost is given in the RFQ.

Interested parties may obtain an RFQ after October 1, 2013 by registering at <http://www.planetbids.com/portal/portal.cfm?CompanyID=15275#>. Once registration is completed, log into planetbids.com at <http://www.planetbids.com/hub/hub.cfm> and search for "Campus Village Phase 2, Project Number: SJSU-279" and download the RFQ.

The Trustees require a three percent Disabled Veteran Business Enterprise participation. This project is public works project and is subject to prevailing wages rate laws.

Please direct all questions in writing to:

**Sylvia Sosa-Galindo
Sr. Contracts Specialist
San Jose State University
Facilities Development & Operations
One Washington Square
San Jose, CA 95192-0010
Email: sylvia.sosa@sjsu.edu
Phone: 408-924-2246**

PUBLIC LEGAL ADVERTISEMENTS

UC SAN FRANCISCO MEDICAL CENTER

ADVERTISEMENT FOR GENERAL BUILDING CONTRACTOR AND ELECTRICAL SUBCONTRACTOR PREQUALIFICATION

Subject to conditions prescribed by the University of California, San Francisco Medical Center, responses to the University's prequalification documents for a Lump Sum contract are sought from prospective bidders for the following project:

Moffitt Long (M/L) Ground Floor Distribution Panel A Replacement
Project Number: 11-635

UNIVERSITY OF CALIFORNIA,
SAN FRANCISCO MEDICAL CENTER

PREQUALIFICATION OF PROSPECTIVE BIDDERS

The University has determined that bidders, General Building Contractors and Electrical Subcontractors, who submit bids on this project must be prequalified. The Designated Subcontractor listed below will submit bids to prequalified General Building Contractors, who will in turn submit bids to the University. Prequalified General Building Contractors and Designated Subcontractor will be required to have the following California contractor's license(s):

General Building Contractor: B
Designated Subcontractor: C10 Electrical

GENERAL DESCRIPTION OF WORK

Replace 1950's era electrical panel "A" in the basement of UCSF Medical Center Moffitt Hospital; build new electrical closet for new panel. Project area is

adjacent or near to the Hospital Pharmacy, Material Services and Sterile Processing Department. The project also includes replacement of various other sub-panels and motor control centers on various floors in Moffitt Hospital. The estimated construction cost range for the project is between \$950,000 and \$1,100,000.

PREQUALIFICATION SCHEDULE

Prequalification documents will be available beginning **Tuesday October 7, 2013 at 10 AM** by request via email containing the company name, contact person, address, phone and fax number to the following; contractservices@ucsfmedctr.org

Please reference Project No. 11-635 and the license classification package requested (B or C10) in the subject line. Potential bidders desiring to be prequalified under more than one "pool" must submit separate prequalification documents for EACH license classification.

The completed Prequalification questionnaire and associated documents will be received at the office of UCSF Medical Center, Office of Design and Construction, Contracts Unit, 3333 California Street, Suite 115, San Francisco, CA 94118, (415) 885-7257 and are due by **2:00 PM, Tuesday October 29, 2013**. The University will not accept completed prequalification questionnaires via FAX, and all prequalification questionnaires submitted must be sent so that they are received by the University on or before, **2:00 PM, Tuesday October 29, 2013**.

Any person or entity not satisfied with the outcome of the prequalification must file a writ challenging the outcome within 10 calendar days from the date of the

University's written notice regarding prequalification determination. Any assertion that the outcome of the prequalification process was improper will not be a ground for a bid protest. However, the University reserves the right to accept late submissions and to request, receive, and evaluate supplemental information after the above time and date at its sole determination.

The dates, times, and location set for receiving and opening of bids will be set forth in the "Announcement Prequalified Bidders and Advertisement for Bids."

The University reserves the right to reject any or all responses to Prequalification Questionnaires and to waive non-material irregularities in any response received.

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.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

University of California,
San Francisco Medical Center
October, 2013

CITY & COUNTY OF SAN FRANCISCO DEPARTMENT OF PUBLIC WORKS

Contract No. 7436A-6
(ID No. FCA14032)

ESER 1 FIRE STATIONS 2, 18 & 31 EXTERIOR ENVELOPE

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30 p.m. on October 30, 2013**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Department of Public Works (DPW) Electronic Bid Documents Download site at www.sfdpw.org/biddocs, or purchased on a CD format from 1155 Market St., 4th Fl, S.F., CA 94103, tel: 415-554-6229, for a non-refundable \$15.00 fee paid by cash or check to "Department of Public Works". Please visit the DPW's Contracts, Bid Opportunities and Payments webpage at www.sfdpw.org for more information. Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The work is located at Firestation No 2, 1340 Powell St. at Broadway; Firestation No 18, 1933 32nd Avenue at Ortega St. and Firestation No 31, 441 12th Ave. at Geary Blvd. in San Francisco. The work includes but is not limited to exterior painting, inclusive of sealing cracks and preparation prior to paint, on building envelope, rooftop structures, site walls, fences, and gates; replacement interior ceiling tiles and associated interior wall prep and paint; replacement of windows and doors; and all appurtenant work in accordance with specifications and drawings. The time allowed for completion is 150 consecutive calendar

days. The Architect's estimate is in excess of \$600,000. For more information, contact the Project Manager, Youcef Bouhamama at 415-557-4798.

This Project shall incorporate the required partnering elements for Partnering Level 1. Refer to Section 01 31 33 for more details.

Pursuant to San Francisco Administrative Code (SFAC) Section 6.25, "Clean Construction" is required for the performance of all work.

The Specifications include liquidated damages. Contract will be on a Lump Sum Bid Items basis. Progressive payments will be made.

Bid discounts may be applied as per SFAC Chapter 14B. Subcontracting goal is **15% LBE**. Call James Soncuya at 415-558-4080 for details. In accordance with SFAC Chapter 14B requirements, all bidders, except those who meet the exception noted below, shall submit documented good faith efforts with their bids and must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference. Refer to CMD Form 2B for more details. Exception: Bidders who demonstrate that their total LBE participation exceeds the above subcontracting goal by 35% will not be required to meet the good faith efforts requirements.

Mandatory Pre-Bid Meeting and a Mandatory Site Visit: The mandatory pre-bid conference will be held on October 16, 2013 at 9 a.m. in the Main Conference Room, 5th Fl., 30 Van Ness Ave., SF. The mandatory site visits for Firestations 2, 18 and 13 be held after the pre-bid conference on same day, October 16, 2013 and instructions will be given at the meeting.

Bidders are reminded that access to each Firestation requires an escort by SFFD/City Representative. Bidders are asked to meet on time in front of the Firestation Building.

For information on the City's Surety Bond Program, call Jennifer Elmore at (415) 217-6578.

A corporate surety bond or certified check for ten percent (10%) of the amount bid must accompany each bid. SFAC Sec. 6.22(A) requires all construction contracts awarded by the City and County of San Francisco to include performance and payment bonds for 100% of the contract award.

Class "B" or "C-33" license is required to bid.

In accordance with SFAC Chapter 6, no bid is accepted and no contract in excess of \$400,000 is awarded by the City and County of San Francisco until such time as the Mayor or the Mayor's designee approves the contract for award, and the Director of Public Works then issues an order of award. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

Minimum wage rates for this project must comply with the current General Prevailing Wage as determined by the State Dept. of Industrial Relations. Minimum wage rates other than applicable to General Prevailing Wage must comply with SFAC Chapter 12P, Minimum Compensation Ordinance.

Right reserved to reject any or all bids and waive any minor irregularities.

10/3/13

CNS-2541273#

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