

SBE TODAY

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How to Handle Employees When Selling Your Business

As a business owner, selling your business is usually cause for a celebration, or at least a giant sigh of relief. But for your employees, the picture is quite different.

At its best, imagining life after the sale is a murky nightmare for most employees. What's worse, without proper planning and action, their nightmare can quickly become yours. Follow these six tips to make the transition smooth for everyone:

Keep it quiet: The single most important thing to tell employees about a pending transaction is ... nothing. You might think that your open-door, open-book corporate culture demands full disclosure, but don't do it. Sale and merger transactions are far too volatile. Discussing anything less than a done deal will simply set off alarm bells for employees, and many of them will head to the exit. You have enough issues to deal with; employees defecting at the last minute will not only distract you from the task at hand but will likely scare off a buyer, too.

Make them commit: A buyer will often require that a few key employees commit to staying with the new company for a period of time. In this case, keep the number of required people as small as possible, and then bring them into the discussion individually. As you discuss an employment contract with them, paint a rosy picture of the future and be sure that there is a nice financial incentive (bonus) paid to them for both signing and fulfilling the contract. Also, impress on them the need for silence about this deal until the official announcement is made.

Remember the little guy: While there are certainly no rules about compensating every employee when you make your exit, remember that no business is built by one person. Sharing the wealth will not only help you sleep better at night, it will make things a whole lot easier if you ever have to come back into the company, or if you ever want to hire those people for your next venture.

Negotiate everything: If the sale contract rewards you for continued strong financial performance, make sure your team will transition intact and on task. After a sale, however, a buyer is often interested in slashing costs, which can mean cutting salaries or staff. Plan in advance to trim unnecessary headcount before the sale,



and make sure that the remaining staff is well cared for in your agreement. Sale contracts can stipulate anything you want, including staffing levels, salaries, and bonuses for those you're leaving behind.

Don't go: One of the best ways to keep your team happy and in place is to set a personal example. Selling your company does not have to be the end of the line for you. Plan a six-month transition period after the sale during which there is little change. Be sure your people know that you are still in control of the day-to-day operations and that their jobs are safe. When you do step aside, do it quickly and decisively. Rumors and uncertainty are the enemy.

Pile on the love: If you have avoided strong gestures of employee appreciation, it may be time to change course. Prior to a sale, the occasional team-building or off-site rally can keep things light and positive. Informal get-togethers are also great places to listen for rumors and to squash the scuttlebutt that can infect employee morale. Don't let your preoccupation with the sale blind you to what the troops are saying.

In the end, every company ever sold has lost some employees. Some will go away mad, some will be fired, and some will take it as a personal insult. That's life. As the business owner, your job is not to try to make every single person happy but rather to acknowledge the efforts that so many have made.

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REQUESTS FOR BIDS & SUB-BIDS

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

**Orangethorpe Grade Separation
OCTA IFB 2-1475
Orange County**

Bids: November 6, 2012 at 11:00 am

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 to registered vendors from CAMNET at: <https://camnet.octa.net> or by contacting C.C. Myers at kmarlan@ccmyersinc.com.

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.

Request for DBE Quotes ****THIS PROJECT HAS A 13% DBE Goal****

**PROJECT: Rte 5 South of Charter Way UC to N. of Country Club Blvd. UC
In San Joaquin County near Stocton, CA
Contract No.: 10-0M7804**

**BID DATE: Wednesday, October 24, 2012 - BID TIME: 2:00 P.M.
Please respond by 5:00 p.m., Oct. 23, 2012**

We are seeking sub-bids from DBE subcontractors/subconsultants, and material and/or equipment suppliers in the areas of work included in, but not limited to: SWPPP, Construction Area Signs, Traffic Control, Marking & Striping, Signs, MBGR, Barrier, Cold Plane AC, Clear & Grub, Planting & Irrigation, Aggregate Base, HMA, AC Dike, Tack Coat, Seal Joints, Minor Concrete, Joint Seal, Bridge Deck Treatment, Sign Structure, Pipe, Misc Iron & Steel, Electrical, Trucking

Coffman Specialties, Inc.

9685 Via Excelencia, Ste 200 • San Diego, CA 92126

Phone: 858-536-3100 • FAX 858-536-3131

Contact: **Maria Corrao**

Email: maria@coffmanspecialties.com

Coffman Specialties, Inc. is signatory to Operating Engineers, Laborers, Teamsters, Cement Masons and Carpenters unions. Quotations must be valid for the same duration as specified by the Owner for contract award. Insurance and 100% Payment & Performance Bonds will be required. We will provide assistance/advice with obtaining Bonds/Insurance/Credit. Waiver of Subrogation will be required. Plans are available through our San Diego Office or Caltrans Website. We are an EOE & seriously intend to negotiate with qualified firms. Non-DBE Subs/Suppliers: Indicate 2nd tier DBE participation offered on your quotation as it will be evaluated with your price. Fax Quotes to 858-586-0164 or email to maria@coffmanspecialties.com

Sub-Bids Requested From
MBE, WBE, DBE, DVBE
Subcontractors & Suppliers for:

Subcontractors: Masonry

**Donner Summit Public Utility District
WW Facilities Upgrades and
Expansion Project (REBID)**

Location: Soda Springs, CA

Bid Date: November 15, 2012 @ 2:00 PM

SYBLON REID

P.O. BOX 100 • Folsom, CA 95763

Phone: (916) 351-0457 • Fax: (916) 351-1674

Contact: **Karen Reichenberger**

Plans and specs are available for review at Syblon Reid office and upon request will provide assistance with drawings and specifications.

Subcontractors and suppliers must be licensed to conduct business in the state of California. Must be able to provide payment and performance bonds. Upon approval of surety company SRC will pay bond premium up to 1.5% of subcontract amount and will assist with insurance compliance. SRC will work with subcontractors on joint check agreements. Plans and specs are available for viewing at our Folsom office and upon request will provide assistance with plans and specifications or help meet other requirements.

REQUEST FOR DBE
SUBCONTRACTORS AND SUPPLIERS :
**SR 99/SR 219 (Kiernan Avenue)
Interchange Project
Salida - Stanislaus County
BID DATE: October 31, 2012 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, SWPPP, Sweeping, Rain Event Action Plan, Storm Water Annual Report, Storm Water Sampling & Analysis, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, Abandon Culvert, Destroy Well, Adjust Utilities to Grade, Cold Plane AC, Bridge Removal, Clearing & Grubbing, Roadway Excavation (Type Z-2 ADL), Lead Compliance Plan, Dust Control Plan, Structure Excavation, Planting & Irrigation, Underground, Hydroseeding, Compost, AC Dike, Data Core, CIDH Concrete Piling, Structural Concrete, Minor Concrete, Architectural Treatment, Drill & Bond Dowel, Soundwall (Masonry Block), Bar Reinforcing Steel, Jacked 24" RCP, Sign Structure, Roadside Signs, Pumping Plant Equipment, Misc. Iron & Steel, Misc. Metal, Fencing, Delineator, Object Marker, Bollard, Concrete Barrier, Thrie Beam Barrier, Handrailing, Striping & Marking, Electrical, Building Misc. Metal, and Construction Materials

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710

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

Contact: **Jean Sicard or Donat Galicz**

100% Performance & Payment Bonds may be required. Worker's Compensation Waiver of Subrogation required. Please call OCJ for assistance with bonding, insurance, necessary equipment, material and/or supplies. OCJ is willing to breakout any portion of work to encourage DBE Participation. Plans & Specs are available for viewing at our office.

REQUESTS FOR BIDS & SUB-BIDS

Sukut Construction, Inc.

From Qualified Union MBE/WBE/DVBE Subcontractors & Suppliers certified but not limited to the following trades: Aggregate, Const. Supply – Gen, Landscape, Plane AC, Paving Asph. Conc., Ready Mix Conc., and Stripe & Mark

Southern California Edison Company • Mountainview Brineline Extension
Proposal No.: 6000029008 • Collective No.: SM20120902 • DBE GOAL – 25%
Bids Open: October 24, 2012 @ 2:00 PM



Sukut Construction, Inc.

Contact: Mike Greenlee or Jami High
 4010 W. Chandler Avenue • Santa Ana, CA 92704 • (714) 540.5351 OR FAX (714) 545.2003

Plans and Specifications are available for viewing @ Sukut Construction, Inc.

Subcontractors will be required to sign Sukut's Standard Subcontract Agreement. Copies are available for examination. Sukut Construction intends to seriously negotiate with qualified DBE Firms for project participation. 100% Performance and Payment Bonds may be required. Sukut Construction will assist Qualified Subcontractors in obtaining these bonds, insurance, lines of credit and necessary equipment & materials.

Sukut Construction, Inc. An Equal Opportunity Employer

CALIFORNIA HIGH-SPEED VENTURES

Requests for Certified SBE/DBE/DVBE and all other Business Enterprise Subcontractor and/or Supplier Quotes:

California High Speed Rail Authority
California High-Speed Train Project, Initial Construction Segment
RFP No.: HSR11-16
Fresno, California
Bid Date: November 2, 2012

Subcontractor and Supplier Quotes are due NO LATER THAN October 22, 2012

Request sub quotes for (but not limited to): AC Paving, Electrical, Utilities, Erosion Control, Striping/Signage, Earthworks, Rebar Supply & Installation, Structural/Minor Concrete, SWPPP, QA/QC, Demolition, Retaining Walls, Hydroseeding, Piling & Caissons, Traffic Control, Ready Mix Concrete, Fencing, SWPPP, Environmental Monitoring, Trucking.

Plans and Specs will be available on the Authority's website to all interested parties at <http://www.cahighspeedrail.ca.gov/construction.aspx>. All subcontractors that are registered in our database and have a valid trade code that reflects the type of work you perform will receive an invitation to bid. Please visit <http://www.highspeedventures.com/subcontractor-registration.php> to register your company to be able to receive bidding information. If you have completed the registration process including the questionnaire, you will receive an invitation to bid accordingly.



CALIFORNIA HIGH-SPEED VENTURES

Lic. #967260
 4650 Business Center Drive • Fairfield, CA 94534
 Phone: (707) 439-7300 • Fax: (707) 439-7301
 Email: sb.coordinator@kiewit.com

An Equal Opportunity Employer

PTEI request SOQ's from MBE/WBE for LADWP's Electrical Testing & Maintenance RFP. Send SOQ's to vrojas@ptei.net by 10/30/2012. Specs/plans and assistance for bonds & insurances are available by contacting our office.

Power-Tech Engineers, Inc

355 South Lemon Ave Suite A • Walnut CA 91789 • (909)595-5314 Office • (909)595-5394 Fax

Requesting Sub-bids from qualified DBE Subcontractors & Suppliers for:

Contact No. 07-285004
CONSTRUCTION ON STATE HIGHWAY
IN LOS ANGELES COUNTY AT THE OLD ROAD
Owner: CALTRANS –
State of California Department of Transportation
Location: Los Angeles County at The Old Road –
Post Mile:07-LA-5-R54.4
Bid Date: 11/1/12 @ 2:00pm

Seeking: Lead Compliance, SWPCP, Construction Signage, Striping, Metal Beam/Guard Rail, Asphalt, Concrete, Texture (rock), Equipment Rental, Fencing, Traffic Control.

Taft Electric Company

1694 Eastman Avenue • Ventura, CA 93003 • Phone:
 805-654-7972 • Fax: 805-676-7526

Contact: Tim Herrera

Taft Electric Company will assist interested parties in obtaining bonds, lines of credit, or insurance required under this contract.

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General Electric International, Inc.

Request bids from certified MBE/WBE/OBE subcontractors on the following:
PG&E, RFP 2012-6076

“Kern Canyon Powerhouse Upgrade Project”
Inquiry Deadline November 1, 2012

Bid interest is being requested for electrician labor, laborer workforce, telecommunications (phones & internet connections), asbestos and lead testing and sampling, asbestos and lead stripping, blasting and disposal, welding services, industrial materials and tooling, and transportation services associated with industrial equipment and hydro generator repairs at the PG&E Kern Canyon Powerhouse.

Interested bidders should respond by **November 1, 2012**. MBE/WBE/OBE subcontractors or suppliers interested in becoming a qualified GE supplier on this or potentially other projects but who are unable to respond at this time are encouraged to provide their technical capabilities for future consideration.

For additional information on plans, specifications, requirements, please contact **Greg Williams, GE International, Inc., 2120 Diamond Blvd., Suite 100, Concord, CA 94520, (707) 447-5620, email: gregory.d.williams@ge.com.**

GE will advise and assist interested contractors and vendors in obtaining required bonds, lines of credit, and Insurance, as required by the Specifications.

REQUESTS FOR BIDS & SUB-BIDS

SKANSKA

is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for the following project

Pavement Rehabilitation – In and Near Needles from Buzzard Wash to the Arizona State Line

District 8, Route I-40

Contract No.: 08-0K2604

DBE Percentage: 7%

Bid Date: Nov. 08, 2012 @ 2:00 PM

Quotes requested for supplies and services including, but not limited to: Biological Monitor, Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Flashing Area Sign, Type III Barricade, Erosion Control, Portable Delineator, Temporary Pavement Marking, Temporary Traffic Stripe, Channelizer, Portable Changeable Message Signs, Temporary Crash Cushion Module, Metal Beam Guard Railing, Roadside Signs, Erosion Control, Lean Concrete Base, Hot Mix Asphalt, Place Hot Mix Asphalt Dike, Tack Coat, Concrete Pavement, Seal Pavement Joining, Alternative Flared End Section, Crash Cushion, Thermoplastic Pavement Marking, Thermoplastic Traffic Stripe, Paint Traffic Stripe, Pavement Marker, Traffic Monitoring Station.

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

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. Please call if you need assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. & general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers' Comp. Endorsements or waivers required are 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 Operating Engineers, Laborers, Cement Masons, Carpenters unions and Teamsters. Subcontractors must provide weekly, one (1) original and (1) copy of all certified payrolls, including non-performance, and fringe benefit statement 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. In order to assist DBE subcontractors and suppliers, we will divide total requirements into smaller packages, tasks or quantities and establish delivery and construction schedules which will permit maximum participation when feasible. All interested subcontractors, please indicate any lower tier DBE participation offered on your quotation as it will be evaluated with your price. Skanska is an Equal Opportunity Employer.

Skanska Estimating Dept: 1995 Agua Mansa Rd, Riverside, CA 92509

Ph: (951) 684-5360 • Fax: (951) 788-2449 • Contact: Jeff Russell • jeff.russell@skanska.com

SKANSKA

is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for the following project

Pavement Rehabilitation – Near Needles from 0.5 Mile West of Tank Tower Ditch to Buzzard Wash District 8, Route I-40

Contract No.: 08-0K2704

DBE Percentage: 6%

Bid Date: Nov. 15, 2012 @ 2:00 PM

Quotes requested for supplies and services including, but not limited to: Biological Monitor, Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Flashing Area Sign, Type III Barricade, Erosion Control, Portable Delineator, Temporary Pavement Marking, Temporary Traffic Stripe, Channelizer, Portable Changeable Message Signs, Temporary Crash Cushion Module, Metal Beam Guard Railing, Roadside Signs, Erosion Control, Lean Concrete Base, Hot Mix Asphalt, Place Hot Mix Asphalt Dike, Tack Coat, Concrete Pavement, Seal Pavement Joining, Alternative Flared End Section, Crash Cushion, Thermoplastic Pavement Marking, Thermoplastic Traffic Stripe, Paint Traffic Stripe, Pavement Marker, Traffic Monitoring Station.

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

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. Please call if you need assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. & general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers' Comp. Endorsements or waivers required are 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 Operating Engineers, Laborers, Cement Masons, Carpenters unions and Teamsters. Subcontractors must provide weekly, one (1) original and (1) copy of all certified payrolls, including non-performance, and fringe benefit statement 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. In order to assist DBE subcontractors and suppliers, we will divide total requirements into smaller packages, tasks or quantities and establish delivery and construction schedules which will permit maximum participation when feasible. All interested subcontractors, please indicate any lower tier DBE participation offered on your quotation as it will be evaluated with your price. Skanska is an Equal Opportunity Employer

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Ph: (951) 684-5360 • Fax: (951) 788-2449 • Contact: Jeff Russell • jeff.russell@skanska.com

REQUEST FOR DBE Subcontractors and Suppliers for:

Cosumnes River Bridge Extension I-5 to Franklin Blvd City of Sacramento • City Project No. T15018000

BID DATE: October 31, 2012 @ 2:00 PM

We are soliciting quotes for (including but not limited to): Trucking, SWPPP, Sweeping, Construction Area Signs, UPRR Flagging, Traffic Control System, Fencing, Erosion Control, Portable Changeable Message Sign, Abandon Pipeline, Abandon Sewer, Cold Plane AC, Clearing & Grubbing, Develop Water Supply, Lead Compliance Plan, Vegetated Swale, AC Dike, CIDH Concrete Piling, Structural Concrete, Sound Wall (Masonry Block), Minor Concrete, Bar Reinforcing Steel, Sign Structure, Roadside Signs, Underground, Utilities, Turfstone Pavers, Survey Monument, Delineator, Object Marker, Barricade, MBGR, Concrete Barrier, Striping & Marking, Electrical, Fire Hydrant Assembly, Adjust Utilities to Grade, Sewer, Waterlines, Slurry Seal, Pervious Cellular Concrete, Cement Treated Permeable Base, Import Borrow, Highway Planting & Irrigation, Bridge Removal, Structure Excavation, Architectural Treatment, Joint Seal Assembly, Misc. Metal, Bridge Deck Drain System, Furnish Piling, PTFE Bearing, and Construction Materials

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990

Contact: Jean Sicard or Donat Galicz

An Equal Opportunity Employer

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REQUESTS FOR BIDS & SUB-BIDS

SKANSKA

is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for the following project

Pavement Rehabilitation on Rt. 62 at Joshua Tree and Twentynine Palms from Yucca Mesa Rd to Bermuda Ave.

District 08 & Route 62

Contract No.: 08-0Q7304

Bid Date: November 1, 2012 @ 2:00PM

Quotes requested for supplies and services including, but not limited to: Biological Monitor, Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Water Trucks, Construction Area Signs, Traffic Control System, Flashing Area Sign, 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, Cold Place Concrete Pavement, Clearing and Grubbing, Roadway Excavation, Develop Water Supply, Erosion Control, Fiber Rolls, Corrugated Steel Pipe Conduit, Hot Mix Asphalt, Place Hot Mix Asphalt Dike, Tack Coat, Roadside Sign, Install Sign, Alternative Pipe Culvert, Reinforced Concrete Pipe, Plastic Pipe, Minor Concrete, Chain Link Fence, Survey Monument, Chain Link Railing, Crash Cushion, Concrete Barrier, Thermoplastic Pavement Marking, Thermoplastic Traffic Stripe, Paint Traffic Stripe, Pavement Marker, Pavers, Misc Metals.

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

Skanska is interested in soliciting in Good Faith non and DBE certified subcontractors, suppliers and vendors for this project. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation. In order to assist DBE's, we will divide total requirements into smaller packages or quantities and establish delivery and construction schedules which will permit maximum participation when feasible. All subcontractors need indicate all lower-tier DBE participation offered on your quotation as it will be evaluated with your price. Skanska will pay bond premium up to 1%. Please call if you need assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. 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 Operating Engineers, Laborers, Cement Masons Carpenters unions and Teamsters. Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. & general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers' Comp. Endorsements or waivers required are 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. Subcontractors must provide weekly, one (1) original and (1) copy of all certified payrolls, including non-performance, and fringe benefit statement if required by law or by the Prime Contract. Skanska is an Equal Opportunity Employer.

Skanska Estimating Dept: 1995 Agua Mansa Rd, Riverside, CA 92509

Ph: (951) 684-5360 • Fax: (951) 788-2449 • Contact: Ham Kazerooni • Ham.Kazerooni@skanska.com

SKANSKA

is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for the following project

Cold Plane and Asphalt Overlay – At Daggett & New Berry from 0.4 Mile West of S. Iwo Jima Ave. Undercrossing to 0.2 Mile West of Desert Oasis Safety Roadside Rest Area

District 8, Route I-40

Contract No.: 08-OK2504

DBE Percentage: 8%

Bid Date: Nov. 01, 2012 @ 2:00 PM

Quotes requested for supplies and services including, but not limited to: Biological Monitor, Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Flashing Area Sign, Type III Barricade, Erosion Control, Portable Delineator, Temporary Pavement Marking, Temporary Traffic Stripe, Channelizer, Portable Changeable Message Signs, Temporary Crash Cushion Module, Metal Beam Guard Railing, Roadside Signs, Erosion Control, Lean Concrete Base, Hot Mix Asphalt, Place Hot Mix Asphalt Dike, Tack Coat, Concrete Pavement, Seal Pavement Joining, Alternative Flared End Section, Crash Cushion, Thermoplastic Pavement Marking, Thermoplastic Traffic Stripe, Paint Traffic Stripe, Pavement Marker, Traffic Monitoring Station.

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

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. Please call if you need assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. & general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers' Comp. Endorsements or waivers required are 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 Operating Engineers, Laborers, Cement Masons, Carpenters unions and Teamsters. Subcontractors must provide weekly, one (1) original and (1) copy of all certified payrolls, including non-performance, and fringe benefit statement 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. In order to assist DBE subcontractors and suppliers, we will divide total requirements into smaller packages, tasks or quantities and establish delivery and construction schedules which will permit maximum participation when feasible. All interested subcontractors, please indicate any lower tier DBE participation offered on your quotation as it will be evaluated with your price. Skanska is an Equal Opportunity Employer.

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Ph: (951) 684-5360 • Fax: (951) 788-2449 • Contact: Jeff Russell • jeff.russell@skanska.com



**I-805 North Improvement
Design Build Project
Caltrans Contract No: 11-2T2004**

Current and ongoing procurement opportunities for the I-805 North project are available through Skanska's Procurement website

Please visit: www.usa.skanska.com/I805North

Bid packages will be posted to the site on a continual basis. Plans, Specs and additional information are also available on the site.

**Santa Clara Valley Transportation Authority
Design-Build Contract DB1102F
Silicon Valley Berryessa Extension Project C700**

Procurement opportunities through Skanska-Shimmick-Herzog will be diverse and ongoing.

Please visit: www.sshjv-c700.com

frequently to see procurement opportunities and project contacts in the Bid Packages folder.

Plans, specs, drawings, etc. can be found on the procurement web site. EEO

REQUESTS FOR BIDS & SUB-BIDS

SKANSKA

is interested in soliciting in Good Faith all subcontractors as well as certified UDBE companies for the following project

Nogales (LA Subdivision)

Fed # HP21L-6303(032)

State # 07-933107L

ACF# 12-05

Bid Date: 11/14/12 2:00pm

Quotes requested for supplies and services including, but not limited to: Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Flashing Area Sign, 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, Remove Concrete (Structure), Concrete Barrier, Bridge Removal, Clearing and Grubbing, Roadway Excavation, Develop Water Supply, 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, Lean Concrete Base, Hot Mix Asphalt, Place Hot Mix Asphalt Dike, Tack Coat, Concrete Pavement, Seal Pavement Joining, Furnish & Drive Steel Pile, CIDH Concrete Piling, Prestressing CID Concrete, Ballast, Structural Concrete (Bridge), Structural Concrete (Retaining Wall), Class 1 Concrete (Box Culvert), Minor Concrete, Soundwall Barrier, PTFE Bearing, Joint Seal Assembly, Joint Seal, Bar Reinforcing Steel (Bridge), Bar Reinforcing Steel (Retaining Wall), Furnish Sign Structure, Install Sign Structure, Furnish Laminated Panel, Furnish Single Sheet Aluminum Sign, Metal (Barrier Mounted Sign) Roadside Sign, Install Sign, Alternative Pipe Culvert, Reinforced Concrete Pipe, Plastic Pipe, Corrugated Steel Pipe, Welded Steel Pipe Casing, Alternative Flared End Section, Precast Concrete Pipe, Rock Slope Protection, Minor Concrete, Rock Slope Protection Fabric, Miscellaneous Metal, Miscellaneous Iron and Steel, Bridge Deck Drainage System, Wrought Iron Fence, Chain Link Fence, Survey Monument, Chain Link Railing, Pipe Handrail, Tubular Handrail, Concrete Barrier, Cable Railing, Transition Railing, Terminal System, Crash Cushion, Concrete Barrier, Thermoplastic Pavement Marking, Thermoplastic Traffic Stripe, Paint Traffic Stripe, Pavement Marker, Signal & Lighting, Lighting & Sign Illumination, Interconnection Conduit & Cable, Fiber Optic Conduit, Electric Service (Irrigation, Traffic Monitoring Station) Closed Circuit TV System, Ramp Metering System, Pump Station

Plans and Specifications are available for view at our main office in Riverside or at the California Department of Transportation by calling 916/654-7028.

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified UDBE companies for this project. Please call if you need assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. & general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers' Comp. Endorsements or waivers required are 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 Operating Engineers, Laborers, Cement Masons Carpenters unions and Teamsters. Subcontractors must provide weekly, one (1) original and (1) copy of all certified payrolls, including non-performance, and fringe benefit statement 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. In order to assist UDBE subcontractors and suppliers, we will divide total requirements into smaller packages, tasks or quantities and establish delivery and construction schedules which will permit maximum participation when feasible. All interested subcontractors, please indicate all lower tier UDBE participation offered on your quotation as it will be evaluated with your price. Skanska is an equal opportunity employer

Skanska Estimating Dept: 1995 Agua Mansa Rd, Riverside, CA 92509

Ph: (951) 684-5360 • Fax: (951) 788-2449 • Contact: Ham Kazerooni • Ham.Kazerooni@skanska.com



Crenshaw/LAX Transit Corridor Design-Build Project

LA County Metropolitan Transportation Authority

RFP No.: C0988

DBE Goal: 20%

Subcontractor Proposal Due Date:

Nov 06, 2012 – COB

www.kiewit-skanska-traylor-jv.com

The Skanska Traylor Kiewit JV team is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for the Crenshaw/LAX Transit Corridor Project. Quotes will be requested from supplier, subcontractor and service companies. A list of available scopes of work will be available on our public outreach site listed above. If you are interested in joining our team for this project, please visit our website and complete the Contractor's Questionnaire. You will then be contacted via email to complete your company specific login to our project exclusive team site. Information posted there will include: scope specific documents, sample contracting documents, project announcements, owner documents, etc.

The STK JV will assist qualified subcontractors, vendors, and suppliers in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. If you are a DBE Company, please provide your certification letter with your proposal. If you are a non-DBE, please indicate all lower-tier participation on your quotation as it will be evaluated with your price. In order to assist DBE subcontractors and suppliers, we will divide total requirements into smaller packages, tasks or quantities and establish delivery and construction schedules which will permit maximum participation when feasible. Please visit our website listed above for detailed contracting requirements.

STK is an Equal Opportunity Employer

STK Estimating Dept:

1995 Agua Mansa Rd, Riverside, CA 92509

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

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PUBLIC LEGAL ADVERTISEMENTS

CITY OF ONTARIO

NOTICE INVITING BIDS Project No. P150-1213-01

The City of Ontario ("City") will receive bids for the City of Ontario, HOUSING AGENCY, QUIET HOME PROGRAM Project in the City of Ontario, California by electronic submission only no later than **November 19, 2012, at 2:00 P.M.** The Project, which involves modifying Ninety-eight (98) condominium dwelling units (within a single complex), will insulate dwellings against aircraft noise and must be completed within two hundred and sixty eight (268) calendar days, as provided in the Bid and Contract Documents. Typically, sound insulation work includes installation of acoustic doors and windows, new central heating and ventilation air conditioning systems, with split (up flow or horizontal) equipment, attic insulation, vent baffles and other noise reducing improvements. Existing doors and windows are replaced with acoustically rated ones. Primary acoustical doors shall have a minimum Sound Transmission Coefficient (STC) of 32, and acoustical window products shall have a minimum STC of 40.

ARCHITECT'S PROBABLE CONSTRUCTION COST: \$2,646,559.70

Bidders must be registered with the City's Planet Bids system to view and submit bid documents. Bidders

may access Planet Bids via the City's website at www.ci.ontario.ca.us under Bids and Proposals on the home page. There is no charge to register or to download the contract documents. The electronic bid management system will not accept late bids. **A mandatory Pre-Bid Conference will be held on October 30, 2012 at 10:00 a.m. at 208 W. Emporia Street, Ontario, CA 91762 (Quiet Home Display Room, 1st floor). All bidders must attend. Anyone arriving late will not be allowed entry.** (Optional Site Visit will follow conference)

Bids shall be valid for 60 days after the bid opening date. Bids must be accompanied by cash, a certified or cashier's check, or a Bid Bond, in favor of the City in an amount not less than ten percent (10%) of the submitted Total Bid Price. Prior to award of the Contract, the successful bidder will be required to furnish a Performance Bond and a Payment Bond, each in the amount of one hundred percent (100%) of the Total Bid Price, on the forms provided and in the manner described in the Bid Documents, Contractor shall comply with PCC ' 4108 with respect to subcontractor bond requirements.

Pursuant to B&P Code '7028.15 and PCC '3300, Contractors shall possess the following California Contractor's license(s) in order to perform the Work: General Building "B" and Subcontractors must possess the appropriate licenses for each specialty sub-

contracted. Bidders are advised that this Contract is a public work for purposes of the California Labor Code, which requires payment of prevailing wages. City has obtained from the Director of the Department of Industrial Relations the general prevailing rates, and will place them on file at the City's office and make them available to any interested party upon request.

Since this Project involves federal funds, the successful contractor and its subcontractors must comply with federal DBE requirements, as specified in the Bid Documents. At this time City will meet the DBE goal on federally assisted projects through race neutral measures. City supports the use of race neutral measures to facilitate participation by DBEs and other small businesses, and encourages prime contractors to subcontract portions of their work that they might otherwise be performed with their own forces to DBEs.

Pursuant to PCC ' 22300, the successful Contractor may substitute securities equivalent to monies withheld by the Owner.

The City reserves the right to reject any or all Bids, to waive any informality or irregularity in any Bid received, and to be the sole judge of the merits of the respective Bids received.



CITY & COUNTY OF SAN FRANCISCO DEPARTMENT OF PUBLIC WORKS

Contract No. 1785J (ID No. FCE13017) ARELIOS WALKER STAIRWAY REPLACEMENT FEDERAL AID PROJECT NO. RPSTPLE-5934(162)

Sealed bids will be received at 875 Stevenson Street, Room 420, San Francisco, California 94103 until 2:30 p.m. on November 7, 2012, 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 875 Stevenson Street, Room 420, San Francisco, California 94103, telephone 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 to be done under this contract is located at Arelios Walker Drive between Innes Avenue and Northridge Road in the northwestern portion of the Bayview Hunters Point District in

San Francisco and includes demolition of existing concrete stairway and work to furnish and install new concrete stairway with anti-slip strip on noising, metal railing, and vandal resistance LED lighting at stairway. The time allowed for completion is 100 consecutive calendar days. The Engineer's estimate is in excess of \$500,000. For more information, contact the Project Manager, Raymond Lui at 415-558-4585.

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 Unit Price basis. Progressive payments will be made.

Bidders are advised that this is a federal-aid project subject to equal employment opportunity provisions and Caltrans Race-Conscious Disadvantaged Business Enterprise (DBE) program. HRC Bid Discount is not applicable to this Contract. The DBE participation goal is 20%. Only Caltrans certifications can be used to calculate the DBE participation. Call Selormey Dzikunu at 415-558-4059 for details.

A pre-bid conference will be held on October 25, 2012 at 1:30 p.m. in the Mechanical Conference Room, 30 Van Ness Ave, 5th Floor, SF, CA 94102.

Contractor shall perform not less than 30 percent of the original contract work with the Contractor's own organization.

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 "A or C-27" license required at time of award.

In accordance with San Francisco Administrative Code 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 Department of Industrial Relations and the Federal General Prevailing Wage Determinations of the Secretary of Labor under the Copeland Act. 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.

10/18/12

CNS-2394439#

SMALL BUSINESS EXCHANGE