



# SMALL BUSINESS EXCHANGE

Vol 30, Edition 39 • December 18, 2014

Voice of Small, Emerging Diversity Owned Businesses Since 1984

• NEWS • INFO • BIDS

## San Francisco Strengthens LBE



The City of San Francisco recently adopted an Ordinance revising Local Business Enterprise (LBE) and Non-Discrimination in Contracting Ordinance (Chapter 14B). Chapter 14B is a race-and-gender neutral, small, local business contracting preference program and non-discrimination program. One of the goals of Chapter 14B is to help small local businesses that are at a competitive disadvantage in competing for work on public contracts because San Francisco small businesses experience higher costs than larger businesses. The preference program, for purposes of bid comparison, adds “points” to contract proposals from qualified small, local businesses where contracts will be awarded based on the highest score or applies “discounts” to bids from qualified small, local businesses for comparison where contracts will be awarded based on lowest costs.

In addition to the preference program, Chapter 14B provides other programs including contracting set asides, subcontracting requirements, prompt payment provisions, and training to assist small, local businesses to increase their ability to compete effectively for the award of City contracts.

There are significant revisions that include, among others:

- Require the Mayor to set annual LBE goal of not less than 40% with a subgoal of at least 20% for micro-LBE participation
- Changes to allowable joint venture structure
- Increase in size threshold
- Change in criteria for definition of “principal place of business in San Francisco”
- Changes in authorities and jurisdiction over the program
- Extension of the PUC-LBE certification to professional firms
- Increase of allowable bid discounts to SBA LBEs
- Allow a 2% discount (or rating bonus) for micro- or small-LBEs on contracts between \$10M and \$20M
- Initiate “San Francisco First” which requires departments to make a GFE to obtain a minimum of 3 quotes or proposals from Small- or Micro-LBEs

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## Agencies Unite to Increase Economic Opportunities for Minority-Owned Businesses

The U.S. Department of Commerce’s Minority Business Development Agency (MBDA) and the Initiative for a Competitive Inner City (ICIC) have entered into a Memorandum of Understanding (MOU) aimed at increasing referrals between the two entities and ultimately increasing economic opportunities for minority-owned businesses.

“This partnership provides a great opportunity to help more of our nation’s minority business enterprises advance through increased access to capital,” said MBDA National Director Alejandra Y. Castillo. “It is significant to join with an organi-

zation that believes in the power and importance of helping small and minority businesses navigate through capital hurdles so that they can equally compete and have chances at long-term success. It also supports our continued effort in helping to grow, transform and diversify our minority business community.”

MBDA maintains a national network of 44 Business Centers equipped with specialists that help the nation’s minority-owned firms grow through access to capital, contracts, and new markets. ICIC is a nonprofit research and strategy



Photo Credit: <http://www.commerce.gov>

organization that aims to strengthen inner city economies by providing businesses, governments and investors with comprehensive and actionable information in the field about urban market opportunities. Through their Inner City Capital Connections (ICCC) program, they help small businesses in economically distressed areas access capital, achieve sustainable growth, and provide a forum to connect directly with debt and equity

providers.

“We are excited to execute the MOU and continue our work together to help minority-owned businesses reach their full potential,” said Hyacinth Vassell, Director, Inner City Capital Connection (ICCC) of ICIC. “The ICCC program is well positioned to help minority-owned businesses build

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PUBLISHED BY SMALL BUSINESS EXCHANGE, INC.  
703 Market St., Ste 1000, San Francisco, CA 94103

PRSR STD  
U.S. Postage  
PAID  
San Fran CA 941  
Permit No. 820



# Community Outreach

## The Feds Introduce a Program for Disconnected Youth

The federal government is seeking to partner with states and localities to help the more than 5 million young adults out of school and work.

By Jonathan Walters

When it comes to involvement in human services, the federal government usually gets dinged more for its straight-jacket rules and regulations around spending than it gets praise for being a creative partner in innovation. But for the past few years, there's been a faction of folks at the Office of Management and Budget (OMB) who have been interested in leveraging the cash and the coordinating capacity of the feds with the creativity of all those on the front line -- states, localities, providers and advocates.

The manifestation of this interest is a performance partnership pilot aimed at tackling the problem of disconnected youth, defined as young adults who are neither working nor in school. OMB officials are looking for up to 10 pilot sites that will be allowed to blend existing federal funds in order to experiment with new approaches to helping these kids get an education and a job. Winning pilots are also eligible for up to \$700,000 in additional funding.



**More than 5 million young adults in the United States are neither working nor in school.**  
AP/Carlos Osorio

Under the proposed pilot program, the U.S. departments of Education, Labor, and Health and Human Services, as well as the Corporation for National and Community Service and the Institute for Museum and Library Services, will work, according to the OMB, to "overcome barriers and align programs and reporting requirements,

enabling applicants to propose the most effective ways to use these dollars."

There are an estimated 5.6 million disconnected youth nationally, a number that's remained fairly steady over

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## Still hoping for change?

By James Clingman

As the end of another tumultuous year approaches, Black people again find ourselves in the relative same economic and political position as we were the year before, and the years preceding. In 2007, leading up to 2008, when the ultimate level of political history had finally come to fruition, Black folks and others were citing the mantra, "Hope and Change!" Quite frankly we got more hope than real positive change—for Blacks, that is.

Just as our emotional bubble was inflated to its maximum capacity, now the air is coming out and we are heading back down from our lofty height,

about to burst in a very short while. Instead of saying, "We are the change we've been looking for," in light of all the unrest and injustice, I and others say as we have said for decades, "The change you are looking for is in your pockets."

Slowly but surely, albeit very late in the game, Black folks are learning that economic empowerment is the key to our progress and prosperity in this nation. Decades of instructions from conscious elders, scholars, and activists seem to be taking hold on the minds of young people, despite the tired messages coming from some of our current leaders. I am encouraged, indeed.

It is way past time that Black people acknowledge our situation, admit our mistakes, and work cooperatively to improve our economic situation, from which we can then

build true political power. It's not the other way around, and fortunately the young generations see and understand that reality.

Although we still get our "marching" orders from political icons and media talking heads, many are determined to blaze a new trail that leads us to economic empowerment. The sad part is that all we have to do is look back at the past 60 years and we can see how wrong and misguided we have been in our quest for parity and fairness. Now, there is an enlightened, determined, and unwavering group of young people who are neither intimidated by the powerful nor swayed by the mis-leadership of the old guard and political gatekeepers. It looks to me that they are in it for the long haul.

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Outstanding Entrepreneur  
Mayor's Advisory Board,  
Outstanding Achievement as a Vendor/Supplier

#### • COUNTY OF LOS ANGELES

Black Business Association,  
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Minority Advocate

#### • 2014 Black History Month Award for Commitment and Service to the African American Community

Minority Advocate

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#### • CPUC Clearing House

#### • San Francisco Human Rights Commission

EDITORIAL POLICY—The Small Business Exchange is published weekly. Publication is extended by one day for weeks in which holiday occurs on a Monday.

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# Gold Line Light Rail Begins Track Testing

By Greg Aragon

The Foothill Gold Line Light Rail Project from Pasadena to Azusa hit a major milestone this week as it began testing a train on its recently completed tracks. The test car, equipped with specialized safety and monitoring gear, is being pulled over the entire 11.5-mile length of the project by a hi-rail vehicle, with periodic stops for crews to take measurements.

When complete and opened to the public next September, the \$741 million project will run eastbound from Sierra Madre Station in Pasadena through the Los Angeles County cities of Arcadia, Monrovia, Duarte, Irwindale and Azusa.

Over the next few weeks, the test train will be used for testing clearances at stations, wheel/rail interface and rail switches. This phase of testing will also include live wire testing of the Overhead Catenary System (OCS) within the segment of the line where power is now energized.

The test train is a light rail vehicle from the Los Angeles County Metropolitan Transportation Authority (Metro) current fleet. The \$4 million AnsaldoBreda P2250 weighs more than 100,000 lbs and was escorted along the rail corridor by a specialized crew. Because most of the grade crossing safety equipment is not yet installed on the project, the train was flagged across intersections by the Los Angeles County Sheriff's Department, with help from Metro Ambassador.

The Foothill Gold Line is a 24-mile extension of the Metro Gold Line light rail system, being built in two segments (Pasadena to Azusa and Azusa to Montclair). The first segment, under construction now, is Pasadena to Azusa. This segment includes six new stations and is fully funded by Los Angeles County's Measure R. The project is overseen by the Metro Gold Line Foothill Extension Construction Authority, an independent transportation planning and construction agency created in 1998 by the California State Legislature.

The Foothill Gold Line from Pasadena to Azusa broke ground June 26, 2010 and will be completed in September 2015, when it will be turned over to Metro for testing and pre-revenue service. Three design-build teams were hired to design and construct the 11.5-mile project.

The first contract was awarded in June 2010 to Skanska USA to design and build the Gold Line Bridge, which was completed on December 2012. In July 2011, the second contract was awarded to Foothill Transit Constructors - a Kiewit Parsons Joint Venture to design and build the Pasadena to Azusa "alignment," which includes stations, track, crossings, bridges, etc.

The last contract was awarded in February 2013 to Webcor Builders for the intermodal parking facilities and enhancements design-build project.

Source: <http://california.construction.com>



## 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 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, Preparing 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

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Contact: Jean Sicard

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### 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

**O.C. Jones & Sons, Inc.**

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

Contact: Donat Galicz

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Looking for  
Subcontractors, Vendors,  
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With a monthly readership of 75,000,  
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as traditional industry segments.



Call 1-800-800-8534  
or visit us at [www.sbeinc.com](http://www.sbeinc.com)

# 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:

**\*\*\*SUBS SHOULD BE CERTIFIED WITH THE ALAMEDA COUNTY TRANSPORTATION COMMISSION PRIOR TO BID DAY- (510) 208-7468 [http://www.alamedact.org/app\\_pages/view/4543](http://www.alamedact.org/app_pages/view/4543) 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. 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

*An Equal Opportunity Employer*

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

**STATE HIGHWAY IN SANTA CLARA COUNTY NEAR SARATOGA FROM ROUTE 9 TO SAN MATEO COUNTY LINE**

**Contract No. 04-3E4204**

**Engineer Estimate: \$1,170,000 - 45 Working Days**

**Goal: DVBE 3%**

**Bids: January 7th, 2015 @ 2:00 PM**

**Requesting Sub-quotes for (including but not limited to):** Construction Area Signs, Traffic Control, Cold Plane, Asphalt Paving, Grinding, Thermoplastic and Painted Traffic Stripe & Marking, Pavement Marking, Message Signs, Lighting & Sign Illumination, SWPPP Planning, Water Truck, Sweeper, & Trucker.

**Scope of Work:** Rubberized asphalt concrete overlay.

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

Plans and Specs are available to view and copy at our office or the Caltrans website [www.dot.ca.gov/hq/esc/oe/](http://www.dot.ca.gov/hq/esc/oe/). Contact Mark Bosio 925-606-2400 [mark.bosio@rgwconstruction.com](mailto: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.

## 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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# Turner

Turner Construction Company, representing UCSF Benioff Children's Hospital, formally announces the upcoming bidding opportunity for the project listed below.

**UCSF Benioff Children's Hospital - Outpatient Clinic 2 (OPC2)**  
**Owner: UCSF Benioff Children's Hospital**

This project is a new, 6-story, steel-frame, medical clinic, approximately 88,000gsf, with associated landscaping, site utility work and existing parking garage modifications.

We are seeking the following trade packages for our upcoming Bid Group 3: Site Demo / Earthwork / Paving, Deep Foundations / Drilled Piers, CMU, Metal Fabrications, Roofing / Waterproofing, Flashing / Sheet Metal / Exp Joints, Garage Renovations, Acoustical Ceilings / Wall Panels, Site Concrete, Landscaping, Lab Casework, Architectural Millwork, Fireproofing, Doors / Frames / Hardware, Flooring, Ceramic Tile, Painting and Wall Coverings, Specialties Package

**Plans, Specs and Bid Documents for Bid Group #3 will be released January 5, 2015.**

**You are invited to attend a Pre-Bid Meeting**

**Date: Monday, January 12, 2015 • Time: 9:00 AM - 11:00 AM**

**Location: Contractors Resource Center - 8055 Collins Drive, Oakland, CA 94621**

Representatives from Turner will be present to answer questions regarding the bid packages, timing, schedules and certification

There is a 35% Local Firm goal for this project. We are seeking businesses located within the East Bay Green Corridor (Alameda, Albany, Berkeley, El Cerrito, Emeryville, Hayward, Oakland, Richmond and San Leandro)

Turner has a 20% SBE/MBE and WBE goal for this project.

Bidders are encouraged to seek certification for SBE, DVBE, MBE and WBE for this project.

For information on how to Pre-Qualify with Turner, please contact Sylvia Strowe [ssrowe@tcco.com](mailto:ssrowe@tcco.com)

Please direct all questions to Shirley San Diego at 510.267.8114 or [ssandiego@tcco.com](mailto:ssandiego@tcco.com)

# 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

## 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](http://www.sbeinc.com)

## With SBE you can:

<b>FIND</b> Subcontractors, Vendors, and Suppliers	<b>REACH</b> Diverse Audiences of Various Ethnicity, Race, & Gender	<b>ADVERTISE</b> Sub-Bid Request Ad
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# California Sub-Bid Request Ads



Best Contracting Services, Inc.  
Is requesting bids from all LBE, SBE Suppliers,  
Subcontractors and Truckers for the following Project:  
**City of Richmond - Recreation Center Roof Replacement**  
**Owner: City of Richmond**  
**Bid Date: Jan. 8, 2015 at 2:00 P.M.**  
Trades included but not limited to: Material Supplier,  
Trucking, Demolition, ACM Removal  
To request plans and specs please go to city website:  
[www.ci.richmond.ca.us/bids](http://www.ci.richmond.ca.us/bids)  
**Contact: Candys/Tom Ryan with any questions at**  
**P: (310) 328-6969, F: (310) 328-9176**  
**E: [tryan@bestcontracting.com](mailto:tryan@bestcontracting.com),**  
**[cruffin@bestcontracting.com](mailto:cruffin@bestcontracting.com)**  
**WE ARE**  
**AN EQUAL OPPORTUNITY CONTRACTOR**

REQUESTING SUB BIDS  
From Qualified/Certified MBE/WBE/OBE/  
SBE/DVBE/DBE Subcontractors & Suppliers  
on the following trades but not limited to:  
Coil Steel, Cement, Sand, Rock,  
Polyethylene Tape, Flanges, Mechanical  
Couplings, Welding and Trucking  
For the following project:  
**Los Angeles Department of Water and Power**  
**Welded Steel Pipe and Appurtenances the**  
**Lower Franklin Reservoir No. 2 Floating Cover**  
**Replacement Project**  
**Specification No. 7609**  
**BID DATE/TIME: January 12, 2015 @ 2:00 PM**  
**Ameron Water Transmission Group**  
(An Equal Opportunity Employer)  
10681 Foothill Blvd., Suite 450  
Rancho Cucamonga, CA 91730  
Office - 909/944-4100 x 323 • FAX 909/944-4113  
**Contact: Dennis Shearer**  
Plans and specifications can be viewed at  
Ameron Water Transmission Group or obtained  
from LADWP, 111 North Hope Street, Room L-43,  
Los Angeles, CA 90012 (213/367-4211)

Visit [www.sbeinc.com](http://www.sbeinc.com)  
to download the latest SBE  
Newspaper and Newsletter



**SMALL BUSINESS EXCHANGE**



## C. Overaa & Co - General Building Contractor

200 Parr Blvd., Richmond, CA 94801  
510 234-0926, Fax: 510 237-2435 - [www.overaa.com](http://www.overaa.com)

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

### Sacramento Regional County Sanitation District- Flow Equalization Project Located in Elk Grove, CA

**Bid Date: February 5, 2014 before 2:00 PM Estimator: Larry Etcheverry and/or Lupe Hernandez**

**Project Description:** The project work consists of increasing the storage capacity of the existing Emergency Storage Basins (ESBs) at the Sacramento Regional Wastewater Treatment Plant (SRWTP) by approximately 110 million gallons. This will involve deepening of ESB-B and ESB-C by approximately 8 feet. Additionally, operational flexibility will be increased through the addition of berms in ESB-C to divide this basin into three sub basins. Piping and gates shall be installed to allow flow into each of the basins and drainage from each of the basins. Basin floors will be lined with roller compacted concrete (RCC) and basin berms will be lined with shotcrete. An underdrain system and associated pumping station will be constructed to relieve hydrostatic pressure from the groundwater beneath the basins. A permanent washdown system consisting of both manual and motorized water monitors (cannons) shall be installed to clean the basins. Mass pre-excavation for the Biological Nutrient Removal (BNR) project will also be performed as part of this project.

**Trades include, but are not limited to;** site clearing, earthwork, dewatering, filter fabric, clay liner, drainage blankets, shoring, AC paving, utilities, concrete curbs/gutters/sidewalks, slide gates, concrete, concrete formwork & accessories, rebar, shotcrete, grout, mass concrete, structural metal framing, metal specialties, metal railings, joint sealants, waterproofing, access doors & frames, painting & coatings, warning signage, misc. pumps, sediment removal equipment, misc. valves & piping, process integration, HVAC, instrumentation, public address system, and electrical work. Complete project details are located in the drawing and specifications.

PREQUALIFICATION REQUIRED FOR THE FOLLOWING TRADES: Roller Compacted Concrete Subcontractors, Electrical Subcontractors, Instrumentation and Control Subcontractors

**PRE-BID CONFERENCE (MANDATORY):** January 6, 2015 at 2 p.m. SRWTP, Commons Room - 8521 Laguna Station Road, Elk Grove, CA 95758

This Project is being substantially funded by a loan from a Clean Water State Revolving Fund (CWSRF) program. This project is subject to the Davis-Bacon Act, Buy American Requirement, and federal Disadvantaged Business Enterprise (DBE) regulations apply to this project.

**Project Location:** The Plant is located south of the Sacramento City limits, west of Franklin Boulevard and north of Sims Road at 8521 Laguna Station Road, Elk Grove, California 95758.

**Project Duration:** Various milestones with the completion date for the Contract shall be April 11, 2018

**The estimated cost for this work is \$119 million**

**Plans and specifications** may be purchased from the County of Sacramento, Site Improvement and Permits Section 827 7th Street, Room 105 Sacramento, CA 95814 (916) 874-6544, Hours: 9:00am To 4:00 pm Cost: \$50.00 per CD set. 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](mailto: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/SBRA/LSAF/HUB 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](http://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.

## 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](mailto: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.

## 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.**



Looking for  
Subcontractors, Vendors,  
and Suppliers?

Call 1-800-800-8534  
or visit us at [www.sbeinc.com](http://www.sbeinc.com)

**Advertise your Sub-Bid Requests in the Small Business Exchange.**

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



# Public Policy

## Startup Accelerators Show Promise in Addressing Public Policy Goals

By Dr. Winslow Sargeant

In a time of economic recovery, any strategy to quickly create more jobs should be encouraged by policymakers and industry. Today, we are seeing more and more startup accelerator programs filling in the gaps. As explained in two new Advocacy reports, these innovative funding mechanisms identify high-value startups and assist them in quickly advancing to the next stage of growth, which enables them to hire more employees. The accelerator model has shown promise in the high-tech sector and is branching out to other areas. It is not yet clear how successful this model will be in other sectors, but given the success we have seen in high-tech, we are encouraged that the future of accelerators looks promising.

***“Any innovative approach that spurs startup development is a tool that should be explored and considered.***

***Policymakers should continue to study the accelerator model and look for ways to improve on it.”***

As defined by Advocacy’s recent research report entitled *Innovation Accelerators: Defining Characteristics Among Startup Assistance Organizations*, accelerators “make seed-stage investments in promising companies in exchange for equity as part of a fixed-term, cohort-based program, including mentorship and educational components, that culminates in a public pitch event or demo day.” If successful, companies may go on to become public, get acquired, or receive additional funding.

Accelerators set themselves apart from other funding mechanisms and business development programs (such as incubators) by focusing on scalable high-growth, high-value companies and by giving participants access to organizers’ social networks. These features are very attractive to investors because of a potentially reduced risk in investing in these startups. As noted in an Advocacy issue brief entitled *Exploring the Policy*

Relevance of Startup Accelerators, policymakers are taking notice of the accelerator phenomenon and how accelerators can contribute to two key policy goals: increasing regional investment in startups and spreading the distribution of startup funding.

As detailed in the issue brief, considering accelerator programs’ potential high output in a short period of time, policymakers are eyeing them as an effective tool to spark regional entrepreneurship and to advance economic development across the nation. For example, the programs have the ability to provide access to capital in overlooked geographic areas or industries. In addition, the accelerator model could be an effective way to support non-profit startups which have difficulty finding funding.

I hope our stakeholders have the opportunity to review Advocacy’s recent reports on accelerators. They explore how accelerator programs can be utilized to meet public policy goals and examine how well accelerators increase regional investment in startups. Policymakers must be aware of these opportunities and seek strategies to keep regional startup investment local.

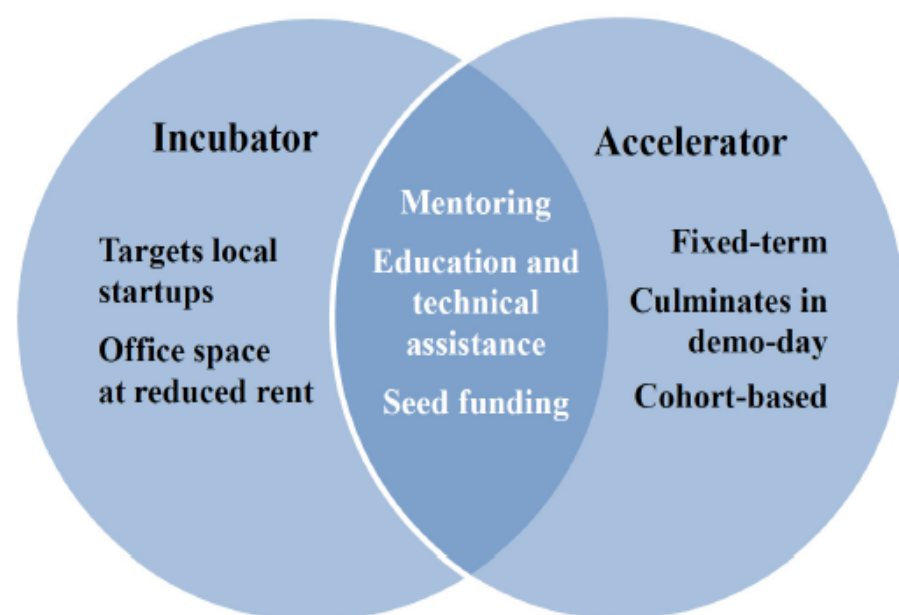
Overall, startup accelerators have shown promise in advancing public policy goals. But as Advocacy’s reports show, what works in some regions of the country may not work in others.

As a result, lawmakers must keep in mind a one-size-fits-all approach may not be effective. Even so, any innovative approach that spurs startup development is a tool that should be explored and considered. Policymakers should continue to study the accelerator model and look for ways

to improve on it. In this time of continuing economic recovery, any funding method that sparks innovation and therefore economic activity is worth developing and expanding.

Source: *The Small Business Advocate*

Venn diagram of Incubator and accelerator characteristics



Source: “*Innovation Accelerators: Defining Characteristics Among Startup Assistance Organizations*,” Office of Advocacy, 2014.

### Agencies Unite to Increase Economic Opportunities for Minority-Owned Businesses

Continued from page 1

capacity and access the capital needed to grow and create jobs in America’s inner cities.

A major provision of the MOU includes establishing a referral system whereby ICIC will refer minority-owned businesses to the MBDA Business Center network for business development assistance and technical support. Likewise, the MBDA Business Centers will nominate and refer clients to ICC for training, education, on the opportunities and program they offer.

#### About the Minority Business Development Agency (MBDA)

MBDA, [www.mbda.gov](http://www.mbda.gov), is the only Federal agency dedicated to the growth and global competitiveness of U.S. minority-owned businesses. Our programs and services better equip minority-owned firms to create jobs, build scale and capacity, increase revenues and expand regionally, nationally and internationally. Services are provided through a network of MBDA Business Centers. After 45 years of service, MBDA continues to be a dedicated strategic partner to all U.S. minority-owned businesses, committed to providing programs and services that build size, scale and capacity through access to capital, contracts and markets. Follow us on Twitter @usmbda.

#### The Initiative for a Competitive Inner City

The Initiative for a Competitive Inner City (ICIC) is a national not-for-profit organization founded in 1994 by Harvard Business School professor Michael E. Porter. ICIC’s mission is to promote economic prosperity in America’s inner cities through private sector engagement that leads to jobs, income and wealth creation for local residents. ICIC brings together business and civic leaders to drive innovation and action, transform thinking and accelerate inner city business growth and investment. [www.icic.org](http://www.icic.org)

#### Inner City Capital Connections

Inner City Capital Connections (ICCC) is a national program that helps small businesses in economically distressed areas access capital, achieve sustainable growth, and connect with debt and equity providers. Executive education seminars, provided by top-tier professors from leading entrepreneurship institutions, offer participants an immersion experience in practical skills ranging from talent management and entrepreneurial finance to marketing and investor pitch presentations. Participant executives are also matched for intensive coaching sessions with high-profile capital investors, provided through an exclusive portfolio with our partners.

Source: MBDA

### San Francisco Strengthens LBE



Continued from page 1

- Require departments to outreach to all LBEs for specific contract opportunities
- Require CMD (Contracts Monitoring Department) to make public the reasons for any subcontracting requirement set less than 20%
- Authorize the investigation of a LBE advance payment program to fund loans to subcontractors

tors for approved invoices on City funded contracts

- Require development agreements to include a LBE utilization requirement

There are additional revisions that foster LBE businesses. SBE will continue to report on these in future editions.



# SBE SERVICES

## Achieve Results!



### 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.



### Diversity Outreach

SBE's nationwide 1.5 million certified businesses provides for targeted outreach utilizing a powerful IBM iSeries platform for complete dated and timed reporting, customized to match client needs.

### What Clients Say About SBE Services

"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

"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

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

"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.



### Event Registration

On-line registration tool capturing client specified information utilizing our data-base and providing daily report updates.



### Eblast

Using our highly desired database, SBE can target people narrowed down to demographics, geography, or any customized list to outreach to by email.



### Interactive Voice Response System

Provides 800 number (DND) for client with IVR, e-response and blog solutions.

**For more info please call Valerie Voorhies at 415-778-6250 or email [vvv@sbeinc.com](mailto:vvv@sbeinc.com)**



# Success Stories

## Mother-Daughter Small Business Follows the Scent to Success

Anjolie Ayurveda Brings Skincare Products from the Himalayan Mountains



Several years ago Cary Gabeler embarked on a journey in India and discovered Ayurveda: an ancient medicinal practice native to the area, whose holistic approach to healing would inspire her toward her business venture with her daughter Meryl. Cary and Meryl's love of the Ayurvedic practice combined with luxurious aromatic scents and soaps is the foundation that began Anjolie Ayurveda, their small business based in Hastings-On-Hudson, which imports handmade skincare

products from their women owned and operated facility in India.

Like many entrepreneurs, and even with Cary's previous business owner experience, they had to overcome a few challenges.

"When we started out, it was challenging because it was just the two of us, so you're doing everything on your own from the very start, which can be overwhelming," said Meryl.

Shortly after launching Anjolie Ayurveda, Cary and Meryl learned about the Women's Enterprise Development Center in White Plains, New York. WEDC is a resource partner of the U.S. Small Business Administration's Women's Business Center program, and offers training, counseling, and resources to small

business owners and entrepreneurs. Cary and Meryl participated in WEDC's 60+ Hour Entrepreneurial Training Program and were awarded a grant from the organization's Lanza Enterprise Award Program which provides grants to help women entrepreneurs in the lower Hudson Valley boost their small businesses to the next level.

The LEAP award funding allowed Cary and Meryl to attend their first trade show, result-

ing in additional opportunities including a feature in Oprah Magazine. Cary and Meryl have continued their relationship with WEDC and have also advanced their training as small business owners through WEDC's Business Opportunities and Success Strategies Program. The program, also known as BOSS, helps business owners focus on business strategies and methods to position their businesses for growth and sustainability, and help plan for both short and long term goals.

WEDC Executive Director Anne M. Janiak stated that, "Cary and Meryl Gabeler are truly inspirational WEDC graduates. They took advantage of a variety of our business training and financing programs to help grow their profitable and socially conscious company. The success of Anjolie Ayurveda clearly demonstrates the importance of supporting the growth of women-owned businesses."

"The counseling and coaching we've received from WEDC even after the training classes are completed have made us feel very lucky to have them as resources," said Meryl. "I definitely advise other small business owners or entrepreneurs to find resources to help them out like WEDC or the Business Outreach Center Network."

Anjolie Ayurveda developed its "Anjolie" namesake from Meryl's middle name, whose Sanskrit meaning is "Divine Offering."

"We see Anjolie Ayurveda as, 'our divine offering to you,' and in addition to our products that are handmade in India under fair trade practices, we also help contribute to and empower the local employees in India who help make our business possible," said Meryl.

Anjolie Ayurveda helps provide education to the children of their employees due to the lack of a public school system in India, and additionally they work to support women entrepreneurship by providing entrepreneurship grants through partnerships with various organizations.

"The true success of a small business owner and entrepreneur is not only in how they manage their business, but also in how they give back to the small business community and contribute to the lives of those who have helped them along the way," said SBA New York Acting District Director Adalberto Quijada.

Currently Anjolie Ayurveda's products are in over 300 stores across the nation to include Whole Foods in the northeast region. They also received an \$18,000 microloan from the WEDC Microloan program, a collaboration with the Business Outreach Center, which has helped them launch a new line of perfumes made in the USA, expand their inventory, and increase their product lines.

Website: <http://anjolienyc.com>

Source: U.S SBA.

## Lean In or Lean Together

### Best Places for Executive Women to Work



By Kim Abreu

Looking for a new job? How do you get beyond the recruiter's spin and find companies that offer the best opportunities for women and the most inclusive cultures? Go by the numbers.

DiversityInc Top 50 companies have a significantly better track record at promoting women and creating a pipeline to the top than Fortune 1,000 and 500 companies.

- Women senior officers (top two levels) are 29.3 percent of the DiversityInc Top 50 and 32.3% of the Top 10—compared with 14.6 percent for Fortune 1,000 companies (Catalyst)

- Women board of directors members are 23.9 percent of the DiversityInc Top 50 and 25.2 percent of the Top 10—compared with 17.7 percent of Fortune 500 companies (Alliance for Board Diversity)

- Women managers are 42 percent of the DiversityInc Top 50 and 46 percent of the Top 10—compared with 37.1 percent nationally (EEOC)

How do DiversityInc Top 50 companies do it? They use proven diversity-management best practices including on-boarding, mentoring and sponsorship, flexible workplaces and employee resource groups.

#### 1. On-Boarding

HR studies say that an employee's first 90 days will determine if she is going to succeed—and be happy—in the environment. Ninety-two percent of the DiversityInc Top 50 have specific on-boarding programs that include diversity. Some of the best practices they use that most benefit women are:

- Wells Fargo (No. 17) has an innovative program called Peer to Peer Network, aimed specifically at newly hired senior executives. More than 60 executives have participated since it started in 2012, receiving cross- and same-culture mentors who help navigate the culture, understand

external and internal pressures, and assess priorities.

- BASF (No. 26) gives all new employees an on-boarding buddy who can answer those awkward questions like "Who will I eat lunch with?" and "How do I get my computer to work?" Employee resource groups often supply the buddies. After the first 30 days, staff members have a conversation to see how things are going. After 90 days, new hires take a survey on on-boarding and how reflective it was of company values. One-on-one reviews also are held, and at 18 months another review occurs, including performance and career management.

- TD Bank (No. 45) offers new hires a one-day training called Traditions, a facilitator-led experience to show its culture and values, including the diversity-and-inclusion strategy.

#### 2. Mentoring and Sponsorship

DiversityInc Top 50 companies average 35 percent of all managers participating in formal, cross-cultural mentoring. But the Top 50 average for women managers participating is 52 percent. Increasingly, Top 50 companies are helping women learn how to find sponsors (political advocates) as well. Best practices include:

- EY (No. 3) embeds cross-cultural mentoring and sponsorship in its leadership and talent-development program for women and other underrepresented groups. EY's Career Watch is a formal, long-term initiative for high-performing Blacks, Latinos, Asians and female managers and senior managers. A person's assignments are reviewed along with existing and potential sponsorship relationships. The firm's Inclusive Leadership Program pairs high-potential performers with executive-board members.

- Deloitte (No. 11) has an Emerging Leaders Development Program, which runs for eight months and officially connects high-potential managers from underrepresented groups to formal sponsors, who commit to at least a two-year relationship. Deloitte goes to the protégés and asks whom they would like as a sponsor, factoring in geography, service line, growth opportunities, what gaps the protégé has and where she needs visibility.

- Hilton Worldwide (one of DiversityInc's 25 Noteworthy Companies) has an Executive Committee Diversity Networking Program for high-performing and high-potential women, Blacks, Latinos and Asians. The program focuses on emerging leaders from the senior-director to senior-vice-

■ Continued on page 10



## Public Legal Notices

### Hunters Point Shipyard Phase I in San Francisco Opportunity to Perform HPS1 – Hillpoint Regional Park & Coleman Bluff Path Construction during the development of Hunters Point Shipyard Phase I in San Francisco.

Lennar Urban is requesting qualified, interested construction firms to respond to a public request for proposals to perform

#### HPS1 – Hillpoint Regional Park & Coleman Bluff Path Construction for Hunters Point Shipyard Phase I Redevelopment

For more information, please visit:

<http://mission.sfgov.org/OCABidPublication/BidDetail.aspx?K=8939>

The Successor to the San Francisco Redevelopment Agency (SFRA) has established the 50% Small Business Enterprise (SBE) Participation goal for Construction Subcontracting.

Respondents are encouraged to check this website regularly for updates.

Pre-Bid Coordination Meeting and Job Walk:

**December 19, 2014 @ 10:00 AM  
HUNTERS POINT SHIPYARD  
Building 101**

**101 Horn Ave • San Francisco, CA 94124**

**Proposals must be submitted by  
January 7, 2015 @ 2:00 PM (PST).**

## The Feds Introduce a Program for Disconnected Youth

Continued from page 2

the past few years. But it's a number large enough to have gotten Congress' attention. Under the Workforce Innovation Act passed this summer, Congress is requiring that at least 75 percent of workforce assistance spending be targeted toward disconnected youth.

It's not just that disconnected youth represent a huge reservoir of wasted potential. A White House analysis of the problem estimates that more than 60 percent of crime committed by young adults is committed by disconnected youth. The same analysis estimates that each disconnected youth cost this country nearly \$14,000 a month.

"Government and community partners invest considerable attention and resources to the needs of America's disconnected youth," the OMB press release said, and those "on the front lines of service delivery have let us know that achieving powerful outcomes is still sometimes inhibited by programmatic and administrative obstacles."

At least under this pilot, the feds are working in the intergovernmental role that suits them best -- as coordinator and collaborator -- and as results from the experiment begin to flow in, as teacher and disseminator of best practices too.

More information on the application is available at [federalregister.gov](http://federalregister.gov).

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

## Kings to Develop \$250M in Mixed-Use Projects Near Sacramento Arena Track Testing

The Sacramento Kings said Thursday the mixed-use tower and other developments they plan to build next to their new downtown arena will cost roughly \$250 million.

The price tag includes new retail space to be built adjacent to the arena. Kings President Chris Granger disclosed the estimated cost shortly before the Kings and their development partner, JMA Ventures of San Francisco, went before the city Planning and Design Commission to discuss their plans. The Kings also released a new drawing of the proposed tower, which will be located immediately north of the \$477 million arena.

"We think we're on a good pace with the (arena) and it's time to intensify our planning for the broader, surrounding development," Granger said. The development team is beginning "to lay out our vision for what will be an initial investment of over \$250 million for a mixed-use development that will complement and amplify everything we're doing with the arena itself."

The ancillary development was seen as key to the City Council's decision in May to approve a \$255 million public subsidy for the arena. Along with the arena itself, the overhaul of struggling Downtown Plaza has helped rejuvenate the real estate market in the central city. A 26-story office

tower on J Street was proposed just last week.

"Every day, this transformational project moves closer to reality," Kings Chairman Vivek Ranadive said in a prepared statement. "These are the moments that get the world abuzz about what is happening in Sacramento."

The Kings went to the Planning Commission on the same day the arena encountered a weather-related hitch. Construction was halted at midday because of the intense rainstorm. Team officials said cranes and other equipment were moved to paved surfaces in case of flooding on the arena site, which is a giant hole where the eastern half of Downtown Plaza used to sit.

At the heart of the ancillary development is a 16-story tower on J Street, first unveiled a month ago, which will include a 250-room hotel and 69 condominium units. The first four floors will include a lobby and 80,000 square feet of retail and office space. The project also calls for several thousand square feet of retailing and restaurants along the plaza, adjacent to the arena and tower. In addition, the Kings and JMA plan to renovate much of the western half of the mall, which is still operating.

JMA, however, has held off on saying whether the western portion of the mall would shut down during the renovation. A few tenants, anticipating a closure, have said they plan to leave soon. The plaza's anchor tenant, Macy's, plans to remain open.

"We're still kind of working through plans," said Todd Chapman, president of JMA. "We're staying in very close contact with all of the tenants and making sure they understand exactly what's going on."

The initial design has drawn criticism from one property owner, developer Richard Rich, who purchased the nearby California Fruit Building office tower last year. Rich said in a letter to city staff that the new Kings tower would appear to be "walled off" from J Street.

Kings officials indicated that they think the project will ease such concerns.

JMA and the Kings expect to break ground on the tower and the rest of the development sometime next spring and have the project done by October 2016, in time for the scheduled arena opening.

Source: <http://california.construction.com>

## Why A Mentor is Key to Small Business Growth and Survival



has been there themselves can be a real asset."

### Mentoring at work: Cloth Interiors

Having a mentor can be an invaluable resource for anyone who has chosen to go it alone in business, but how do these relationships work?

Teri Cardinelli, proprietor of Cloth Interiors, a custom window treatments and fabrics showroom, learned a lot from her mentors by putting their experience to use in her own.

Having operated a part-time business out of her Kennebunk, Maine, home for 25 years, in 2012 Teri decided it was time to commit full-time to her business and move out of her home office.

Teri has tremendous talent and technical skill, but needed help getting the business details organized. She started attending two evening workshops offered by SCORE -- one on marketing and other on finance. She also connected with two SCORE mentors, Sandy Carlisle and Lisa Allison. SCORE mentors deliver free and confidential advice for start-ups and existing businesses.

"Teri had extensive background in her craft, which she needed to recognize and draw upon. Most of her issues were in the areas of business management and marketing, which SCORE is exceptionally well equipped to address," said Sandy.

With SCORE's help, Cardinelli started making a plan for her business; found a perfect location; organized her bookkeeping, contracts and pricing; and got ready for her grand opening in May. She did all this while completing jobs, adding new customers and showing a solid profit and positive cash flow in every month of 2013.

As Cardinelli explained, "From that first meeting, I got the validation I was on the right track, experience to point me in the right direction, wisdom to guide me through my ideas and suggest better ones, and encouragement to know what my real value is to myself and my clients. That is a lot to have on my team. Because of Sandy and Lisa, my confidence just

kept on building and my business began to grow."

One month after its grand opening on May 15, 2013, Cloth Interiors of Kennebunk, Maine was nominated by the Seacoast Chapter of SCORE as a small business success story for 2013.

Teri Cardinelli's experience is one of many success stories made possible through small business partnerships with SCORE. With 320+ local chapters and 11,000 volunteers, SCORE can match small business owners with mentors across 61 industries, both in-person or over email.

Sponsored by the SBA, SCORE also provides inexpensive or free business workshops, webcasts and free business tools, templates and tips online. SCORE also offers a free email advice line. Simply type in your question and a SCORE mentor will contact you directly to see how they can assist.

### Other sources of counseling and support

SCORE is not the only source of support in the community. Check out these other resources committed to making your small business a success:

Small Business Development Centers (SBDCs) serve more than one million small businesses and aspiring entrepreneurs each year through free face-to-face business consulting, low-cost training (covering business planning, how to access capital, marketing, regulatory compliance, exporting and more). Funded in part by the SBA, SBDCs represent the most comprehensive small business assistance network in the U.S.

Women's Business Centers are part of a nationwide network that provides business training, counseling and other resources to help women start and grow successful businesses. Tied closely to the SBA, WBCs are also able to advise women about business financing such as SBA loan programs. If you are interested in selling to the U.S. government, WBCs can also provide guidance and training resources to help you get started and navigate the process.

Veterans Business Outreach Centers provide training, advice, mentoring, business planning assistance and much more. Funded by the SBA, there are 16 centers across the U.S. ready to help.

Source: U.S. SBA

By presidential proclamation, November is National Entrepreneurship Month and a time for recognizing the grit, determination, innovation and contribution of America's entrepreneurs and small business owners to the nation's economy.

Amidst all the celebrations, however, it's hard to ignore the fact that only half of all small businesses survive more than five years (source: SBA Office of Advocacy/Download Adobe Reader to read this link content) and about 10-12 percent of all employee-based firms close each year.

There is growing evidence, however, that connecting your business with a mentor can change this statistic.

### A mentor can be a game changer for small business

Research proves that small businesses that receive three or more hours of mentoring achieve higher revenues and increased business growth.

Even better, according to a 2014 survey by The UPS Store, 70 percent of small businesses that receive mentoring survive more than five years -- double the survival rate of non-mentored businesses.

Small businesses agree. The same survey found that 88 percent of business owners with a mentor say that having one is invaluable.

"For many, starting a business can be overwhelming -- it's no longer just about exploring a passion or following a dream," said W. Kenneth Yancy, chief executive officer of SCORE, a non-profit mentoring and business counseling organization. "A mentor can help navigate the complex challenges that often come with being a business owner, and the guidance from someone who





# Best Places for Executive Women to Work

■ Continued from page 8

president level. The program has been in place for two years and includes a sponsorship component. In the first class, there were 20 protégés and 10 executive-committee members, including President and CEO Christopher J. Nassetta. The second class has 28 protégés and 14 executive-committee members, including Nassetta.

### 3. Flexibility

While many companies nationwide report difficulty holding on to mid-career women, retention rates for women in management in the DiversityInc Top 50 are equal to men.

#### Best practices include:

- EY's efforts have focused on creating an environment that is more supportive of women—and men—with family concerns. Their initiatives are yielding progress: The turnover gaps between men and women used to be 10 to 15 percent but now are closer to 2 percent. Efforts include a customized approach to each employee and specific initiatives to help women deal with guilt at work and at home.
- AT&T (No. 10) has emphasized having conversations with women earlier in their careers, calling them “stay” interviews. The company is focused on finding ways to help women balance family needs with career progress, especially in operational roles that often require travel and relocating.
- Time Warner (No. 42) puts a priority on communicating the importance of flexibility to mid-level managers. While the CEO and senior leaders may say they are fine with flexible-work arrangements, there are managers who then say, “I’m old school and I’m not comfortable with this. I want my team to come to the office.” The company advocates stronger messaging at every

level about the importance of flexibility as a retention/engagement tool. Citing senior executives as role models who use flexible schedules brings the message home.

### 4. Employee Resource Groups

DiversityInc Top 50 employee participation in resource groups is 23.8 percent, but for women it is 65.5 percent. These groups are tied directly to business goals (at all of the Top 50 companies), which frequently include recruitment, retention and promotion of women and other underrepresented groups. Best practices include:

- At Kellogg Company (No. 31) resource groups are increasingly focused on talent development for women. Last year, the Women at Kellogg group held a global forum on “Growing Your Career,” with 200 attendees from the United States, Europe and Latin America. President and CEO John Bryant opened the session, which was attended by 30 of the company’s most senior executives. The company has also started a Women of Supply Chain group and is thinking of adding Women in Procurement and Women in Sales.
- Monsanto (No. 46) uses its women’s group to address industry challenges, particularly finding women for STEM (Science, Technology, Engineering and Mathematics) roles. The group works on global issues, such as women’s safety in field conditions in India, and also has a Women in IT group to focus on career development, including mentoring.
- Nielsen (No. 50) focuses its resource groups on talent-development and executive leadership programs and has seen a significant improvement in retention and movement.

Source: DiversityInc

# Still hoping for change?

■ Continued from page 2

While Ferguson has brought about an awakening of sorts, the solution-based messages we still hear are, “March” and “Vote.” The NAACP, as big and bad as it purports to be, has issued a call for a 120-mile walk from Ferguson to the Missouri governor’s office, the same guy who insulted them with his decisions in the aftermath of Michael Brown’s death. Walk 120 miles? The only thing we will get out of that is sore feet and worn shoe leather. Oh yes, the businesses along the route will benefit economically; I can hear them now saying, “Y’all come.” We will be counting the miles, and they will be counting the dollars. It’s no wonder the younger generation is marching to its own drummer. They look back and see all the marching we did and ask, “Why are we still being subjected to the same things they marched against back in the day?” Can you blame them?

While many in my generation and older are still hoping for change, young folks have come to the understanding that the change they can and should control is in their pockets. They are committed to implementing economic solutions to address the problems they face, not only in Ferguson, but across the nation. They know that politics alone will not solve their problems; they know that

the hue and cry from folks like Congressman John Lewis, who is now saying, “Republican voter suppression efforts played a crucial role in driving voter turnout to historic lows in 2014,” is ridiculous.

Mr. Lewis is calling for more involvement in the voting process rather than more involvement in the economic process of leveraging Black spending throughout the year. He suggests that Republicans went into the homes of Black folks and forced them to stay away from the polls during the past election. While there certainly are efforts afoot to curtail and suppress the vote, Black folks still have the right to do so. Many chose not to vote because of nonsensical remedies put forth as relief for the inequities that exist across the board for Black people in this country. They didn’t vote because they are frustrated by the past.

The old political agenda is not the primary agenda of our young people. We fell head over heels for politics to solve our problems; they are using economics. I believe young folks, the “new guard,” are saying: “No more symbolism; we want substance; no more speeches, we want specifics; no more rhetoric, we want results; no more dallying, we’ll use our dollars; and no more hope, we’ll use our change.”

Source: Trice Edney Communications

## Looking for Subcontractors, Vendors, and Suppliers?

Advertise your Sub-Bid Requests in the **Small Business Exchange.**

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

Call 1-800-800-8534  
or visit us at [www.sbeinc.com](http://www.sbeinc.com)



# Fictitious Business Name

**FICTITIOUS BUSINESS NAME STATEMENT**  
File No. A-0361787-00

Fictitious Business Name(s):  
**Bay Law Group**  
Address  
4087 17th Street, San Francisco, CA 94114  
Full Name of Registrant #1  
**Dennis Lee**  
Address of Registrant #1  
4087 17th Street, San Francisco, CA 94114

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**

Signed: **Dennis Lee**

This statement was filed with the County Clerk of San Francisco County on **11/21/2014**.

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law

Filed: **Jeanette Yu**  
Deputy County Clerk  
12/1/2014

**12/4/14 + 12/11/14 + 12/18/14 + 12/24/14**

**FICTITIOUS BUSINESS NAME STATEMENT**  
File No. A-0361691-00

Fictitious Business Name(s):  
**Stanford Court Hotel**  
Address  
905 California Street, San Francisco, CA 94108  
Full Name of Registrant #1  
**Pine & Powell Partners, LLC (DE)**  
Address of Registrant #1  
1999 Avenue of the Stars, Suite 2850 Los Angeles, CA 90067

This business is conducted by **A Limited Liability Company**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**

Signed: **Michael Rosenfeld**

This statement was filed with the County Clerk of San Francisco County on **11/21/2014**.

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law

Filed: **Brian Heffern**  
Deputy County Clerk  
11/21/2014

**11/26/14 + 12/4/14 + 12/11/14 + 12/18/14**

**FICTITIOUS BUSINESS NAME STATEMENT**  
File No. A-0361615-00

Fictitious Business Name(s):  
**Extra Touch Maintenance + Janitorial**  
Address  
1250 Quesada Ave, San Francisco, CA 94124  
Full Name of Registrant #1  
**Lovinsky Cheatum**  
Address of Registrant #1  
1250 Quesada Ave, San Francisco, CA 94124

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **11/5/2014**

Signed: **Lovinsky Cheatum**

This statement was filed with the County Clerk of San Francisco County on **11/18/2014**

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law

Filed: **Jennifer Wong**  
Deputy County Clerk  
11/18/2014

**12/18/14 + 12/24/14 + 12/31/14 + 1/7/15**

**FICTITIOUS BUSINESS NAME STATEMENT**  
File No. A-0361450-00

Fictitious Business Name(s):  
**Bella Fortuna's Cakes and Sweets, LLC**  
Address  
657 Morse Street, San Francisco, CA 94112  
Full Name of Registrant #1  
**Bella Fortuna's Cakes and Sweets, LLC**  
Address of Registrant #1  
657 Morse Street, San Francisco, CA 94112

This business is conducted by **A Limited Liability Company**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **11/1/2014**

Signed: **Corinne A. Brown**

This statement was filed with the County Clerk of San Francisco County on **11/10/2014**.

Notice: This fictitious name statement expires five years from the date it was filed. A new fictitious business name statement must be filed prior to this date. The filing of this statement does not of itself authorize the use in this state of a fictitious business name in violation of the right of another under Federal, State or Common Law

Filed: **Brian Heffern**  
Deputy County Clerk  
11/10/2014

**11/20/14 + 11/27/14 + 12/4/2014 + 12/11/2014**

## CHANGE OF NAME

### CHANGE OF NAME

ORDER TO SHOW CAUSE FOR CHANGE OF NAME  
CASE NO. CNC 14-550755

PETITIONER OR ATTORNEY  
**Kenneth Gerrit Lau**  
3439 Vicente Street, San Francisco, CA 94116

TO ALL INTERESTED PERSONS:  
1. Petitioner **Kenneth Gerrit Lau** for a decree changing names as follows:  
**Kenneth Gerrit Lau** changed to **Kent Gerrit Lew**

2. THE COURT ORDERS that all persons interested in this matter shall appear before this court at the hearing indicated below to show cause, if any, why the petition for change of name should not be granted.

### NOTICE OF HEARING

Date: **February 5, 2015** Time: **9:00 AM** Dept.: **514** Room: **514**

3. A copy of this Order to Show Cause shall be published in **Small Business Exchange**, at least once each week for four successive weeks prior to the date set for hearing on the petition in the **Small Business Exchange** newspaper of general circulation, printed in this county.

**SUPERIOR COURT OF CALIFORNIA,**  
**COUNTY OF SAN FRANCISCO**  
400 MCALLISTER STREET  
SAN FRANCISCO, CA 94102  
VICTORIA GONZALEZ, Clerk

DATED - November 21, 2014

**12/18/14 + 12/24/14 + 01/01/15 + 01/08/15**



# Access to Capital

## SMALL & MINORITY BUSINESS

### ICBA Applauds Passage of Bill to Improve Community Bank Access to Capital

H.R. 3329 would expand capital-raising and lending at community banks

The Independent Community Bankers of America® (ICBA) applauded Congress for approving an ICBA legislative priority that would promote additional lending on Main Street by improving community bank and thrift access to capital.

Lawmakers sent to the president legislation to double the Small Bank Holding Company Policy Statement asset threshold from \$500 million to \$1 billion. H.R. 3329 also would allow small savings and loan holding companies to be covered by the policy statement's provisions.

"ICBA applauds Congress for approving important legislation to modernize the Small Bank Holding Company Policy Statement capital guidelines," ICBA President and CEO Camden R. Fine said. "This legislation would make it easier for community bank and thrift holding companies to raise additional capital and improve lending. We strongly urge President Barack Obama to sign the measure into law."

H.R. 3329 was inspired by a provision in ICBA's Plan for Prosperity, the association's regulatory relief platform for the 113th Congress. ICBA and the nation's community banks thank Reps. Blaine Luetkemeyer (R-Mo.) and Jeb Hensarling (R-Texas); Sens. Jerry Moran (R-Kan.), Angus King (I-Maine), Mark Warner (D-Va.), Mike Crapo (R-Idaho), Jon Tester (D-Mont.), Susan Collins (R-Maine), and Tim Johnson (D-S.D.); and Federal Reserve Board Governor Daniel Tarullo for their leadership on this issue.

#### About ICBA

The Independent Community Bankers of America®, the nation's voice for more than 6,500 community banks of all sizes and charter types, is dedicated exclusively to representing the interests of the community banking industry and its membership through effective advocacy, best-in-class education and high-quality products and services.

Source: Independent Community Bankers of America



## Looking For Capital? Don't Forget About the Little Bank that Could



By Catherine Clifford

Don't overlook that little guy that keeps chugging right along.

If you are looking for money to launch or grow your business, like a moth drawn to a light, it can be easy to go straight for the biggest banks in town -- the Citibanks, the Chases, the Bank of Americas. But don't forget to seek out the local community bank. More than likely, there is one in your town.

There are more community banks today than there were 30 years ago, according to a report released today by the Federal Deposit Insurance Cor-

poration. The number of institutions in the U.S. with assets between \$100 million and \$10 billion, most of which the FDIC considers community banks, have increased both in number and total assets since 1985.

The number of banks at the smaller end of that range -- banks with \$100 million to \$1 billion in total assets -- increased by 7 percent between 1985 and 2013, while their assets jumped 27 percent. The slightly larger subset of community banks -- those banks with between \$1 billion and \$10 billion in total assets -- increased 5 percent in the same period, according to the FDIC report. Their assets edged up 4 percent during that time.

The relatively slow and steady progression of this category of Main Street banks comes against a backdrop of real industry turmoil. Banks with less than \$100 million in assets have hemorrhaged in the last three decades: 85 percent closed their doors between 1985 and 2013. And while the itty-bitty banks have been slashed, the biggest banks on the block have been getting stronger and stronger: The number of banks with more than \$10 billion has multiplied three times over in the past three decades and the assets held by those big banks has jumped 10 times over.

When a community bank closes its doors, almost two out of three times, it's because another community bank has taken it over, the FDIC report says. The result is that the so-called "community bank" sector has actually gotten more robust in recent history.

"The FDIC study clearly demonstrates the strength and resilience of the community bank sector and supports the conclusion that community banks will continue to play a vital role in the financial system of the United States for the foreseeable future," said FDIC Chairman Martin J. Gruenberg, in a statement.

While the report does not indicate that community banks are going to be lending more, the strength of the sector is good news for Main Street businesses, as community banks are critical lenders in small towns. "Community banks tend to focus

on providing essential banking services in their local communities. They obtain most of their core deposits locally and make many of their loans to local businesses. For this reason, they are often considered to be 'relationship' bankers as opposed to 'transactional' bankers," the FDIC report says. Community banks are often positioned to be more successful lenders to small-businesses than large banks because local bankers know the town they are located in and the people who live there.

As such, community banks hold a disproportional percentage of small-business loans than their larger counterparts. At the end of 2012, community banks kept 14 percent of the assets managed by the banking industry overall but were managing 46 percent of the small loans dispersed to farms and businesses, the FDIC report said. In roughly 600 U.S. counties, or about one in five counties across the country, there would be no physical branch of a bank if it were not for the local community bank in town.

"This report points to the fact that even after more than 30 years of industry consolidation community banks continue to serve as vital sources of credit for small businesses and providers of banking services to communities that might not be served by non-community banks," said John Buhmaster, president of 1st National Bank of Scotia, N.Y., and chairman of the Independent Community Bankers of America (ICBA), and Camden R. Fine, the ICBA's president and CEO, in a joint statement released today. "The evidence strongly suggests that community banks will continue to carry out these important functions for years to come for the benefit of small businesses, consumers and communities nationwide."

Source: 2014 Entrepreneur Media



