

SBE NEWS ALERT

What to Expect From Gen-X and Millennial Employees



Image credit: Creative Sustainability | Flickr

By Doug and Polly White

Fellow baby boomer business owners often ask us how to get the younger generations to change their work ethic. Sorry, that's not likely. We're all products of our upbringing. The parenting norms with which we grew up shaped us, as did the events, people, and issues we encountered. These change by generation.

Generational groups have different norms and behaviors that impact the workplace -- positively and negatively. Each generation believes that its work ethic is "better and/or stronger" than that of subsequent generations. Each also believes that theirs is sufficient and appropriate.

Since you're not going to change other people's work ethic, a better question is how do I recruit, retain and motivate younger employees? We are boomers, born between 1946 and 1964, so we'll consider the next two younger generations (X and Y or millennials).

Generation X

Born between 1965 and 1978, individuals of this group are independent, tech-savvy, pragmatic and competent. Experts attribute much of their independence to the latchkey experience many shared. Single parents or parents who both worked

outside the home raised many Xers. Therefore, this generation is more self-managing.

These early experiences caused Xers to strive for the work-life balance lacking in their workaholic boomer-parents. They also color Xers' feelings toward their employers. They tend to change jobs frequently -- every three to five years. They are inclined to be free agents and distrust corporate motives.

To recruit, retain and motivate Xers, appeal to their desire for balance. Develop family-friendly programs that offer flexible schedules, telecommuting and job-sharing. Encourage their independence and ability to manage multiple priorities. Remove bureaucracy and tenure-based rewards, but don't remove yourself. Xers crave feedback, especially from their boss.

Spend one-on-one time with these employees to create relationships and foster trust. Emphasize their accomplishments and results rather than the methods they used to achieve them. Include them in decision-making -- they're problem-solvers. Finally, if you want something done, give it to an Xer. They've been self-managing from a young age.

Millennials

Born between 1979 and 1994, members of this generation are often entitled, impatient and outspoken with limited ability to take criticism. They're frequently high maintenance, but most experts agree

they have more potential than previous generations. They grew up with instant gratification, doting parents and an environment where everyone gets a trophy.

Millennials are adaptable and flexible, able to deal with an ever-increasing rate of change. They are beyond technology savvy -- they're technology sophisticated. Finally, although they've seen corruption in their sports heroes, business leaders and even their president, they continue to believe that they will change the world for the better.

To keep millennials, offer flexibility and fun. This may seem superfluous to baby boomers. However, organizations that hope to attract and retain millennials will need to support even higher levels of work-life bal-

■ Continued on page 3

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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Contact Info:

703 Market Street, Suite 1000

San Francisco, CA 94103

Email: sbe@sbeinc.com

Website: www.sbeinc.com

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Publisher of
Small Business Exchange
weekly newspaper

California Sub-Bid Request Ads

ATKINSON/CLARK JV Requests

Sub-bids from All Qualified DBE Subcontractors/Suppliers
for:

SANDAG

(San Diego Association of Governments IFB 5007000)

**SR 15 Mid-City Bus Rapid Transit (BRT) Project
in Mid-City San Diego along SR 15 at El Cajon Blvd & University Ave
Bids Wednesday, January 28, 2015**

Description of Work: Aggregate Supply, Anti-Graffiti Coating, Architectural Surfacing, Asphalt Paving, Bridge/Road Joint Seals, Canopies, Cast-in-Drill Holes, Clear and Grub, Concrete Barrier, Concrete Supply, Construction Area Signs, Demolition, Dowels, Earthwork, Electrical (Roadway & Building), Elevator Work, Erosion Control, Fencing, Handrailing, HVAC, Landscaping, Metal Beam Guard Rail, Minor Concrete, Misc. Iron and Steel, Pavement Grinding, Pavement Markings, Ornamental Fencing, Potholing, Rebar, Roofing, Sawcutting, Signs, Sign Structures, Soundwalls, Station Platform Improvements, Storm Drain System, Striping, SWPPP, Tie Bars, Traffic Control, Trucking, Wet Utilities, Windows.

Atkinson/Clark JV

27422 Portola Parkway, Suite 250, Foothill Ranch, CA 92610
Phone: 949-855-9755 / 949-382-7145. Fax: 949-855-9923
Contact: Curt Waggoner (curt.waggoner@atkn.com)

An Equal Opportunity Employer

Atkinson/Clark JV will assist in obtaining necessary equipment, supplies, materials or related services. We will split items of work (refer to project specs for full list of bid items) and provide assistance for bonding, LOC and insurance where needed. 100% Performance & Payment Bonds from approved sureties will be required for subcontractors greater than \$100,000. Atkinson/Clark JV will pay the cost of bonds up to 1.5%.

An Equal Opportunity Employer

TO DOWNLOAD BID DOCUMENTS AND PLANS: Please go to the SanDAG Contracts web site:
<http://www.sandag.org/contracts>. Register in SanDAG's online database to download plans and specs.



Proven Management, Inc.

2000 5th Street, Berkeley, CA 94710
Phone: 415-421-9500 • Fax: 415-421-9600

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

**Embankment Restoration Along Line G from
Confluence of Line E to 1300 Feet Upstream
in the City of Fremont, Alameda County, CA,
Zone No. 6 Project
Alameda County Flood Control & Water Conservation
District #FC 6-M-131**

Bids: January 8, 2015 @ 2pm

Subcontracting Goal: MBE-15% WBE - 5%

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

NOTICE TO BIDDERS

OLIVER & CO INC

an equal opportunity employer, requesting quotations from all qualified subcontractors, especially Pleasanton small businesses, Tri-Valley businesses, MBE, WBE and DBE contractors to submit bids for the

"Axis Hacienda Clinic"

located at 5925 W. Las Positas Blvd Suite 100.
Pleasanton, Ca 94588.

**Plans and specifications for the above project
will be available on our FTP site
<ftp://axis:9851051322@oandco.ftpstream.com>.**

Bids are due on 1/22/2015 @ 5PM.

Non mandatory pre-bid walkthrough onsite on 1/9/2015 @ 2pm-4pm. Bids may be hand delivered, mailed or sent by courier to 1300 South 51st Street in Richmond, CA 94804, faxed to 510-412-9095 or emailed to robert@oliverandco.net or mary@oliverandco.net

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/.

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

Sub Bids Requested From Qualified
DBE Subcontractors & Suppliers for

City of Modesto

**2014 HUD Curb Ramp &
Storm Drain Improvements**

Location: Modesto, CA

Bid Date: January 6, 2014 @ 11:00 AM

McGuire and Hester is seeking qualified subcontractors in the following trades: traffic control; sawcutting; striping; construction area signs; and asphalt.

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: Robert Herrera

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California Sub-Bid Request Ads

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

Site Preparation Project
County of Sacramento Contract No. 4206
DBE – CWSRF requirements
Engineer Estimate: \$45,800,000
Bids: February 3, 2015 @ 2:00pm

Requesting Sub-quotes for (including but not limited to: Electrical Material, Demolition/Bridge Removal, Clear & Grub, Roadway Excavation, Hydroseeding, Erosion Control, Aggregate Base, Asphalt Paving, Concrete Block & Masonry Retaining Wall, Reinforcing Steel, Rock Slope Protection, Concrete Curb & Sidewalk Misc., Fencing, Thermoplastic and Painted Traffic Stripe & Marking, Pavement Marking, Signal & Lighting-electrical, Surveyor, SWPPP, Water Truck, Sweeper, Trucker, Painting Structures, Industrial Electrical, Storm Drain (Underground) & Well Drilling.

Scope of Work: Roadway installation, utility installation, relocation and demo, extension of District 12k V electrical system, install new construction well, install and demo of fencing & gates, install new security guard facility, demolition and relocation of several existing buildings and other site work throughout the Sacramento Regional Wastewater Treatment Plant.

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 County of Sacramento offices at 827 7th St., Room 105, Sacramento, CA 95814 916-874-6544. Contact John Pitsch 925-606-2400 johnp@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:

Nevin Avenue Pedestrian Improvements From 19th Street to 27th Street
City of Richmond
Federal Aid Project No. CML 5137 (039)
Engineer Estimate: \$6,630,000
140 Working Days
Goal: DBE 10%
Bids: January 16th, 2015 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to): Fabric & Oils, Construction Area Signs, Traffic Control, Clear and Grub - Tree Removal, Landscaping, Hydroseeding, Erosion Control, Irrigation, Aggregate Base, Asphalt Paving, Grinding, Signs Roadside, Concrete Curb & Sidewalk-Misc., Painted Traffic Stripe & Marking, Pavement Marking, Signal and Lighting, Surveyor, SWPPP Planning, Commercial Electrical, Trucker.

Scope of Work: Construction of roadway, sidewalk, landscaping, furnishings and general infrastructure improvements.

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 from BP Express Reprographics (510)559-8299. Contact Mark Bosio 925-606-2400, mark.bosio@rgwconstruction.com for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

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

Embankment Restoration Along Line G from Confluence of Line E to 1300 Feet Upstream in the City of Fremont
Spec FC 6-M-131
Engineer Estimate: 950,000 120 Working Days
Goal: MBE 15% WBE 5%
Bids: January 8, 2015 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to): Construction Area Signs, Landscaping, Hydroseeding, Erosion Control, Rock Slope Protection, Concrete Curb & Sidewalk-Misc., Fencing and Trucking.

Scope of Work: Prepare & implement water pollution control plan, design & implement de-watering system, structure excavation and backfill construction of temporary entrance, remove excess excavated materials, install filter fabric, rock slope protection, install vegetative soil lifts, planting stake and shrubs, aggregate base, remove and install new black vinyl chain link fence.

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 online at www.ipdservices.com/clients/eastbay?ALCO or call Central Blue Print 510-276-3375. Contact Mark Bosio 925-606-2400 mark.bosio@rgwconstruction.com for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

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Gen-X and Millennial Employees

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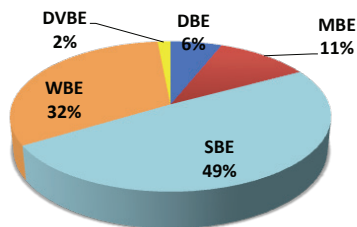
ance. Short sabbaticals to pursue personal interests will be attractive. Offer the latest technology.

If you thought that the three- to five-year tenures for Xers were short, millennials change jobs even more frequently. This Generation expects to move up rapidly. They'll stay with organizations only if they expect to attain their goals quickly. Therefore, management should share possible career paths openly and often.

Millennials need positive feedback. Only offer constructive criticism after you have their trust. Finally, they value good corporate citizens. Support their causes and allow employees to contribute and participate.

To manage younger generations successfully, recognize their values. Accept that a different work ethic is not necessarily an inferior work ethic. Instead, develop programs and strategies that will allow you to leverage the positive qualities of each generation to the benefit of both your employees and your organization.

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



AUDIENCE PROFILE

Small Business Exchange, Inc.
 Whether You're a Small Business Looking for Opportunities, or a Prime or Agency Seeking Small Businesses
 The Small Business Exchange has the resources you need to succeed.

California Sub-Bid Request Ads

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

State Highway in Napa County in and Near St. Helena From Mee Lane to 0.1 Mile South of Sulphur Creek Bridge

Contract No. 04-259404

Federal Aid Project No. ACSTP-P029 (014)E

Engineer Estimate: \$12,100,000 - 400 Working Days

Goal: DBE 12%

Bids: January 28, 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 & Grub, Roadway Excavation, Hydroseeding, Erosion Control, Temporary Fence (ESA), Crack Seal, Jointed Plain Concrete Pavement, Geo-membrane Liner, Aggregate Base, AC Dike, Rebar, Signs Roadside, Rock Slope Protection, Concrete Curb & Sidewalk-Misc., MBGR, Thermoplastic and Painted Traffic Stripe & Marking, Lighting, SWPPP Planning, Remove Concrete Pavement & Minor Concrete, Imported Borrow, Water Truck, Sweeper, Hazardous Substance Removal (type Z-2 soil), Storm Drain & Trucker.

Scope of Work: Overlay, roadway widening and construct two-way left-turn lanes.

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

Plans and Specs are available to view and copy at our office or the Caltrans website www.dot.ca.gov/hq/esc/oe/. Contact John Pitsch 925-606-2400 johnp@rgwconstruction.com for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.

RGW Construction, Inc.

Contractors License A/B 591940

550 Greenville Road • Livermore, CA 94550 • Phone: 925-606-2400 • Fax: 925-961-1925

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

State Highway in Alameda County in Oakland from 0.1 Mile East of Boston Avenue Overcrossing to 0.2 Mile West of the Route 80/580/880 Separation and at 0.2 Mile West of Route 80/580/880 Separation

Caltrans No. 04-4H2214

Federal Aid Project No. ACNHPI-X001(588)E

Engineer Estimate: \$11,600,000 - 300 Working Days

Goal: DBE 7%

Bids: January 15th, 2015 @ 2:00 PM

Requesting Sub-quotes for (including but not limited to): Fabric & Oils, Electrical Material, Construction Area Signs, Traffic Control, Raise Iron-Utilities, Cold Plane, Hydroseeding, Erosion Control, Asphalt Paving, AC Dike, Grinding, Joint Seal, Reinforcing Steel, Sign Structure, Signs Roadside, Object Marker, Concrete Barrier, Thermoplastic & Painted Traffic Stripe & Marking, Pavement Marking, Signal and Lighting, Message Signs, Lighting & Sign Illumination, Detector, Ramp Metering System, SWPPP Planning, Sweeper, Hazardous Substance Removal, Storm Drain (Underground) and Trucker.

Scope of Work: Cold plane and HMA/RHMA overlay, PCC slab and guard rail replacement.

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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Pacific States Environmental Contractors, Inc. (PSEC) is preparing a bid as a Prime Contractor for the project listed below:

Restoration Of San Leandro Creek (LINE P) Between Hegenberger Road And 75 Feet Upstream of 98th Avenue in Oakland, Alameda County California Zone NO. 12 Project

Owner: Alameda County Flood Control Conservation District Hayward, CA

BID DATE: January 8, 2015 at 2:00pm.

We hereby encourage responsible participation of D/M/WBE's Disadvantaged Minority/Women-Owned Enterprises and solicit their subcontractor or materials and/or suppliers for the following types of work including but not limited to:

Concrete, Trucking, Fencing, Hydroseeding

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies for this project.

This will be a PREVAILING WAGE JOB.

Plans and specifications may be reviewed at our office located at 11555 Dublin Boulevard, Dublin, CA, or by purchasing online www.ipdservices.com/clients/easbay?ALCO

Or by contacting: Central Blue Print at 17132 E. 14th Street Hayward, CA 94541 (510) 276-3375, East Bay Blue Print and Supply at 1745 14th Avenue, Oakland, CA 94606 (510) 261-2990 or Custom Blue Print 1944 Mt Diablo Boulevard, Walnut Creek, CA 94596 (925) 932-3113 PSEC is willing to breakout any portion of work to encourage D/M/WBE's Disadvantaged Minority/Women-Owned Enterprises, and solicit their subcontractor or materials and/or suppliers and trucking quotation. If you require any assistance, please contact the Estimator, Keith Donahue email him at kdonahue@pacificstates.net or call (925) 803-4333 and bids may be faxed to us at (925) 803-4334. We are an equal opportunity employer.

Pacific States Environmental Contractors, Inc.
CAL LIC. NO. 723241

11555 Dublin Boulevard • Dublin, CA 94568-2909
Phone: (925) 803-4333 • FAX: (925) 803-4334

ESTIMATOR: Keith Donahue
EMAIL: kdonahue@pacificstates.net

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Affordable Housing

Developer-driven. Buyer-centric. Smarter real estate.



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 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 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. 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 for program information.

Developer-driven. Buyer-centric. Smarter real estate.



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 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. Homes are available through the San Francisco Mayor's Office of Housing and are subject to monitoring and other restrictions.

Public Legal Notices



GOLDEN GATE BRIDGE HIGHWAY & TRANSPORTATION DISTRICT

NOTICE INVITING SEALED BIDS

The Golden Gate Bridge, Highway and Transportation District (District) seeks bids for Contract No. **2015-FT-05, MID-LIFE REFURBISHMENT OF THE M.V. MENDOCINO FERRY**. Interested Bidders must submit sealed bids to the Office of the Secretary of the District by **Tuesday, January 27, 2015, at 2:00 p.m., PT**, at which time bids will be publicly opened and read.

A non-mandatory pre-bid conference will be held on the M.V., Mendocino Ferry, at the Larkspur Ferry Terminal, 101 East Sir Francis Drake Boulevard, Larkspur, CA on **Tuesday, January 6, 2015, at 10:00 a.m., PT**.

Requests for approved equals, modifications or clarifications of any requirement must be submitted in writing by **Friday, January 16, 2015, at 4:30 p.m., PT**.

The Bid Documents are available for download on the District's website. To download the Bid Documents, go to the District's website home page at <http://www.goldengate.org>, click on Contract Opportunities, scroll down to **Ferry Division** and look for **Contract No. 2015-FT-05**.

To inspect and obtain the Bid Documents, please contact the Contracts Office, Administration Building, Golden Gate Bridge Toll Plaza, San Francisco, CA, by email at contractsoffice@goldengate.org, by telephone at (415) 923-2318, or by facsimile at (415) 923-2357.

/s/ Lori Murray,
Procurement Director
Dated: **December 30, 2014**
12/31/14

CNS-2702037#
SMALL BUSINESS EXCHANGE



CONCESSION OPPORTUNITY AT SAN FRANCISCO INTERNATIONAL AIRPORT

San Francisco International Airport is preparing to conduct a Request for Proposals (RFP) process for the Terminal 3 West Food and Beverage Lease. The Lease is comprised of one food and beverage facility post-security of Boarding Area F in Terminal 3. The concession is intended for the sale of food and beverage items reflective of either a gourmet market, deli, or juice & smoothies bar concept. The Minimum Annual Guarantee for the first year of the Lease is \$30,816.

An informational conference will be held on Wednesday, January 14, 2015 at 10:00 a.m. at San Francisco International Airport, pre-security of Terminal 2, Partnering Conference Room, Departures Level behind Starbucks. This is a time when Airport staff discusses the desired concept, minimum qualification requirements, address any questions relating to the lease.

Please visit our website at <http://www.flysfo.com/business-at-sfo/current-opportunities> to view and download the Request for Proposals and related documents about this concession opportunity. Should you have any questions or need additional information, please contact Tomasi Toki of Airport Revenue Development and Management at (650) 821-4500.

CNS#2699673

California Sub-Bid Request Ads

Gallagher and Burk, Inc. is soliciting for L/SLBEs for the following project:

CONSTRUCTION ON STATE HIGHWAY IN ALAMEDA COUNTY IN OAKLAND FROM 0.1 MILE EAST OF BOSTON AVENUE OVERCROSSING TO 0.02 MILE WEST OF THE ROUTE 80/580/880 SEPARATION AND AT 0.2 WEST OF ROUTE 80/580/880 SEPARATION, CONTRACT NO. 04-4H2214, FEDERAL-AID PROJECT ANHPI-X001(588)E

OWNER:

STATE OF CALIFORNIA
DEPARTMENT OF TRANSPORTATION
1727 30th Street, Bidders' Exchange, MS 26,
Sacramento, CA 95816

BID DATE: JANUARY 15, 2015 @ 2:00 P.M.

We hereby encourage responsible participation of local Disadvantaged Business Enterprises, and solicit their subcontractor or materials and/or suppliers quotation for the following types of work including but not limited to:

AC DIKE, ADL'S (TYPE Z-2), CLEARING AND GRUBBING, CONCRETE BARRIER, CONSTRUCTION AREA SIGN, CRASH CUSHION, ELECTRICAL, EROSION CONTROL, GUARDRAIL, LEAD COMPLIANCE PLAN, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, GRIND EXISTING CONCRETE PAVEMENT, PAVING FABRIC, CONCRETE PAVEMENT, ROADSIDE SIGNS, DELINEATORS & MARKERS, RUMBLE STRIP, SIGN STRUCTURE, HIGH FRICTION SURFACE TREATMENT, STRIPING, STRUCTURE CONCRETE APPROACH SLAB, TEMPORARY EROSION CONTROL, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, HOT MIX ASPHALT (TYPE A) MATERIAL, HOT MIX ASPHALT (OPEN GRADED) MATERIAL, RUBBERIZED HMA (OPEN GRADE) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL

100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Surety company will have to be approved by Gallagher & Burk, Inc. Gallagher & Burk, Inc. will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting Gallagher & Burk, Inc.'s requirements. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies. Plans and specifications are available for review at our office.

Gallagher & Burk, Inc.

344 High Street • Oakland, CA 94601
Phone: (510) 261-0466 • FAX (510) 261-0478
Estimator: Victor Le

Website: www.desilvagates.com

An Equal Opportunity Employer

Gallagher and Burk, Inc. is soliciting for L/SLBEs for the following project:

CITY OF HAYWARD CONSTRUCTION ON I-880/SR - 92 RELIEVER ROUTE - PHASE 1 PROJECT WHITESELL ST WIDENING - BREAKWATER AVE TO ENTERPRISE AVE, WHITESELL ST EXTENSION - ENTERPRISE AVE DEPOT ROAD, W. WINTON AVE/HESPERIAN BLVD INTERSECTION IMPROVEMENTS HESPERIAN BLVD/MIDDLE LANE/SOUTHLAND DR SIGNAL MODIFICATION WB & EB ROUTE 92/CLAWITER RD OFF- RAMP INTERSECTION IMPROVEMENTS

CITY PROJECT NO. 5197,

ALAMEDA CTC PROJECT NO. 615

OWNER:

City of Hayward - City Clerk, Fourth Floor
777 "B" Street, Hayward, CA 94541

BID DATE: January 13, 2015 @ 2:00 PM

We hereby encourage responsible participation of local Disadvantaged/Minority/Women Business Enterprises, and solicit their subcontractor or materials and/or suppliers quotation for the following types of work including but not limited to:

AC DIKE, CLEARING AND GRUBBING, CPM SCHEDULING CONSULTANT, ELECTRICAL, PERMANENT EROSION CONTROL, TEMPORARY EROSION CONTROL, FENCING, GUARDRAIL, LANDSCAPING, LIME TREATMENT, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, SHEET PILING, SOUNDWALL (MASONRY), STRIPING, SURVEY/STAKING, SWPPP PREP/CONSTRUCTION SITE MANAGEMENT, UNDERGROUND, VEGETATION CONTROL, WELL DRILLING & SEALING, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, CLASS 4 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A MATERIAL)

100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Surety company will have to be approved by Gallagher and Burk, Inc. Gallagher and Burk, Inc. will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting Gallagher and Burk, Inc.'s requirements. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies. Plans and specifications are available for review at our Dublin office.

Gallagher & Burk, Inc.

344 High Street • Oakland, CA 94601
Phone: (510) 261-0466 • FAX (510) 261-0478
Estimator: Steve Lippis

Website: www.desilvagates.com

An Equal Opportunity Employer

DeSilva Gates Construction, L.P.
is soliciting for DBEs

CONSTRUCTION ON STATE HIGHWAY IN ALAMEDA COUNTY IN LIVERMORE, PLEASANTON, AND DUBLIN FROM 0.3 MILE EAST OF AIRWAY BOULEVARD OVERCROSSING TO 0.2 MILE WEST OF SAN RAMON/FOOTHILL ROAD OVERCROSSING - ROUTE 580, Contract No. 04-2908E4

Federal Aid Project ACIM-580-1(054)E

OWNER: STATE OF CALIFORNIA
DEPARTMENT OF TRANSPORTATION
1727 30th Street, Bidder's Exchange, MS 26,
Sacramento, CA 95816

BID DATE: January 7, 2015 @ 2:00 P.M.

We hereby encourage responsible participation of local Disadvantaged Business Enterprises, and solicit their subcontractor or materials and/or suppliers quotation for the following types of work including but not limited to:

PCC PAVING

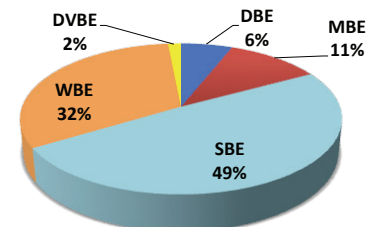
100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Surety company will have to be approved by DeSilva Gates Construction. DeSilva Gates Construction will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting DeSilva Gates Construction's requirements. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies. Plans and specifications are available for review at our Dublin office.

DESILVA GATES CONSTRUCTION, L.P.

11555 Dublin Boulevard
P.O. Box 2909
Dublin, CA 94568-2909
(925) 829-9220 / FAX (925) 803-4263
Estimator: Steve Lippis
Website: www.desilvagates.com

An Equal Opportunity Employer

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, Street Sweeping, Erosion Control, Clear & Grub, Pavement Markings, Irrigation, Architectural Treatment, Staining, Jointed Plain Concrete Pavement, Asphalt Paving, Concrete Barrier, Minor Concrete, Demo, Pavement Grinding, Saw Cutting, Joint Seal, HVAC, Signal/Lighting, Pipe Supply, Aggregate Supply.

Plans are available to download on planetbids.com

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; **Kimberly Bell**, kbell@pulice.com

An Equal Opportunity Employer

REQUESTING SUB-BIDS
From All Qualified
Disadvantaged Business Enterprises (DBE)
Subcontractors/Sub-consultants/Suppliers/Vendors
registered as a DBE or small business for:

**SEISMIC RETROFIT & RECONSTRUCTION
OF THE LA LOMA ROAD BRIDGE**
Federal Project No. HP21L-5064(020)
Owner: City of Pasadena
Public Works Department

Reyes Construction is requesting bids for: (SUBCONTRACTORS) Temporary Traffic Control, Temporary Fencing, Site Demolition, Bridge Demolition, Sawcut, Tree Removal, Erosion Control, Street Sweeper, Trucking/Dirt Export, Earthwork, Construction Trailer, Surveying, Scheduler, Quality Control Material Testing, Structure Concrete, Minor Concrete, Minor Concrete Structures, Reinforcing Steel, Wet Utilities, AC Paving, Signage & Striping, Electrical, Landscaping & Irrigation, Structural Excavation & Backfill, Concrete Barrier, Equipment Rental, Hydroseed, Spall and Crack Repairs, Asphalt Cold Plane, Pump Station, Keystone Retaining Wall, Micropile Foundation, Steel Pile Foundation, Prestressing Cast-In-Place Concrete, Anti-Graffiti Coating, Epoxy Crack Injection, Joint Seal, Temporary Sewer Bypass (SUPPLIERS): Miscellaneous Metals, Traffic Control Material and, Equipment, BMP Materials, Aggregates, Filter Fabric, Concrete Supplies, Ready Mix Concrete, Asphalt, RCP, Precast Manholes, Waterwork Materials, Ductile Iron Pipe & Fittings, Formliner, Electrical Conduit, Sewer Pump Station, Steel Casing, Rip Rap, Detectable Warning Surface, Bridge Deck Drainage System, Precast Barrier Pilaster.

BID DATE: January 07, 2015 @ 2:00 PM

Reyes Construction, Inc.

State License Number 507561
1383 South Signal Drive, Pomona, CA 91766
Phone: 909-622-2259 • Fax: 909-622-3053
Contact: Estimating Mon-Fri 8am-5pm

Assistance will be available for obtaining Bonds, Lines of Credit, and/or Insurance, necessary equipment, supplies, materials or related assistance services.

Plans and Specifications can be viewed online at no additional cost at

- 1.) <http://www.bidmail.com/Sublogin.aspx>
(To request an invite please email estimating@reyesconstruction.com)
- 2.) the City of Pasadena by sending an email request to pw-permits@cityofpasadena.net
- 3.) Sharefile via email request at estimating@reyesconstruction.com

Please fax quotes to: 909.622.3053

REQUESTING SUB-QUOTES
FROM QUALIFIED
LBE/SLBE/VSLBE/DBE/WBE
SUBCONTRACTORS/SUPPLIERS FOR:

I-880 / SR-92 Reliever Route – Phase 1 Project

City Project No.: 5197

Alameda CTC Project No. 615

Owner: City of Hayward

Engineers' Estimate: \$11,960,000.

BID DATE: January 13, 2015 @ 2:00 PM

Items of work include but are not limited to: Minor Concrete, Asphalt Dike, Electrical, Erosion Control, Fencing, Landscape, Lime Treatment, Masonry, Metal Beam Guard Rail, Road Signs, Sheet Pile Shoring, Striping, Tree Removal, Clearing, Underground Sewer / Storm Drain / Water, Joint Trench, SWPPP, Sweeping, Trucking Base Rock, Asphalt, Concrete Off Haul, Dirt Off Haul.

Granite Rock Company 'Graniterock' is signatory to Operating Engineers, Laborers, Teamsters, Carpenters and Cement Masons unions. 100% performance and payment bonds will be required from a qualified surety company for the full amount of the subcontract price. Bonding assistance is available. Graniterock will pay bond premium up to 1.5%. In addition to bonding assistance, subcontractors are encouraged to contact Graniterock Estimating with questions regarding obtaining lines of credit, insurance, equipment, materials and/or supplies, or with any questions you may have. Subcontractors must possess a current contractor's license, insurance and worker's compensation coverage. Subcontractors will be required to enter into our standard contract. Graniterock intends to work cooperatively with all qualified firms seeking work on this project. Granite Rock Company is an equal opportunity employer.

Granite Rock Company

120 Granite Rock Way, San Jose, CA 95136
Phone (408) 574-1400 Fax (408) 365-9548

Contact: **Randy Bonino**

Email: estimating@graniterock.com

We Are An Equal Opportunity Employer

Sub-Bids Requested from qualified MBE/WBE/SBE/DVBE Subcontractors and Suppliers For:

2013 WATER SYSTEM IMPROVEMENTS PROJECT

Owner: Hilmar County Water District

Location: Hilmar, CA

Bid Date: January 8, 2015 @ 2:00 P.M.

J.F. Shea Construction, Inc.

667 Brea Canyon Road, Suite 30 • Walnut, CA
91788-0489

Phone: (909) 595-4397, Fax: (909) 444-4268

Contact: **Lori Olivas**, lori.olivas@jfshea.com

J.F. Shea Construction, Inc. is soliciting your participation in the preparation of this bid. We are particularly interested in bids from subcontractors/suppliers for the following work items: Traffic Control, SWPPP, Demolition, Chain-Link Fencing, AC Paving, Well Drilling & Casing, Ready-Mix Concrete, Reinforcing Steel, Painting, Equipment, Pre-Stressed Concrete Tank, Pre-Engineered Building, Furnish Pipe/Fittings/Valves, Electrical & Instrumentation

Plans & Specifications are available from: Project Engineers FPP & Quad Knopf located at 2816 Park Ave., Merced, CA 95348 for \$35 per set. Phone: (209) 723-2066 Plans may also be viewed at the Dodge Plan Rooms or at our Walnut Office.

J.F. Shea Construction, Inc. is an equal opportunity employer and intends to negotiate in good faith with interested MBE/WBE/SBE/DVBE firms and intends to utilize the lowest responsive bidder. J.F. Shea expects potential subcontractors to be bondable. J.F. Shea will pay for up to 1% for subcontractor bond costs. Subcontractors and Suppliers are expected to bid per plans and specifications, including requirements for warranties. Standard manufacturer's warranties, if not in conformance with owner's specifications, will not be accepted.

Visit www.sbeinc.com
to download the latest SBE
Newspaper and Newsletter



California Sub-Bid Request Ads



Kiewit

Requests sub-bids from qualified Subcontractor and/or Supplier seeking to participate in the Sacramento Regional County Sanitation District (SRCSD) Flow Equalization (FEQ) Project in Elk Grove, CA.

<http://www.epa.gov> / <http://www.sba.gov> / www.californiaucp.org

Subcontractors and Suppliers for the following project:

Flow Equalization Project –Contract No. 4205

Owner: Sacramento Regional County Sanitation District

Bid Date: February 5, 2015 @ 2:00 P.M.

Disadvantaged Business Enterprises (DBEs)

Disabled Veteran Business Enterprise (DVBE) Minority Business Enterprise (MBE), Women Business Enterprise (WBE), Small Business Enterprise (SBE), Small Business in a Rural Area (SBRA), Labor Surplus Area Firm (LSAF), or Historically Underutilized Business (HUB) Zone Businesses wanted for the following scopes, including, but not limited to:

Asphalt Paving, Aggregates, Minor Concrete, Concrete Pumping, Concrete Readymix, Concrete Reinforcement Supply & Install, Concrete Forms, Clear & Grub, Grouting, Dewatering, Access Doors & Frames, Grading, Heating, Ventilating, & Air Conditioning (HVAC), Metals, Maintenance of Traffic (MOT), Paintings & Coatings, Precast Concrete, Signage, Street Sweeping, SWPPP, Support of Excavation, Temporary Power, Thermal & Moisture Protection, Trucking & Hauling, Water Truck, Quality Control & Demolition.

Bonding, insurance, and any technical assistance or information related to the plans or specification and requirements for the work will be made available to interested CUCP, DVBE, MBE, SBE, SBRA, LSAF or HUB Certified DBE business suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested certified suppliers and subcontractors.

Subcontractor and Supplier Quotes are due

NO LATER THAN February 3, 2015 at 5 PM.

Plans are available for viewing at our office at our address below and through SmartBidNet (SBN).

All subcontractors that are registered in our SBN database will receive an invitation to bid. Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company to be able to receive bidding information.

Kiewit Infrastructure West Co.,

4650 Business Center Drive Fairfield, CA 94534

Attn: Victor Molina victor.molina@kiewit.com

You can view the plans in our office during regular business hours by appointment.

100% Performance Bond and Payment Bonds are required for this project.

**An Equal Opportunity Employer
CA Lic. #433176**



Kiewit

Requests sub-bids from qualified Subcontractor and/or Supplier seeking to participate in the Sacramento Regional County Sanitation District (SRCSD) Site Preparation (SP) Project in Elk Grove, CA.

<http://www.epa.gov> / <http://www.sba.gov> / www.californiaucp.org

Subcontractors and Suppliers for the following project:

Site Preparation Project

Owner: Sacramento Regional County Sanitation District

Bid Date: February 3, 2015 @ 2:00 P.M.

Disadvantaged Business Enterprises (DBEs)

Disabled Veteran Business Enterprise (DVBE) Minority Business Enterprise (MBE), Women Business Enterprise (WBE), Small Business Enterprise (SBE), Small Business in a Rural Area (SBRA), Labor Surplus Area Firm (LSAF), or Historically Underutilized Business (HUB) Zone Businesses wanted for the following scopes, including, but not limited to:

Reinforcement Supply & Install, Concrete Forms, Clear & Grub, Grouting, Dewatering, Access Doors & Frames, Grading, Heating, Ventilating, & Air Conditioning (HVAC), Metals, Maintenance of Traffic (MOT), Paintings & Coatings, Precast Concrete, Signage, Street Sweeping, SWPPP, Support of Excavation, Temporary Power, Thermal & Moisture Protection, Trucking & Hauling, Water Truck, Quality Control, Demolition, Masonry, Electrical, Communication Towers, Chain Link Fencing, Elevated Water Tanks and Welded Steel Pressure Tanks

Bonding, insurance, and any technical assistance or information related to the plans or specification and requirements for the work will be made available to interested CUCP, DVBE, MBE, SBE, SBRA, LSAF or HUB Certified DBE business suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested certified suppliers and subcontractors.

Subcontractor and Supplier Quotes are due

NO LATER THAN January 30, 2015 at 5 PM.

Plans are available for viewing at our office at our address below and through SmartBidNet (SBN).

All subcontractors that are registered in our SBN database will receive an invitation to bid. Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company to be able to receive bidding information.

Kiewit Infrastructure West Co.,

4650 Business Center Drive Fairfield, CA 94534

Attn: Victor Molina victor.molina@kiewit.com

You can view the plans in our office during regular business hours by appointment.

100% Performance Bond and Payment Bonds are required for this project.

**An Equal Opportunity Employer
CA Lic. #433176**

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:

**Nevin Avenue Pedestrian Improvements
City of Richmond**

BID DATE: January 9, 2015 @ 2:00 PM

We are soliciting quotes for (including but not limited to): Trucking, Traffic Control System, Construction Staking, Construction Project Signs, Storm Water Pollution Control, Clearing & Grubbing, Grinding, Geotextile Fabric, Minor Concrete, Underground, Adjust Utilities, Traffic Signal Modification, Electrical, Roadside Signs, Striping & Marking, Planting & Irrigation, Relocate Gas Line 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 DBE Participation. Plans & Specs are available for viewing at our office.

REQUEST FOR LBE & SLBE SUBCONTRACTORS AND SUPPLIERS FOR:

I-880/SR-92 Reliever Route – Phase 1

City of Hayward

City Project No. 5197, Alameda CTC Project No. 615

BID DATE: January 13, 2015 @ 2:00 PM

We are soliciting quotes for (including but not limited to): Trucking, Construction Staking, Storm Water Pollution Prevention, Storm Drain Inlet Protection, Traffic Control System, Construction Area Signs, Portable Changeable Message Sign, Adjust Utilities, Cold Plane AC, Survey Monuments, Temporary Fencing, Clearing & Grubbing, Tree Removal, Tree Root Pruning (Arborist Directed), Health & Safety Plan, Subgrade Enhancement Geotextile, Lime-Treated Subgrade, Erosion Control (Hydroseed), Underground, Sanitary Sewer, Industrial Waste Monitoring Well, Minor Concrete, Detectable Warning Surface, Sound Wall (Masonry Block), Bollard, Pedestrian Barricade, Fencing & Gates, Wrought Iron Fence, Brick, Joint Trench, Remove Building, Striping & Marking, Roadside Signs, Bioretention Area, Water Main, Fire Hydrant Assembly, Electrical, Landscape and Irrigation, Misc. Iron & Steel, Guard Railing Delineator, Object Marker, Midwest Guardrail System, Vegetation Control (Minor Concrete), End Anchor Assembly, Alternative Inline Terminal 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

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 LBE & SLBE Participation. Plans & Specs are available for viewing at our office.

Advertise with the Small Business Exchange

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