

## SBE NEWS ALERT

# The 10 Best Companies For Women In 2014



Are you ready to take Facebook COO Sheryl Sandberg's advice and lean into an executive position at a top company? We've got a list of 10 places where you may have the best shot at climbing the career ladder.

The National Association for Female Executives (NAFE), a division of Working Mother magazine publisher Working Mother Media, has just released its annual list of the top 50 companies for executive women. NAFE also highlights 10 companies it says are the "best" for women. They aren't ranked from one to ten. They're all considered to be great places for women to work and advance.

Women still have a long way to go until they are well-represented in corporate leadership. Only 4.6% of the 1,000 largest U.S. companies now have female CEOs, compared to 4% last year. "The number of women in CEO positions isn't exactly inching up," notes NAFE president Betty Spence. "It's going up by millimeters." But at least it's headed in the right direction, she adds.

The 50 companies on NAFE's list are all places where women are progressing more quickly than in the rest of corporate America. The leadership at these firms has decided to make women's advancement a priority, through sponsorship and mentor-

ing programs, goal-setting and hiring initiatives.

To be considered for NAFE's list, companies need a minimum of two women on their boards and at least 1,000 employees in the U.S. NAFE chooses the top 50 based on women's representation at all levels, employees' access to and use of programs and policies that promote women's advancement, training opportunities and managers' accountability. NAFE sends out invitations to 1,000 companies. To participate, a firm must fill out a lengthy form with some 200 questions. NAFE chose the 50 best companies from 250 firms that responded.

IBM -1.08% stands out because it's the only one of the top 10 with a female CEO. In 2011 the century-old tech giant tapped Virginia Rometty for the top job. IBM also has an impressive share of female senior managers, 26%, and 22% of its executives are women, according to NAFE. Those are strong numbers, given that 30% of its 433,000 employees are women. IBM even goes after female executives who have left the company through something called the Reconnections initiative, which offers continuing education and networking.

Ernst & Young is another standout. This is the first year the company participated in NAFE's survey and it went straight to the top 10 list. Some 46%

of its 29,400 employees are women and 45% of senior managers are female. Also women now make up 24% of partners, principals, executive directors and directors, up from 13% in 2000. The company has a sponsorship program, which is like a mentorship on steroids, where partners advocate for women in their groups and help them get promoted. Example: Beth Brooke, EY's global vice chair of public policy, works to get women slots on highly visible projects.

Marriott is also in the top 10. Some 55% of the company's 98,400 employees are women and a greater share of managers, 58%, are female. Among executives, 34% are women. At least nine women head up divisions worth more than \$100 million annually. "This is

■ Continued on page 4

**SMALL BUSINESS EXCHANGE**

### SBE OUTREACH SERVICES

With 1.5 million businesses in our database, SBE is California's #1 source for diversity outreach.

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Placed in the Small Business Exchange newspaper, SBE Today newsletter, and online at [www.sbeinc.com](http://www.sbeinc.com)

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

#### Contact Info:

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Email: [sbe@sbeinc.com](mailto:sbe@sbeinc.com)

Website: [www.sbeinc.com](http://www.sbeinc.com)

Phone: (415) 778-6250, (800) 800-8534

Fax: (415) 778-6255

Publisher of  
Small Business Exchange  
weekly newspaper

# California Sub-Bid Request Ads

**REQUEST FOR DVBE SUBCONTRACTORS AND SUPPLIERS FOR:**

**Hwy 80 Drainage Repairs - Fairfield**  
**Caltrans #04-1SS574**  
**BID DATE: January 7, 2015 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, WPCP, Sweeping, Temp. Fencing, Wood Mulch, Fiber Rolls, AC Dike and Construction Materials

**O.C. Jones & Sons, Inc.**  
 1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990  
**Contact: Donat Galicz**  
 An Equal Opportunity Employer

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 DVBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/index.php](http://www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php).

**REQUEST FOR DVBE SUBCONTRACTORS AND SUPPLIERS FOR:**

**Hwy 35 Overlay - Saratoga**  
**Caltrans #04-3E4204**  
**BID DATE: January 7, 2015 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, WPCP, Sweeping, Cold Plane AC, Shoulder Backing, Crack Treatment, Geosynthetic Pavement Interlayer, Data Core, Tack Coat, Striping & Marking and Construction Materials

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**REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:**

**Hwy 80, 580 Overlay Oakland**  
**Caltrans #04-4H2214**  
**BID DATE: January 15, 2015 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, Water Pollution Control Program, Sweeping, Treated Wood Waste, Noise Monitoring, Adjust Inlet, Cold Plane AC, Clearing & Grubbing, Roadway Excavation (Type Z-2, Aerially Deposited Lead), Shoulder Backing, Structure Excavation (Type Z-2, Aerially Deposited Lead), Fiber Weed Control Mat, Rolled Erosion Control Product, Hydromulch, Fiber Rolls, Hydroseed, Rapid Strength Concrete Base, Lean Concrete Base Rapid Setting, Base Bond Breaker, High Friction Surface Treatment Epoxy Resin, Prepaving Inertial Profiler, AC Dike, Geosynthetic Pavement Interlayer, Rumble Strip, Data Core, Tack Coat, Jointed Plane Concrete Pavement (RSC), Drill and Bond (Dowel Bar), Isolation Joint Seal, Grind Concrete Pavement, Structural Concrete (Approach Slab), Minor Concrete, Joint Seal, Panel Sign, Roadside Sign, Misc. Iron & Steel, Delineator, Object Marker, Midwest Guardrail System, Vegetation Control, Transition Railing, Crash Cushion, Concrete Barrier, Striping & Marking, Electrical, Traffic Operation System 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**  
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**REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:**

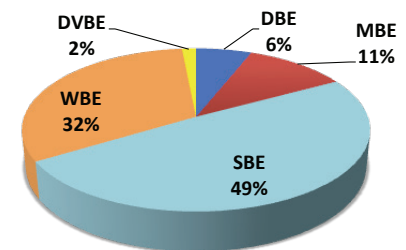
**Hwy 29 Bridge Replacement, Calistoga**  
**Caltrans #04-4A0904**  
**BID DATE: January 21, 2015 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Flashing Beacon (Portable), Portable Changeable Message Sign, Temp. Crash Cushion Module, SWPPP, Rain Event Action Plan, Storm Water Sampling & Analysis, Storm Water Annual Report, Sweeping, Water Quality Sampling & Analysis, Water Quality Monitoring Report, Temp. Wildlife Exclusion Fence, Work Area Monitoring (Bridge), Bridge Removal, Clearing & Grubbing, Develop Water Supply, Dust Palliative, Structure Excavation, Structure Backfill, Concrete Backfill, Lean Concrete Backfill, Imported Borrow, Soil Amendment, Commercial Fertilizer, Planting & Irrigation, Imported Biofiltration Soil, Hydromulch, Hydroseed, Compost, AC Dike, Tack Coat, Steel Soldier Pile, Structural Concrete, Minor Concrete, Ashlar Stone Texture, Precast Prestressed Concrete Girder, Joint Seal, Bar Reinforcing Steel, Roadside Signs, Timber Lagging, Clean and Paint Solider Piling, Prepare & Stain Concrete, Stain Galvanized Surfaces, Anti-Graffiti Coating, Underground, Rock Slope Protection, Minor Concrete, Misc. Iron, Steel & Metal, Fencing, Delineator, Object Marker, Special Marker, Midwest Guardrail System, Tubular Bicycle Railing, Transition Railing, End Cap, Concrete Barrier, Striping & Marking 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**  
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100% Performance & Payment Bonds may be required. Worker's Compensation Waiver of Subrogation required. Please call OCJ for assistance with bonding, insurance, necessary equipment, material and/or supplies. OCJ is willing to breakout any portion of work to encourage DBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/index.php](http://www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php).

**AUDIENCE PROFILE**  
**Small Business Exchange, Inc.**



# California Sub-Bid Request Ads

Seeking MBE, DVBE, DBE, WBE, Underutilized/Disadvantaged Business Enterprise (U/DBE) subcontractors and suppliers for

**SR 15 Mid-City Bus Rapid Transit (BRT) Project**  
**IFB No. 5007000 (CIP No. 1201507)**  
**Project Owner: San Diego Association of Governments (SANDAG)**  
**Project Location: San Diego, CA**  
**Bid Date: January 28, 2015**

Trades: SWPPP, Traffic Control, Striping, Fence, Signage, Landscaping, AC Paving, CIDH, Rebar, Coatings, Glass/Glazing, Jack & Bore, Misc. Metal/Structural Steel, Barrier, Electrical, Elevator

**Pulice Construction, Inc.**  
 591 Camino de la Reina, Suite 1250 • San Diego, CA 92108  
 Phone: (619) 814-3705 • Fax: (619) 814-3770  
 Contact: **Arinda Cale**, [acale@pulice.com](mailto:acale@pulice.com); **Kimberly Bell**, [kbell@pulice.com](mailto:kbell@pulice.com)  
*An Equal Opportunity Employer*

RGW Construction Inc. is seeking all qualified LBE (Local Business Enterprises) and SLBE (Small Local Business Enterprises) for the following project:

**I-880/SR-92 Reliever Route – Phase 1**  
**City Project No. 5197**  
**Engineer Estimate:**  
**\$11,960,000 - 260 Working Days**  
**Goal: LBE 60%-SLBE 20%**  
**Bids: January 13th, 2015 @ 2:00 PM**

**Requesting Sub-quotes for (including but not limited to):** Fabric & Oils, Construction Area Signs, Traffic Control, Raise Iron-Utilities, Cold Plane, Clear and Grub, Landscaping, Erosion Control, Irrigation, Limetreatment, Aggregate Base, Asphalt Paving, AC Dike, Grinding, Pile Driving (Sheet Pile), Soundwall-Masonry or Precast, Signs Roadside, Concrete Curb & Sidewalk Misc., Fencing, Survey Monument, MBGR, Thermoplastic Traffic Stripe & Marking, Pavement Marking, Signal and Lighting, Lighting & Sign Illumination, Surveyor, SWPPP Planning, Water Truck, Sweeper, Storm Drain (Underground), Relocate Commercial Sign, Dewatering, Pipe Supplier (Storm & Water, Sewer), Electrical (Joint Trench) & Trucker.

**Scope of Work:** Pavement widening, reconstruction & realignment, curb & gutter, sidewalk, AC dike, concrete lined ditch, grind a& overlay, catch basin, modification of traffic signals, traffic striping, pavement marking and signing.

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

Plans and Specs are available to view and copy at our office or the City of Hayward, 777 "B" Street, 2nd Fl., Hayward, CA 94541 510-583-4730. Contact John Pitsch 925-606-2400 [johnp@rgwconstruction.com](mailto:johnp@rgwconstruction.com) for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Sub-contractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

**RGW Construction, Inc.**  
 Contractors License A/B 591940  
 550 Greenville Road • Livermore, CA 94550  
 Phone: 925-606-2400 • Fax: 925-961-1925  
*An Equal Opportunity Employer*

## Turner

**City of San Jose Tenant Improvements and Office Restack**  
**REQUEST FOR LUMP SUM PROPOSALS**  
**Request for Proposal and Proposals from MBE/WBE/DVBE**

**Proposals and Pre-qualifications are due, January 5, 2015 at 3:00PM**

Turner Construction is accepting lump sum proposals from Union Contractor's only for the City of San Jose Tenant Improvement and Office Restack.

**Project Description:**  
 Tenant Improvements for 37,000 s.f. over 3 floors of office build out in the existing City Hall Wing and various tenant improvements of approximately 50,000 s.f in the existing tower building.

**Project Schedule:**  
 Proposals and Pre-qualifications are due, January 5, 2015 at 3:00PM  
 Construction is January 2015 to September 2015

**Prequalification:**  
 PREQUALIFICATION PACKAGES MUST BE COMPLETED AND SUBMITTED PRIOR TO OR WITH YOUR BID PROPOSALS. AWARDS WILL ONLY BE MADE TO CONTRACTORS WITH AN APPROVED PRE-QUALIFICATION. TO RECEIVE THE PRE-QUALIFICATION PACKAGE (THIS IS THE STANDARD TURNER PRE-QUALIFICATION PACKAGE, NOT PROJECT SPECIFIC), E-MAIL: [turnersfbids@tcco.com](mailto:turnersfbids@tcco.com)

**Project Documents:**  
 Project Documents will be available December 15, 2014, to receive the link to the project bid site, please e-mail: [turnersfbids@tcco.com](mailto:turnersfbids@tcco.com)

**QUESTIONS DURING PROPOSAL PROCESS**  
 Direct all questions to Turner Construction via fax, attention Purchasing Department at 415-705-7949 (FAX) or e-mail at: [turnersfbids@tcco.com](mailto:turnersfbids@tcco.com)

**Bid Packages** Turner Construction is signatory to the Carpenters and Laborers Union. For this project, all trades must be Union and all contractors are required to pay at a minimum State Prevailing Wage.

BP#01 – Demolition: vol +/- \$200,000	BP#08 - Acoustical Ceiling Tile: vol +/- \$500,000
BP#02 - Misc Steel/ Structural Steel: vol +/- \$95,000	BP#09 – Flooring: vol +/- \$340,000
BP#03 - Millwork/ Finish Carpentry: vol +/- 330,000	BP#10 – Painting: vol +/- \$230,000
BP#04 - Doors / Frames / Hardware: vol +/- \$340,000	BP#11 - Misc Accessories: vol +/- \$10,000
BP#05 - Operable Partition: vol +/- \$150,000	BP#12 – Signage: vol +/- \$100,000
BP#06 - Glass & Glazing: vol +/- \$250,000	BP#13 – Equipment: vol +/- \$10,000
BP#07- Drywall: vol +/- \$880,000	BP #14 - Window Treatments: vol +/- \$40,000
	BP #15 – Ceramic Tile: vol +/- \$10,000

Sub Bids Requested From Qualified DBE Subcontractors & Suppliers for

**City of Lincoln - Lincoln Blvd. Improvements**  
**Location: Lincoln, CA**  
**Bid Date: December 18, 2014 @ 3:00 PM**

McGuire and Hester is seeking qualified subcontractors in the following trades: trucking; street sweeping; striping; asphalt grinding; electrical; clearing/grubbing; landscaping; microsurfacing; and concrete flatwork. We will pay up to and including one and one-half percent (1-1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans and specs.

**McGuire and Hester**  
 9009 Railroad Avenue • Oakland, CA 94603  
 Phone: (510) 632-7676 • Fax: (510) 562-5209  
**Contact: Dave Koerber**  
*An Equal Opportunity Employer*

**With SBE you can:**

<p><b>FIND</b> Subcontractors, Vendors, and Suppliers</p>	<p><b>REACH</b> Diverse Audiences of Various Ethnicity, Race, &amp; Gender</p>	<p><b>ADVERTISE</b> Sub-Bid Request Ad</p>
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## SUB-BID REQUEST AD

REQUESTING BIDS FROM QUALIFIED DVBE  
SUBCONTRACTORS  
AND SUPPLIERS FOR THE FOLLOWING PROJECT:  
**Rt. 280 Various Locations Treat Bridge Decks Project**  
**San Mateo County, Caltrans Project No. 04-4H8504, Bid Date:**  
**January 7, 2015 at 2:00 pm**

We hereby encourage responsible participation of local Disabled Veteran Business Enterprises (5% Goal), and solicit their subcontractor or material quotation for the following types of work. This is a highway project with the typical items of work associated, but not limited to: Lead Compliance Plan, Construction Area Signs, Traffic Control, Portable Changeable Message Signs, Job Site Management, Prepare Water Pollution Control Program, Temporary Drainage Inlet Protection, Street Sweeping, Temporary Concrete Washout, Remove Yellow Thermoplastic Traffic Stripe, Public Safety Plan, Remove Thermoplastic Traffic Stripe, Remove Thermoplastic Pavement Marking, Remove Pavement Marker, Remove Concrete Deck Surface, Cold Plane Asphalt Concrete Pavement, Prepare Concrete Bridge Deck Surface, Furnish Polyester Concrete Overlay, Place Polyester Concrete Overlay, Treat Bridge Deck, Furnish Bridge Deck Treatment Material, Structure Backfill (Slurry Cement), Hot Mix Asphalt (Type A), Tack Coat, Paint Bridge Identification, Clean Expansion Joint, Joint Seal, Striping and Marking, Construction Equipment and Rentals, Trucking.

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

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

## Affordable Housing

### New Affordable Homes at Thirty Five Dolores

Thirty Five Dolores is pleased to announce a new affordable homeownership opportunity in San Francisco's Mission Dolores.

The four new homes consist of 1 one-bedroom and 3 two-bedroom homes available through the Mayor's Office of Housing. Prices range from \$245,519 - \$277,958 without parking and \$370,519 - \$402,958 with parking. Three parking spaces will be made available to Below Market Rate buyers for \$125,000 each by final lottery rank. The three parking spaces will be offered to Below Market Rate buyers until three of the Below Market Rate buyers have entered into a contract to purchase one parking space. Buyers must be first-time homebuyers and buyers must not exceed the following income levels:

**100% of Maximum Income by Household Size derived from the Unadjusted**

**Area Median Income (AMI) for HUD Metro Fair Market Rent Area (HMFA) that contains San Francisco 2014.**

A one person household can make no more than \$67,950

A two person household can make no more than \$77,700

A three person household can make no more than \$87,400

A four person household can make no more than \$104,850

Visit [www.sf-moh.org](http://www.sf-moh.org) for larger households.

Applications are due on Saturday,  
January 26th by 5:00pm PST.

Please contact Matthew Joseph at the Thirty Five Dolores Sales Center for an application and more information; [matthew@thirtyfivedolores.com](mailto:matthew@thirtyfivedolores.com) and (415) 770.9170. For information on the building, please visit <http://thirtyfivedolores.com>

Please visit the Mayor's Office of Housing website for further program details and buyer guidelines [www.sf-moh.org](http://www.sf-moh.org). Homes are available through the San Francisco Mayor's Office of Housing and are subject to monitoring and other restrictions.

Visit [www.sf-moh.org](http://www.sf-moh.org) for program information.

### New Affordable Homes at 870 Harrison

870 Harrison is pleased to announce a new affordable homeownership opportunity in San Francisco's SOMA district.

The four new homes consist of four two-bedroom homes available through the Mayor's Office of Housing. Prices range from \$266,195 - \$269,258 without parking and \$362,265 - \$367,030 with parking. Two parking spaces will be made available to Below Market Rate buyers for \$100,000 each by final lottery rank. The three parking spaces will be offered to Below Market Rate buyers until three of the Below Market Rate buyers have entered into a contract to purchase one parking space. Buyers must be first-time homebuyers and buyers must not exceed the following income levels:

**100% of Maximum Income by Household Size derived from the Unadjusted Area Median Income (AMI) for HUD Metro Fair Market Rent Area (HMFA) that contains San Francisco 2014.**

A one person household can make no more than \$67,950

A two person household can make no more than \$77,700

A three person household can make no more than \$87,400

A four person household can make no more than \$104,850

Applications are due on  
February 2nd by 5:00pm PST.

Please contact Dilan Urun at the  
870 Harrison Sales Center for an application  
and more information;  
[dilan@870harrison.com](mailto:dilan@870harrison.com) and 415-539-9100

For information on the building, please visit <http://870harrison.com/BMR>.

Please visit the Mayor's Office of Housing website for further program details and buyer guidelines [www.sf-moh.org](http://www.sf-moh.org). Homes are available through the San Francisco Mayor's Office of Housing and are subject to monitoring and other restrictions.

## PUBLIC LEGAL NOTICE AD

### SAN FRANCISCO COUNTY TRANSPORTATION AUTHORITY

REQUEST FOR PROPOSALS TO  
PROVIDE GENERAL LEGAL COUNSEL  
SERVICES (RFP 14/15-03)

Notice is hereby given that the San Francisco County Transportation Authority (Transportation Authority) is inviting proposals from interested firms for general legal counsel services. The full request for proposals is posted on the Transportation Authority website, [www.sfcta.org](http://www.sfcta.org), under Doing Business with Us. Proposals are due by Monday, January 12, 2015 at 2:00 p.m., at the Transportation Authority's offices.

## The 10 Best Companies For Women In 2014

### Continued from page 1

a company that takes people who come into the company at the lowest ranks, as chambermaids or bartenders or front desk clerks, and grooms them so they can move up," notes Spence.

A company that didn't make the top 10 that Spence sees as an up-and-comer: Walmart, where 57% of the company's 1.3 million employees are female and women represent 35% of senior managers. That number could be higher but Spence says the company is making strides. Its global head of human resources is a woman, Susan Chambers, and the share of women in executive positions, now 28%, has increased 46% in six years. That includes Rosalind Brewer, CEO of Sam's Club and

Gisel Ruiz, chief operating officer for Walmart U.S. "Who knows what Walmart will look like in five years?" says Spence.

Spence explains that NAFE's goal with the list is to signal to women where the best opportunities are. "I don't believe you should be working at a company where you're going to be beating your head against a wall," she says. "Ten percent of companies in the Fortune 500 have no women on their boards," she adds. "Those are Neanderthal companies. When you've got so many other things to deal with in your life, why should you have to deal with Neanderthals?"

Source: <http://www.forbes.com>