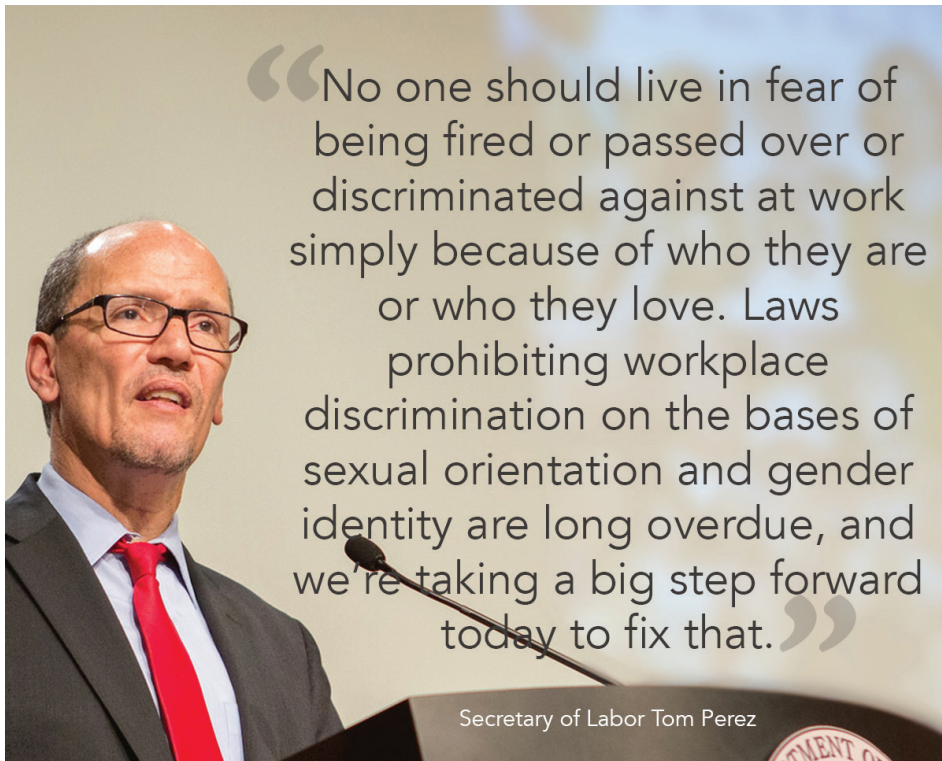


SBE NEWS ALERT

Equality, Fairness and Opportunity



“No one should live in fear of being fired or passed over or discriminated against at work simply because of who they are or who they love. Laws prohibiting workplace discrimination on the bases of sexual orientation and gender identity are long overdue, and we’re taking a big step forward today to fix that.”

Secretary of Labor Tom Perez

by Secretary Tom Perez

I’ve been involved in civil rights work for a long time, and I’ve seen a lot of victories and setbacks. But in recent years, the speed of our progress on equality for lesbian, gay, bisexual and transgender Americans has been nothing short of astonishing. The Department of Labor has played an important role in that progress, and I’m proud to continue it today.

Today, we are issuing a rule to implement Executive Order 13672, which was signed by President Obama in July, to ensure that federal contractors and subcontractors do not discriminate against employees or applicants based on their sexual orientation or gender identity. As the president put it: “Americans ought to be judged by one thing only in their workplaces: their ability to get their jobs done.”

The federal government should be a model employer, leading and not lagging on these issues. Today’s announcement confirms that the federal contracting system will no longer subsidize exclusion and discrimination.

Many businesses, large and small, already offer workplace protections to LGBT employees, as do 18 states and the District of Columbia. But far too many people can legally lose their job simply because of their sexual orientation or their gender identity. Thanks to the president’s leadership, that will no longer happen in companies that contract with the federal government.

This is about fairness and opportunity in the American workplace. If we truly believe that we’re all created equal, then we must treat all of America’s workers equally under the law. And we must do our part to ensure that everybody who works hard has the same opportunity to pursue and realize their dreams.

This isn’t just the right thing to do; it’s the profitable thing to do. Ensuring fairness is the best way to attract good workers, to increase productivity and to make sure that we never leave talent on the table. America simply cannot afford that. Moreover, none of us can perform our best when we fear for our livelihood and economic security. A workplace culture based on tolerance and acceptance allows us to bring our whole selves to work.

Over the past century, American presidents have barred discrimination based on race, color, religion, sex and national origin. Today’s announcement is the next step in America’s continued march of progress and expanded opportunity by securing critical workplace rights for our LGBT friends, neighbors and colleagues – more evidence that the long arc of the moral universe continues to bend toward justice.

Follow Secretary Perez on Twitter, @LaborSec.

You can read the Executive Order 13672 here

<http://www.whitehouse.gov/the-press-office/2014/07/21/executive-order-further-amendments-executive-order-11478-equal-employment>

Website: <https://blog.dol.gov/2014/12/03/equality-fairness-and-opportunity/>

Source: U.S Department of Labor Blog

SMALL BUSINESS EXCHANGE

SBE OUTREACH SERVICES

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

Advertisements

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

Faxed and Eblast Solicitations

Targeted mailings sent to businesses per your criteria.

Telemarketing

Telephone follow-up calls that follow a script of 5 questions you create.

Computer Generated Reports

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

Contact Info:

703 Market Street, Suite 1000

San Francisco, CA 94103

Email: sbe@sbeinc.com

Website: 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



C. Overaa & Co - General Building Contractor
200 Parr Blvd., Richmond, CA 94801
510 234-0926, Fax: 510 237-2435 - www.overaa.com

We request bids from all qualified subcontractors and suppliers for the following Project:

PRIMARY CLARIFIER IMPROVEMENTS PROJECT

Located in Richmond, CA

Bid Date: January 5, 2015 before 2:00 PM

Estimator: Lupe Hernandez

Project Description: The work covered by this contract will be performed at the West County Wastewater

District's Water Pollution Control Plant located at 2377 Garden Tract Road, Richmond, CA, 94801 in Contra Costa County. The work includes, but is not limited to, the following: replace three (3) 70-foot diameter primary clarifier sweep mechanisms and internal baffling, repair primary clarifier corroded concrete and

Replace walkway bridge, replace primary clarifier center column, reinforce slab around column, heighten scum box, replace grating and hand rails at scum box and splitter box.

1. The Engineer's Estimate is \$3,302,000.
2. Duration - 621 Calendar Days including milestones.
3. Disadvantaged Business Enterprise (DBE) goal.

Trades include, but are not limited to; excavation, dewatering, earthwork, epoxies, asphaltic concrete paving, demolition, concrete, rebar, cast-in-place-concrete, grouting, mechanical anchoring and fastening to concrete & masonry, FRP, metal fabrications, coatings, signage, clarifier equipment, couplings, misc. valves & piping, and electrical work.

We encourage Disadvantaged Business Enterprise (DBEs) to a provide quotation.

Project Location: Water Pollution Control Plant located at 2377 Garden Tract Road, Richmond, CA, 94801

Plans and specifications Copies of the Contract Documents may be obtained at the District Office - 2014 at 2910 Hilltop Drive, Richmond, California 94806. The Contract Documents may be obtained for a nonrefundable fee of \$50.00 if picked up, or \$60.00 if requested by mail. Payment must be made at the time that the documents are obtained. Documents are also available for viewing in our plan room at 200 Parr Blvd., Richmond, CA, and at our iSQFT site, login is required. Contact jasonc@overaa.com for iSQFT access. Please call for additional information about project and/or project documents.

We encourage bids from all Subcontractors/Suppliers including DBE/MBE/WBE/SBE/DVBE bidders. We are an equal opportunity employer. We offer to assist you with bonding, credit, and insurance. We are signatory to both Carpenters and Laborers. Subcontractors will be required to sign the Overaa Standard Subcontract Agreement, which includes the right for Overaa to require subcontractors to furnish a faithful performance and labor bond, in a form and from a surety acceptable to Overaa, in the amount of 100% of the Subcontract price. Subcontractors will be required to comply with all subcontract insurance requirements, which includes providing a waiver of subrogation endorsement to their worker compensation insurance. The Overaa Standard Subcontract Agreement is available for viewing at our website: www.overaa.com. Overaa utilizes the environmentally-friendly Textura electronic invoicing and payment system to streamline and expedite subcontractor invoicing and payment. Please contact our office if you would like more information.

REQUESTING SUB-QUOTES FROM
QUALIFIED DBE SUBCONTRACTORS/
SUPPLIERS FOR:

Milpitas Station Surface Parking and Roadway

Contract: C740 (13002F)

Owner: Santa Clara Valley

Transportation Authority

Engineers' Estimate: \$6,000,000.

BID DATE: December 11, 2014 @ 2:00 PM

Items of work include but are not limited to:
Erosion Control, Fencing, Construction Area Signs, Landscape, Minor Concrete, Striping, Electrical, Underground, Trucking, Survey, Brick Pavers and SWP Plan.

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: **Paul Brizzolara**

Email: estimating@graniterock.com

We Are An Equal Opportunity Employer

Sub Bids Requested From Qualified
MBE, WBE, DBE

Subcontractors & Suppliers for

City of Woodland

**Water Transmission Main West,
Surface Water Local Facilities**

CIP #12-05

Location: Woodland, CA

Bid Date: December 18, 2014 @ 2:00 PM

McGuire and Hester is seeking qualified subcontractors in the following trades: cathodic protection; trucking; sawcutting; SWPPP; clearing & grubbing; survey; traffic control; electrical; micro-surfacing; and striping.

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

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

James E. Roberts-Obayashi Corporation is seeking proposals from all interested subcontractors and suppliers for the:

Daggett Place Park

Project Loc.: 1000 16th St., San Francisco, CA

December 18, 2014

Start Date: September 2015

(Duration 7 months)

Local LBE goals apply

This project also has a 50% local hiring requirement.

This project includes a new public park

This is a prevailing wage project. SBE/LBE/MBE/WBES are encouraged to bid. If interested in bidding this work please contact June Gilmore via email @ juneg@jerocorp.com

JAMES E. ROBERTS-OBAYASHI CORP.

20 Oak Court, Danville, CA 94526

925-820-0600 FAX 925-820-1993

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

SMALL BUSINESS EXCHANGE

California Sub-Bid Request Ads

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

Vineyard Road Bridge at Laguna Creek Project

County of Sacramento, Contract No.4168, Bid Date: December 18, 2014 at 2:00 pm

We hereby encourage responsible participation of local Disadvantaged Business Enterprises (9% 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: Temporary Fence, SWPPP Preparation, Water Pollution Control, Project Information Sign, Temporary Retaining Wall, Abandon Storm Drain Manhole, Abandon Storm Drain Pipe, Remove Tree, Remove Bollard, Remove Wood Post, Remove Wood Fence, Remove Sidewalk Barricade, Remove Traffic Stripe, Remove Pavement Marker, Remove Roadside Sign, Remove AC Path, Remove Storm Drain Pipe, Remove Storm Drain Inlet, Salvage Vinyl 3-Rail Fence, Salvage Metal Beam Guard Railing, Relocate Irrigation Valve, Relocate 6" Blow Off Valve, Relocate Mailbox, Relocate Vinyl 3-Rail Fence, Relocate Chain Link Fence, Relocate Steel Fence Gate, Cold Plane Asphalt Concrete Pavement, Remove Concrete Driveway, Remove Curb and Gutter, Remove Concrete Edge Band, Remove Concrete Sidewalk, Clear & Grub, Roadway Excavation, Ditch Exaction, Imported Borrow, Gravel Driveway, Erosion Control, Aggregate Base, Slurry Seal, Hot Mix Asphalt, Asphalt Rubber Hot Mix, Place HMA Dike, Headwall with Trash Rack, Roadside Sign, PVC Pipe, Reinforced Concrete Pipe, Drop Inlet, Corrugated Metal Pipe Drainage Inlet, Storm Drain Manhole, Rock Slope Protection, PCC Curb, PCC Driveway, PCC Sidewalk, Fence, Delineator, Removable Bollard, Traffic Stripe, Pavement Marking, Street Lighting, Pedestrian Traffic Signal Modification, Bridge Removal, Structure Excavation, Structure Backfill, CIDH Piles, Structural Concrete, Joint Seal, Rebar, Geocomposite Drain, Minor Concrete, Concrete Barrier, Import Topsoil, Concrete Pavers, Stone Veneer, Metal Finishing, Metal Silhouettes, Precast Medallions, Root Control Barrier, Redwood Headboard, Repair Existing Irrigation and Landscape, Irrigation Controller and Enclosure, Irrigation Sleeve, Irrigation Mainline, Irrigation Lateral, Soil Preparation, Box Trees, Shrubs, Ground Cover, Bark Mulch, Construction Equipment and Rentals, 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 on the C.C. Myers, Inc. Sharepoint Site, please contact CCMi for log in information.

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 MBE, WBE, DBE, DVBE, SDBE, ESBE, 8a Subcontractors & Suppliers for:

Friant Quinten Luallen Hydroelectric Powerplant

Owner: Friant Power Authority

Location: Friant, CA

Contract Estimate: \$12-15 Million

Bid Date: December 16, 2014 @ 2:00 PM

Trades: Metal Fabrication, Steel Penstock, Waterproofing, Steel Doors, Frames & Hardware, Painting, Coating/Lining Steel Pipe, Cast Bronze Plaque, AC Paving, Pressure Grouting, Concrete Demo, Trucking, Ultrasonic Flowmeters, Instrumentation, Pipe and fittings, pipe support systems, Valves, (gate, ball, globe, check valves), HVAC, Electrical, Fencing, Laboratory Testing, Surveying

SYBLON REID

P.O. BOX 100 • Folsom, CA 95763

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

Contact: **Karen Reichenberger**

If a portion of the work is too large for you to handle, contact us and we will try and break it into smaller portions

Subcontractors and suppliers must be licensed to conduct business in the state of California. Must be able to provide payment and performance bonds provided by approved 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 FTP site for electronic viewing of project.

REQUEST FOR QUALIFIED/CERTIFIED DBE SUBCONTRACTORS AND SUPPLIERS

**City of Fremont – Project No. 8460 (PWC)
Niles Blvd Overhead Bridge
Replacement Project
Fremont, CA**

**Bid Date: December 9th, 2014 at 2:00 PM
DBE Goal 8%**

Items of work available but not limited to: CAS/Roadway Signs, Bridge Demolition, Clear & Grub, Erosion Control, Landscaping/Irrigation, AC Paving, Cold Plane AC, CIDH, Joint Seal Assembly, Post Tensioning, Rebar, AC Dike or curbs, Underground Utilities, Fencing, Metal Railing, MBGR, Bridge Concrete Barrier, Striping, Electrical, Minor Concrete, Masonry, Aggregates (Class 1 ASB, Class 2 AB, Rip Rap & Import Borrow R-40), Ready Mix, Concrete Pumping, Concrete Piling, Steel Pipe Pile, Welded Steel Pipe, Underground Pipe Products (RCP & ACP), Misc. Iron & Steel, Misc. Metals, Trucking, SWPPP Plan, SWPPP Materials, Lead Compliance Plan, Geotextile Materials, Bridge Bearings, Underground Precast, Street Sweeping, Traffic Control, Vibration Monitoring & Surveying.

Non-DBE Subs/Suppliers: You will be expected to carry a proportionate percentage of 2nd-tier DBE goal participation with your quote. 2nd-tier DBE goal participation will be evaluated with your price.

Performance & Payment Bonds by admitted surety, naming prime contractor as the obligee, in full amount of the subcontractor's bid, subject to approval by Flatiron required. Bonding and insurance assistance is available upon request. Flatiron will pay bond premium up to 2.0%. Worker's Compensation Waiver of Subrogation is required. Please contact Flatiron for any bonding and insurance needs, or if any other assistance is needed to facilitate your participation on this project. Flatiron is signatory to the Operators, Laborers, Carpenters, Cement Masons, Pile Drivers & Iron Workers Unions. Quotations must be valid for same duration as specified by owner for contract award. Plans and specs are available for purchase from ARC in Milpitas by calling 408-262-3000. Plans & Specs are available for viewing in Flatiron's Benicia office by appointment. Flatiron will grant you access to our FTP site for free download and viewing upon request. Please call for an appointment to view in our office or FTP Site access. Please contact Lillian Simon at LliSimon@FlatironCorp.com. Quotes can be sent directly to our BID FAX at 707-746-1603.

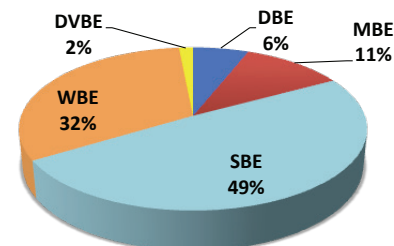


FLATIRON WEST

2100 Goodyear Rd. • Benicia, CA 94510
Phone (707) 742-6000 • Bid Fax (707) 746-1603
WE ARE AN EQUAL OPPORTUNITY EMPLOYER

AUDIENCE PROFILE

Small Business Exchange, Inc.



With SBE you can:

FIND

Subcontractors, Vendors, and Suppliers

REACH

Diverse Audiences of Various Ethnicity, Race, & Gender

ADVERTISE

Sub-Bid Request Ad

Buyer Seller Database

Get access to the largest non-public database in the nation! Containing information on over 1.5 million companies with 35 fields of information per entity.

The SBE database is a highly targeted and easily searchable database with detailed information on Certified*:

- Small, Minority-owned Businesses (MBEs)
- Woman-owned Businesses (WBEs)
- Disadvantaged Business Enterprises (DBEs)
- Disadvantaged Veteran Business Enterprises (DVBES)

*Certified by the Department(s) of Transportation and SBA's "Pro-Net".



Bid database

SBE maintains federal procurement opportunities nationwide; state procurement from state of California and local as requested. Opportunities are searchable by category and keyword and full detail available through subscription services.



B2B database

SBE maintains a nationwide database of businesses from all industries, both certified by federal, state and local jurisdictions and non-certified. Business are profiled by 85+ fields of information. Businesses are accessible through SBE's various (customized) outreach services.

Publication with SBE

SBE Covers It All From the West to the East Coast

BID Information - SBE's BID information is a popular business tool. Each issue covers current BID announcements for Business and Professional Services, Construction and Commodity Opportunities. SBE imports BID information from federal, state, and local government websites on a daily basis, providing the most current information.

Public/Legal Announcements and Invitations to BID - Public agencies and institutions receive added value, such as print and electronic distribution and inclusion bid database.

Regular News Sections - News sections provide weekly business resources reported in the Banking & Finance and Supplier Diversity sections.

Continuing Columns - Continuing columns by syndicated columnists, provide small businesses with critical management and marketing information. Profiles by journalist Cheryl Hentz and Darryl K. Henderson, J.D. also appear regularly.

Business Resources - SBE also features Business Resources that touch on topics such as Management, E-commerce, Legislation, Technology, Banking & Finance and much more.

Display/Classified Advertising - Post an Ad for your business, List Public/Legal Notices, Post Your Job Opportunities.

What Clients Say About SBE Services

The Small Business Exchange has been providing advertising services for the San Francisco Department of Public Works for ten years . . . and has met our specific requirements ... The Department has been more than satisfied.

- San Francisco DPW

"I know that when a representative of SBE indirectly represents McCarthy in contacting subcontractors—it is always with professionalism."

- McCarthy Building Companies Inc

"You're at the top of my list. Whenever I have an outreach requirement, I just grab the phone and call SBE."

- Expedient Energy

"Doing business with SBE has been a pleasure. SBE provides a thorough and effective outreach service. SBE is a great asset to our outreach program."

- Atkinson Construction

"Thank you for a great job, very much appreciated by the team"

- Schiavone Construction

"They are very Committed to helping us meet the necessary requirements of the many different public agencies we deal with, and deliver competent, qualified bidders at the same time. SBE has some very good resources and continues to keep there databases up to date with certified DVBE, DBE, SBE, WBE etc..."

- Robert A Bothman, Inc.

"Small Business Exchange is one of the partners we use for outreach. We solicit their help to meet our goals. SBE's expertise and thorough documentation was especially helpful during the challenge process with the Disadvantaged Business Enterprise Reconsideration Panel upholding our awarded contract."

- Skanska USA Civil West California District Inc

"We have never been rejected for being out of compliance due to activity deliverables from SBE. That makes business for both entities much more profitable."

- Xerox Corporation