

# SMALL BUSINESS EXCHANGE

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January 25, 2018

## U.S. economy to grow faster in 2018

### Experts Forecast Steady Growth



By Kimberly Amadeo

The U.S. economic outlook is healthy according to the key economic indicators. The most critical indicator is the gross domestic product, which measures the nation's production output. The GDP growth rate is expected to remain between the 2 percent to 3 percent ideal range. Unemployment is forecast to continue at the natural rate. There isn't too much inflation or deflation. That's a Goldilocks economy.

President Trump promised to increase economic growth to 4 percent. That's faster than is healthy. Growth at that pace leads to an overconfident irrational exuberance. That creates a boom that leads to a damaging bust. Find out what causes these changes in the business cycle.

#### Overview

U.S. GDP growth will rise to 2.5 percent in 2018. It's the same as in 2017, but better than the 2.1 percent growth in 2016. The GDP growth rate will be 2.1 percent in 2019 and 2.0 percent in 2020. That's according to the most recent forecast released at the Federal Open Market Committee meeting on December 13, 2017. This estimate takes into account Trump's policies.

The unemployment rate will drop to 3.9 percent in 2018 and 2019 but rise to 4.0 percent in 2020. That's better than the 4.1 percent rate in 2017, and the 4.7 percent rate in 2016. It's also better than the Fed's 6.7 percent target. But Federal Reserve Chair Janet Yellen admits a lot of workers are part-time and would prefer full-time work.

Also, most job growth is in low-paying retail and food service industries. Some people have been out of work for so long that they'll never be able to return to the high-paying jobs they used to have. That means structural unemployment has increased. These traits are unique to this recovery. They also make the unemployment rate seem low.

Yellen considers the real unemployment rate to be more accurate. It's double the widely-reported rate.

Inflation will be 1.9 percent in 2018, 2.0 percent in 2019 and beyond. It was 1.7 percent in 2017. They are lower than the 2.1 percent rate in 2016, and the 0.7 percent inflation experienced in 2015. The low rates in those years were caused by declining oil prices. The core inflation rate

■ Continued on page 9

## Where California ranks for women-owned businesses

By Kevin Smith,

The #MeToo movement has thrown a spotlight on the sexual harassment women often endure in the workplace

But despite that challenge, women entrepreneurs are gaining serious traction in the world of business, according to a new report from FitSmallBusiness.com. In fact, female-owned businesses grew five times faster than the national average over the past nine years, and California is ranked as the fourth best state for women-owned enterprises.

The list was topped by Georgia, which leads all states in the percentage of women-owned businesses. They account for more than 40 percent

of Georgia's overall mix of businesses. That was followed by Florida, Maryland, California, Colorado, Virginia, New York, Texas, Hawaii and New Mexico.

FitSmallBusiness, an online industry publication serving small business owners, based its results on a variety of criteria, including the percentage of women-owned firms, the economic clout of women in each state, the net number of women-owned firms that are established each day, the percentage of women-owned businesses with paid employees and the percentage of employees in each state who are working in women-owned firms.

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Bianca Vobecky, president and CEO of Vobecky Enterprises in Glendora, started her construction and trucking business in 2006. She's a success story in California, which has been ranked as the fourth best state for women-owned businesses.

Sarah Reingewirtz — Southern California News Group

# Community Outreach

## Diverse teams are still really good for business, McKinsey says

By Megan Rose Dickey,

Diversity is good for business — not just from the ethical standpoint, but from the perspective of a company's bottom line, according to McKinsey & Company. As a follow-up to its "Why Diversity Matters" study in 2015, McKinsey analyzed more than 1,000 companies across 12 countries, looking at their respective profits and value creation.

Companies in the top quartile for ethnic diversity at the executive level are 33 percent more likely to have above-average profitability than companies in the bottom quartile, according to McKinsey's report, "Delivering through Diversity." And essentially the same goes for gender diversity, with companies in the top quartile for gender diversity being 21 percent more likely to have above-average profitability than companies in the bottom quartile.

In the top quartile, financial services are over-represented for gender diversity, while telecom, media and technology companies are disproportionately represented in the lowest quartile. TMT companies in this sample, which are mostly tech firms, also have seen the biggest decline in diversity since McKinsey's 2015 report.

Diversity of different types also matters. McKinsey found a statistically significant correlation

between a more diverse leadership team and financial outperformance.

"That this relationship continues to be strong suggests that inclusion of highly diverse individuals — and the myriad ways in which diversity exists beyond gender (e.g., LGBTQ+, age/generation, international experience) — can be a key differentiator among companies," the report states.

Meanwhile, the least diverse companies — the ones in the bottom percentiles for both gender and ethnicity — are 29 percent less likely to outperform in profitability.

For those who want to make the outdated argument that it's a pipeline problem, McKinsey notes how women received 35 percent and 33 percent of bachelor and masters degrees, respectively, yet make up just 17 percent of executives at TMT companies. Meanwhile, people of color received 30 percent of the bachelor degrees in science, technology, engineering and math since 2000, yet just 12 percent of executives in McKinsey's sample are people of color.

McKinsey points to Salesforce as an example of a company that delivers on diversity and inclusion, noting its decision to create a C-suite role of chief equality officer and its work to close the gender pay gap.



"Crafting a truly effective inclusion and diversity strategy is no small effort, and requires strong and sustained and inclusive leadership," the report states. "But we, and many of the companies we

studied in depth, believe the potential benefits of stronger business performance are well worth it."

SOURCE: [techcrunch.com](http://techcrunch.com)

## Business Toolkit

### Which Organizational Structure is Right for Your Business?

By: Leo Sun,

When setting up a new business, you should pay careful attention to designing your company's organizational structure. This should be decided according to your company's size, industry and aims. You should think of organizational structures as communication flowcharts. Poorly conceived organizational structures will result in sluggish, inefficient communication in which managers at various levels are required to deliver information to too many people for too many levels of approval. Well designed organizational structures will produce efficient communication channels and encourage fast, clean decisions. Let's take a look at several of the most common forms of organizational structures.

#### Functional

The functional structure is the most commonly used by most businesses. It's a top down flowchart with a high ranking executive at the top, with multiple middle managers — such as the human resources, marketing, accounting and engineering department heads — all directly reporting to the top executive. These departments are managed separately from each other by the department heads, and they only answer to the top level manager. The strength of this system is that it's easy to understand, and keeps businesses neatly compartmentalized. However, the weakness is glaring — if a weak, poorly organized executive is at the top, then cases where the right hand fails to talk to the left will occur, causing frustrating problems.

#### Product

A variant of the functional structure is the product structure, which is designed for larger companies. In this flowchart, a group of the highest executives sit at the top, while different products are separated into mini-companies. For example, a food products company might be split into beverages, snacks, dairy products, frozen dinners and condiments, with the managers of each segment reporting to the top. In this case, it won't matter if the right hand fails to talk to the left, since products don't depend directly on each other.

#### Customer

If your company offers services, such as health-care, you can use the customer-based organizational structure. This is simply a variation of the

product structure, in which the different business segments at the bottom are each split into a specific customer group — for example, inpatients, outpatients and free clinic patients. The managers of each segment would then report directly to the hospital president at the top. This is also designed to avoid overlap, confusion and redundancies.

#### Regional

If your company gets really big and starts to go national or global, you need to split your company structure into regional segments. This is also a variant of the functional structure, with the top executives based in your home country at the top, with the reporting segments being comprised of regional managers. This insures

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# Access to Capital

## 3 Insights for Increasing Access to Capital for Women and Communities of Color

By Pilar Stella,

I often get asked, “Why do I keep going and pushing forward on being a voice for increasing access to capital for women and communities of color?”

Then I read articles like this one on Refinery29 by my friend Danielle Kayembe and I am reminded why. Not just from my own daily experience of butting up a system of “coded patriarchy,” but realizing that I am not alone and am speaking up and acting on behalf of myself and so many others.

The article shares... “Despite the increased scrutiny when it comes to funding and entrepreneurship, women’s access to capital is decreasing: In 2015, women were receiving 15% of total VC funding, and those numbers have declined to 2% in 2017.”

It goes on to say, “When a population influences 85% of consumer spending, yet only receives 2% of venture funding, there is a fundamental disconnect at the leadership level in the business and investment community.”

When I am up against it and hitting the walls of society’s limitations, and my own, I think about others before me – Galileo, Martin Luther King, Rosa Parks and so many more to inspire me to keep going and to tap into perhaps some of what they had to dig deep into – faith, being a huge part of it, and yes, of course, love.

I often hear from many of those in my community who have either come from more privilege or gained it through their own hard work that ultimately it comes down to being committed and holding a vibration and focusing on what we want, not what we don’t. While I am a yogi, and believe and know that is true, I also know that there is a 3D reality that has to be shifted in that process as well and relates to the expression, “On earth as it is in heaven,” that world leaders I mentioned before me and us have had to overcome in order to push progress forward.

There is a physical, human, 3D reality and density of existing conditions of things like “coded patriarchy,” that are systems that are in place that favor certain individuals or groups that take

time, and the right leadership, to change. And while, we can individually or collectively see that shifting vibrationally, it still requires an action here on earth – for individuals, much like Rosa Parks, to take that first courageous step and sit in the front of the bus, for the greater wave of people to see a new reality, a different reality, a more equitable and fair reality, and then to follow, to get behind and really stand up to support that leader and those first leaders to continue to move the bar forward and change things.

When I read the statistic that access to venture funding for women has decreased from 15% in 2015 to 2% in 2017, I felt both a huge wave of relief – that validated the hard road of my own journey and experiences with our investment fund – and a sobering reality and sadness of how much further we have to go and wonder what it will take.

I don’t have all the answers, but perhaps I can share a few things that I have learned from my own journey, that could provide some insights for the path forward:


### 1. Leadership

As mentioned in the article, it all gets back to leadership, and I believe that leadership actually begins with male leadership. We need our male allies not just to stand up, speak up and run for office and other things that are supportive of women – but we also need them to take risks where it is needed – in investing in and increasing access to capital for women, and communities of color.

I have heard many male friends talk of crypto currency and other avenues that could be a panacea for women and minorities, yet still see very few women and communities of color in those conversations because they are still coded in very male frameworks. I have also heard of groups of men coming together to talk about how to support more women and/or minorities – which is extremely needed and valuable – and yet can barely get those individuals to the table.

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## California Sub-Bid Request Ads



**BROSAMER & WALL, INC.**

An Equal Opportunity Employer is requesting quotations from all qualified DBE Professional services, sub-contractors, material suppliers and trucking for the following project:

**02-4G5504 - Reconstruct with HMA and PCC, Widen Structure and Upgrade Rails In Siskiyou County And Near Dunsuir From Sacramento River Bridge To 0.6 Mile South Of North Mount Shasta Underpass**  
**Bid Closing Date: February 7, 2018 @ 2:00 PM**  
**DBE GOAL: 10%**

**CONTACT:**  
 Robert Rosas  
 Brosamer & Wall Inc.  
 1777 Oakland Blvd, Suite 300 • Walnut Creek, California 94596  
 PH: 925-932-7900 • FAX: 925-279-2269

**PROJECT SCOPE:**

We are requesting bids for the following trades and/or material suppliers:

Brosamer & Wall Inc., is requesting quotes from all qualified subcontractors and suppliers including certified DBE firms for all items of work type, including but not limited to:

• ASPHALT PAVING	• SCHEDULE DEVELOPER
• BRIDGE DEMOLITION	• SIGN STRUCTURES
• CONCRETE BARRIER	• STORM DRAIN UNDERGROUND
• CONCRETE PAVING	• STREET SWEEPING
• CONCRETE MATERIALS – CURE, DOWELS, ETC	• STRIPING
• CONCRETE STRUCTURES	• SWPPP/WPC
• CONSTRUCTION AREA SIGNS	• SAW AND SEAL
• EARTHWORK/GRADING/ROADWAY EXCAVATION	• TRAFFIC CONTROL
• ELECTRICAL	• AGGREGATES SUPPLY – AGGREGATE BASE, RAW AGGREGATES, ETC.
• EROSION CONTROL – PERMANENT AND TEMPORARY	• TRUCKING
• GRINDING (COLD MILL)	• ASPHALT OIL
• METAL BEAM GUARD RAIL (MBGR),	• JUST-IN-TIME TRAINING
• MINOR CONCRETE	• SERVICE PATROL VEHICLE
• PILING	• WATER TRUCK
• ROADSIDE SIGNS	
• RUMBLE STRIP	

**For the complete list of the Actual Project Bid Items go to:**  
<http://www.dot.ca.gov/des/oe/weekly-ads/oe-biditems.php?q=02-4G5504>

**Requirements:** Brosamer & Wall, Inc. will work with interested subcontractors/suppliers to identify opportunities to break down items into economically feasible packages to facilitate DBE Participation. Brosamer & Wall, Inc. is a union signatory contractor. Subcontractors must possess a current contractor’s license, insurance coverage and worker’s compensation for the entire length of the contract.

All subcontractors will be required to sign our standard Subcontract Agreement. 100% payment and performance bonds may be required. If you have any questions regarding this project or need assistance in obtaining/waiving insurance, bonding, equipment, materials and/or supplies please call or email Robert Rosas contact information below.

Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 300, Walnut Creek, Ca. 94596 or at no cost from Caltrans website. B&W will also make plans electronically please email [rrosas@brosamerwall.com](mailto:rrosas@brosamerwall.com) for free online link. Brosamer & Wall INC., intends to work cooperatively with all qualified firms seeking work on this project. If you are interested in submitting a subcontractor bid for this project, you may contact Robert Rosas Chief Estimator at 925-932-7900 or fax us your quote at 925-279-2269. PLEASE SUBMIT A COPY OF YOUR CURRENT DBE CERTIFICATION WITH YOUR BID. Subcontractors, Dealers/Suppliers and Brokers please provide your designation code to us on or before the bid date. B&W, INC., IS AN EQUAL OPPORTUNITY EMPLOYER.



Requests quotes from qualified and certified DBE Subcontractors, Suppliers, and Service Providers for the following (but not limited to) work:

Signs, Erosion Control, Fencing, Landscape, Trucking, Rip Rap, Guardrail, Traffic Control, Treated Wood Waste, Rebar, Steel Pipe Arch, Corrugated Steel Pipe

**FOR CONSTRUCTION ON STATE HIGHWAY IN NEAR LUDLOW FROM 0.3 MILES EAST OF CRUCERO ROAD TO 0.4 MILE WEST OF BADGER WASH**  
 In District 08 On Route 40  
 Contract No. 08-0R1604 Federal-Aid Project ACHSIM-040-1(084)E  
 DBE Goal 13%

**BID DATE: February 21, 2018 @ 2:00 p.m.**  
 Sub & Vendor Scopes and Bids Due Prior

**Sukut Construction, LLC**  
 4010 W. Chandler Avenue, Santa Ana, CA 92704  
 Contact: Jerry Pabbruwee  
 Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: [estimating@sukut.com](mailto:estimating@sukut.com)

Plans/specs are available for viewing at our office by appointment, via Sukut’s FTP site, or may be obtained from Owner. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers’ comp coverage. Sukut Construction will assist Qualified Subcontractors in obtaining bonds, insurance, and/or lines of credit. Please contact Sukut for assistance in responding to this solicitation. Subcontractors/Vendors will be required to sign Sukut’s Standard Subcontract/Purchase Order. Copies are available for examination.

Sukut Construction’s listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all of the Subcontractor’s conditions or exceptions included with Subcontractor’s price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

Sukut Construction, LLC  
 An Equal Opportunity Employer

# California Sub-Bid Request Ads



## REQUEST FOR QUALIFICATIONS & BIDS SOMA HOTEL

100 Channel Street, San Francisco, CA

Hathaway Dinwiddie has been selected as the General Contractor for the SOMA Hotel project, a new 17-story building with 250 hotel guest rooms, meeting rooms, lobby and restaurant café at ground floor, rooftop community space with bar and hotel support facilities. The structure comprises a 3-story podium structure containing public and back of house spaces and a 14-story tower structure containing guest rooms and suites.

The Office of Community Investment and Infrastructure (OCII) has established a subcontracting and supplier participation goal for this project at 50% with first consideration for San Francisco-based LBEs, MBEs, WBEs and SBEs. We are currently requesting qualifications/bids for the following trades:

Production Form, Reinforcing Bars, Concrete Supplier, Concrete PPF, CMU, Structural Steel, Metal Decking, Misc. Metal, Roofing & Waterproofing, Architectural Sheet Metal & Flashings, Fireproofing, Window Washing, Site Demo + Grading Package, Site Piped Utilities

**PreBid Meeting - February 1, 2018 at 10:00AM / Mission Creek Pavilion, 290 Channel Street Bids Due - February 20, 2018 at 2:00PM**

To obtain bid documents, email Project Manager, Alex Ojeda ([ojeda@hdcco.com](mailto:ojeda@hdcco.com)) and Preconstruction Manager, Sam Mesikepp ([mesikepps@hdcco.com](mailto:mesikepps@hdcco.com)). For questions regarding subcontracting goals, email Workforce Diversity Administrator, Leticia Avalos ([avalos@hdcco.com](mailto:avalos@hdcco.com)).

### HATHAWAY DINWIDDIE CONSTRUCTION COMPANY

275 Battery Street, Suite 300  
San Francisco CA 94111  
Phone 415-986-2718 • Fax 415-956-5669  
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### Chumo Construction, Inc.

14425 Joanbridge Street • Baldwin Park, CA 91706  
Phone: (626) 960-9502 Fax: (626) 960-3887  
Contact: George Chumo

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers

**For Construction On State Highway In Los Angeles County In Los Angeles and South Pasadena From College Street Overcrossing to Grand Avenue Overcrossing In District 07 On Route 110 Location 07-LA-110-.24.0/30.4 Contract No. 117-2975U4 Bid Date: 1-31-18 @ 2:00 PM**

We have information about the plans, specifications, and requirements in our office located at 14425 Joanbridge Street, Baldwin Park, CA. Please call to arrange an appointment, our office hours are 8:00 am to 4:30 pm. Copying services are available.

100% Performance and Payment Bonds with a surety company subject to approval of Chumo Construction Company, Inc. are required of subcontractors for this project. Chumo Construction will pay bond premium up to 1.5%. Subcontractors will be required to abide by terms and conditions of the AGC Master Labor Agreements and to execute an agreement utilizing the latest AGC Standard Long Form Subcontract incorporating prime contract terms and conditions, including payment provisions. Chumo Construction's listing of a Subcontractor is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with the Subcontractor's price quote. Chumo Construction requires that Subcontractors and Suppliers price quotes be provided at a reasonable time prior to the bid deadline to enable a complete evaluation. For assistance with bonding, insurance or lines of credit contact George Chumo at (626) 960-9502.

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**D'Arcy & Harty Construction, Inc**  
(415) 822-5200 Phone • (415) 822-0747 (Fax)  
Estimator : [willie@darcyharty.com](mailto:willie@darcyharty.com)

### Rodeo Sanitary District Sewer Year 3C Improvements Rodeo, CA

**Bids: 2/27/2018 at 2:00 PM**

DBE sub-bids requested for:  
Traffic Control, Saw-cutting, Trucking  
Paving and Concrete sidewalk



### Gallagher & Burk, Inc.

344 High Street • Oakland, CA 94601  
Phone: (510) 261-0466 • FAX (510) 261-0478  
Estimator: VICTOR LE  
Website: [www.gallagherandburk.com](http://www.gallagherandburk.com)

Gallagher and Burk, Inc. is soliciting for DBE for the following project.

**PROJECT: CALTRANS ROUTE 1 - CONSTRUCTION ON STATE HIGHWAY IN SAN MATEO COUNTY NEAR MONTARA, IN PACIFICA AND DALY CITY FROM 1.3 MILES NORTH OF 2nd STREET TO ROUTE 280, Contract No. 04-4H2104, Federal Aid Project No. ACNH-P001(630)E, Disadvantaged Business Enterprise Goal Assigned is 13%**

**OWNER: STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION 1727 30th Street, Bidder's Exchange, MS 26, Sacramento, CA 95816 BID DATE: FEBRUARY 6, 2018 @ 2:00 P.M. ESTIMATOR: VICTOR LE**

GBI is soliciting quotations from certified Disadvantaged Business Enterprises for the following types of work and supplies/materials including but not limited to:

**AC DIKE, COLD PLANE, CONCRETE BARRIER, CONSTRUCTION AREA SIGNS, ELECTRICAL, LEAD COMPLIANCE PLAN, METAL BEAM GUARDRAIL, MINOR CONCRETE, PCC GRINDING, RUMBLE STRIP, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, EROSION CONTROL MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.**

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25gallagherburk.com:f7pa55wd@pub.gallagherburk.com> (if prompted the username is <ftp://ftp%25desilvagates.com> and password is [f7pa55wd](ftp://ftp%25desilvagates.com)) or from the Owner's site at [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/all\\_adv\\_projects.php](http://www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php)

Fax your bid to (510) 261-0478 to the attention of Estimator Victor Le. If you have questions for the Estimator, call at (510) 261-0466. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at [www.dir.ca.gov/Public-Works/PublicWorks.html](http://www.dir.ca.gov/Public-Works/PublicWorks.html)

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (510) 261-0466, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center ([www.transportation.gov/osdbu/SBTRCs](http://www.transportation.gov/osdbu/SBTRCs)). GBI is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. GBI is an equal opportunity employer.

## DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909  
Dublin, CA 94568-2909  
(925) 829-9220 / FAX (925) 803-4263  
Estimator: Victor Le  
Website: [www.desilvagates.com](http://www.desilvagates.com)  
An Equal Opportunity Employer

DeSilva Gates Construction (DGC) is preparing a bid as a Prime Contractor for the project listed below:

**CALTRANS ROUTE 101 CONTRACT NO. 04-2640N4 FOR CONSTRUCTION ON STATE HIGHWAY IN MARIN AND SONOMA COUNTIES IN AND NEAR PETALUMA FROM 0.6 MILE SOUTH OF SAN ANTONIO CREEK BRIDGE TO 0.3 MILE SOUTH OF EAST WASHINGTON STREET OVER CROSSING - FEDERAL AID PROJECT FERPL 16-6204(127)N DISADVANTAGED BUSINESS ENTERPRISE GOAL ASSIGNED IS 12%**

OWNER:

**STATE OF CALIFORNIA DEPARTMENT OF TRANSPORTATION 1727 30th Street, Bidder's Exchange, MS 26, Sacramento, CA 95816 BID DATE: FEBRUARY 28th, 2018 @ 2:00 P.M.**

DGC is soliciting quotations from certified Disadvantaged Business Enterprises, for the following types of work and supplies/materials including but not limited to:

**AC Dike, ADL Burial Location Report, Structural Concrete Retaining Wall, Soil Nail Wall, Soldier Pile Wall & Box Culvert, Clearing and Grubbing/ Demolition, Concrete Barrier, Construction Area Signs, Develop Water Supply, Electrical, Erosion Control, Fencing, Landscaping/Irrigation, Lead Compliance Plan, Metal Beam Guardrail, Minor Concrete, Minor Concrete Structure, Roadside Signs, Delineators & Markers, Sign Structure, Stamped/Textured paving, Striping, SWPPP Prep/Water Pollution Control Plan Prepare, Temporary Erosion Control, Undergrowth, Vegetation Control, Trucking, Street Sweeping, Class 2 Aggregate Base Material, Class 4 Aggregate Base Material, Hot Mix Asphalt (Type A) Material, HMA (Open Grade) Material, Rubberized HMA (Gap Grade) Material.**

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is <ftp://ftp%25desilvagates.com> and password is [f7pa55wd](ftp://ftp%25desilvagates.com)) or from the Owner's site at [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/all\\_adv\\_projects.php](http://www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php)

Fax your bid to (925) 803-4263 to the attention of Estimator Victor Le. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at: [www.dir.ca.gov/Public-Works/PublicWorks.html](http://www.dir.ca.gov/Public-Works/PublicWorks.html)

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center ([www.transportation.gov/osdbu/SBTRCs](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an equal opportunity employer.

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



## PANORAMA ENVIRONMENTAL, INC.

Request for Minority-Owned, Women-Owned, and White-Men Owned Subcontractors

**Preparation of an Initial Study and Mitigated Negative Declaration and Environmental Permitting for the East Bay Municipal Utility District Photovoltaic System Project, Contra Costa County, CA Bid Date: February 1, 2018 at 4:00 PM**

Proposals requested for the following technical and professional services: air quality and greenhouse gas specialist, noise specialist, traffic specialist, biological specialist, cultural resource specialist, and hydrologic and hazardous materials specialist.

### Panorama Environmental, Inc.

1 Embarcadero Center, Suite 740  
San Francisco, CA 94111  
Contact: Tania Treis  
Email: [tania@panoramaenv.com](mailto:tania@panoramaenv.com)  
An Equal Opportunity Employer

## DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909  
Dublin, CA 94568-2909  
(925) 829-9220 / FAX (925) 803-4263  
Estimator: ERIC ALLRED  
Website: [www.desilvagates.com](http://www.desilvagates.com)  
An Equal Opportunity Employer

DeSilva Gates Construction (DGC) is preparing a bid as a Prime Contractor for the project listed below:

**COUNTY OF SACRAMENTO AC OVERLAY PROJECT - 2017 FEDERAL Contract No. 4329 STPL - 5924(233)**

OWNER:

**COUNTY OF SACRAMENTO CONTRACT & PURCHASING SERVICES DEPARTMENT OF GENERAL SERVICES 9660 Ecology Lane, Sacramento, CA 95827**

**BID DATE: FEBRUARY 8TH, 2018 @ 2:00 P.M.**

DGC is soliciting quotations from certified Disadvantaged Business Enterprises, for the following types of work and supplies/materials including but not limited to:

**AC DIKE, ADJUST IRON, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, EMULSION SUPPLIER, EROSION CONTROL, FABRIC/GEOSYNTHETIC PAVEMENT INTERLAYER, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, PAVING FABRIC, ROADWAY EXCAVATION, STRIPING, SWPPP PREP/WATER POLLUTION CONTROL PLAN PREPARE, TESTING, TRAFFIC CONTROL/ENGINEER, TREE REMOVAL/TRIMMING, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.**

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is <ftp://ftp%25desilvagates.com> and password is [f7pa55wd](ftp://ftp%25desilvagates.com)) or from the Owner.

Fax your bid to (925) 803-4263 to the attention of Estimator Eric Allred. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at: [www.dir.ca.gov/Public-Works/PublicWorks.html](http://www.dir.ca.gov/Public-Works/PublicWorks.html)

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center ([www.transportation.gov/osdbu/SBTRCs](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an equal opportunity employer.

SMALL BUSINESS EXCHANGE

# California Sub-Bid Request Ads

**Tutor Perini | ZACHRY | PARSONS, A Joint Venture**

**REQUEST FOR AT&T UTILITY BIDS**

Inviting qualified bidders including, but not limited to, certified SBEs, DBEs & DVBEs, for:

Proposed AT&T Duct Bank as detailed by the Ready for Construction Drawings

AT&T Duct Bank Cherry Ave to Orange Ave

AT&T BP-09

Plans Dated January 12th, 2018

Rough Order of Magnitude: 15-18 Million Dollars.

**BIDS DUE Thursday, February 8th, 2018 by 10:00 AM 4th Floor Conference Room**

Address bids to: TPZPJV, 1401 Fulton St. Suite 900, Fresno, CA 93721, Attention: Maurice Young

**Project Description**

AT&T Duct Bank installation in the City of Fresno, CA - Cherry Ave to Orange Ave  
Approx. 22,500 LF of duct bank with 43 manholes/barrel vaults.

TPZPJV and or the California High speed Rail, may reject any and all bids.

Bidders bond (10%), payment bond (100%) & performance bond (100%) will be required.

Pre-Bid meeting will be held on Thursday, February 1st, 2018 at 10:00 AM, 4th floor and/or WebEx conference call to present contracting details with the CaHSR & TPZP.

Pre-bid meeting is not mandatory.

All bidding documents for review at the following website:

Please find below a link to the SharePoint website containing three RFPs for AT&T Duct Bank Construction. Please note, this package is labeled as 'BP-09 AT&T Construction RFP' on the bid site (the link to the SharePoint Bid Site is provided below). Please mail or hand-deliver a sealed hard copy bid to Tutor Perini/Zachry/Parsons at 1401 Fulton Street, 4th floor Fresno, CA 93721 by **February 8th, 2018 at 10:00 a.m.** Please address to the following contact: attn.

Maurice Young,  
BP-09 Cherry Ave to Orange Ave

Website: <https://projects.parsons.com/sites/CA-HighSpeedRail/Bids/SitePages/Home.aspx>

**SharePoint Username ID**

chstpbid01, 02, 03, 04, 05, or 06 @gmail.com

**SharePoint Password**

Parsons7

**Instructions:** Please click on the SharePoint website above, enter an available username and password, click on BP-09 AT&T Construction RFP, find the files to download, and save to your computer. Print each document(s) required for bidding.

The bidder's package will be provided on website and will include: Instructions to Bidders, Proposal, Additional Special Provisions, Signature Page, Non-Collusion Affidavit, Subcontracting List, Buy America Form, Bid Question Form, copy of the CBA, Plans & Specifications, bidders and Copy of TPZP contract.

Bidder's questions will be emailed to [Maurice.Young@TPZPJV.com](mailto:Maurice.Young@TPZPJV.com) in the appropriate provided format.

Questions will be answered to all bidders up until 3 working days from the bid opening.

CaHSR Design-Build Contract can be found at:

[http://www.hsr.ca.gov/Programs/Construction/HSR11-16\\_Design\\_Build\\_Contract/index.html](http://www.hsr.ca.gov/Programs/Construction/HSR11-16_Design_Build_Contract/index.html)

Bids will be publicly opened at bid time and notice of intent to award will be to the lowest responsive bidder approved by the CaHSR and TPZP, within 14 calendar days of bid opening. Notice to proceed will be issued following execution of all contract documentation.

**AN EQUAL OPPORTUNITY EMPLOYER**



**SWINERTON BUILDERS**  
INVITATION TO BID

**JPL Acquisition Building Remodels**  
(190, 201, 241 and 291) – Pasadena, CA

**Bids are due January 29th 2018 before 10:00 AM**

DVBE, SBE, WBE, MBE, and local subcontractors and suppliers encouraged.

**Swinerton Builders is seeking qualified subcontractors and suppliers** to bid on the Jet Propulsion Laboratory Acquisition Logistics in Pasadena. This is a prevailing wage project with local hire requirements. This Design-Build project description is as follows:

The project consists of remodeling approximately 5,900 sf of the south side of the second floor of **B241**; to provide open area cubicles for 39 employees, 5 hard wall offices, 2 collaboration rooms, 2 conference rooms, and adds a break room and janitor closet. Also included is the remodeling of the existing restrooms to meet the ADA requirements, providing new air distribution, electrical and communications distribution, and lighting. Natural light will be increased by reconfiguring exterior windows and creating roof openings for solar tube lighting. New suspended ceilings and floor finishes will also be provided. Similarly, 8,375 sf of **B190** will be remodeled to include open office areas, private offices, conference rooms, restrooms a break room and network room. Both floors of **B201** will be next, including the renovation of 11,825 sf which requires new and remodeled restrooms. Lastly is **B291** which consists of approximately 4,266 square feet of office space on the second floor. The remodel will again consist of open office areas, private offices, conference rooms, restrooms, a break room, and network room. The renovation of this floor also provides new mechanical, electrical and network distribution. New suspended ceilings and floor finishes will be provided as well.

**The scheduled construction time frame is:** 8 months

**The project will involve the following trades:**

Various Trades

**Per Jet Propulsion Laboratory all subcontractors must register their businesses by following the steps provided on their Link:** (<https://www.jpl.nasa.gov/acquisition/business/>). Subcontractors must follow the eight steps and submit their prequalification applications to JPL by January 29th 2018 if the subcontractor is not currently prequalified with Jet Propulsion Laboratory.

All interested bidders must be able to provide a payment and performance bond and/or show proof of bondability through the Swinerton Prequalification application.

**Interested Subcontractors should contact:**

Leo Trejo at 213-896-3400 or by email [LTrejo@Swinerton.com](mailto:LTrejo@Swinerton.com) for access to bid documents.

Subcontractors are also encouraged to begin the Swinerton Prequalification process at:

<http://www.swinerton.com/subcontractors/subcontractor-prequal>



**Kiewit**  
Kiewit Infrastructure West Co.  
4650 Business Center Drive Fairfield, CA 94534  
Attn:Victor Molina • [norcal.bids@kiewit.com](mailto:norcal.bids@kiewit.com)  
Fax: 707-439-7301

Requests sub-bids from qualified California Unified Certification Program (CUCP) certified Disadvantaged Business Enterprise (DBE), Subcontractors, Consultants, and/or Suppliers seeking to participate in the City of Larkspur, Bond Air Road Bridge Replacement in Larkspur, CA.

<http://www.dot.ca.gov/obeo/index.html>

Subcontractors and Suppliers for the following project:

**Bon Air Road Bridge Project Replacement**  
**Federal Project No. BHLS-5166 (015)**  
**Owner: City of Larkspur**

**Bid Date: January 30, 2018 at 2:00 P.M.**

**Disadvantaged Business Enterprises (DBEs)**

Wanted for the following scopes, including, but not limited to:

**AC Paving, Aggregates Supply & Install, Bridge Bearings, Minor Concrete, CIDH, Concrete Supply, Concrete Reinforcement and Dowels, Structural Concrete, Prestressing Concrete, Precast Concrete, Concrete Pumping, Concrete Formwork, Concrete Barriers, Concrete Washouts, Clear & Grub, Demolition, Earthwork, Electrical, Erosion Control, Fencing, Guardrail, Joint Sealant, Landscaping, Metals, Pavement Markings, Piling, Pipe Supply, Plumbing Equipment and Controls, Street Sweeping, SWPPP, Signage, Traffic Control, Trucking & Hauling, Water Truck.**

Bonding, insurance and any technical assistance or information related to the plans or specification and requirements for the work will be made available to interested certified, DBE suppliers and subcontractors.

Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested certified suppliers and subcontractors.

**Subcontractor and Supplier Scopes are due January 26, 2018 and Quotes NO LATER THAN January 29, 2018 at 5 PM.**

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

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

Performance Bond and Payment Bonds may be required for subcontractors and a suppliers bond for suppliers.

**Davis-Bacon Act**  
**Buy America Requirements apply**  
**An Equal Opportunity Employer**  
CA Lic. 433176  
DIR # 1000001147



**Kiewit**  
Kiewit Infrastructure West Co.  
4650 Business Center Drive Fairfield, CA 94534  
Attn:Victor Molina • [norcal.bids@kiewit.com](mailto:norcal.bids@kiewit.com)  
Fax: 707-439-7301

Requests sub-bids from qualified Subcontractor, Consultants, and/or Suppliers seeking to participate in the Sacramento Regional County Sanitation District of Sacramento County, Tertiary Treatment Facilities Project (TTF) Project in Elk Grove, CA.

<http://www.epa.gov/> / <http://www.sba.gov/> / [www.californiaucp.org](http://www.californiaucp.org)

Subcontractors and Suppliers for the following project:

**Tertiary Treatment Facilities Project**  
**Contract No. 4283**

**Owner: Sacramento Regional County Sanitation District**

**Bid Date: February 16, 2018 @ 11:00 A.M.**

**Disadvantaged Business Enterprises (DBEs)**

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

**Asphalt Paving, Aggregates, Bird Control Devices, Carpentry, Cathodic Protection, Minor Concrete, Concrete Pumping, Concrete Ready-mix, Concrete Reinforcement Supply & Install, Concrete Forms, Precast Concrete, Cast in Place Concrete, Concrete Accessories, Clear & Grub, Grouting, Demolition, Dewatering, Earthwork, Erosion Control, Equipment, Finishes, Furnishings, Fire-Suppression Systems & Protection, Geosynthetics, HVAC, Masonry, Metals, Openings, Paintings & Coatings, Plumbing, Piping & Valves, Public Address System, Quality Control, Specialties, Signage, Street Sweeping, SWPPP, Support of Excavation, Structures, Thermal & Moisture Protection, Trucking & Hauling.**

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

**Subcontractor and Supplier Scopes are due February 9, 2018 and Quotes NO LATER THAN February 15, 2018 at 4 PM.**

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

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

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

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

**Davis-Bacon Act**  
**Buy American Requirements Apply**  
**Owner Controlled Insurance Program (OCIP) Applies**  
**An Equal Opportunity Employer**  
CA Lic. 433176  
DIR # 1000001147

## Which Organizational Structure is Right for Your Business?

Continued from page 2

that your demands in different markets are being met in a localized fashion. Localization is the goal here, in all aspects - pricing, real estate and product lines. Large companies which have tried to use a single pricing strategy on a static product line across multiple geographic markets have often failed miserably, being eaten alive by smaller regional competitors.

### Matrix

The matrix structure is often used by video game and movie companies, with various departments, all equal, working in tandem to produce a single final product. In this case, a strong manager at the top - such as a video game publisher or movie director - acts as a team leader to insure that each segment receives the data they need to complete their separate task. For example, in the production of a movie, one department might work on the music, the other might work on special effects, while another one works on the

recorded film. Each segment must receive some information from the other - for example, a special effects team will need access to the filmed footage - and it's the job of the movie director (at the top) to make sure all the threads of the web are connected to each other, then produce the finished product.

### Other Structures

While most companies use a variation of the functional structure, it's up to you to figure out which structure best fits your company. You can also mix and match the best parts of each to create a customized structure. Just remember, the reason for having an organizational structure is to maintain communication and to make sure that there are as few redundancies as possible.

**SOURCE: [www.businessdictionary.com](http://www.businessdictionary.com)**

## DO YOU KNOW ABOUT THE 3-FOR-1 AD OFFER IN THE SMALL BUSINESS EXCHANGE?

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- 1 on the website (running until bid date).

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Email ad copy to **Nabil Vo** at [nvo@sbeinc.com](mailto:nvo@sbeinc.com)

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- California UCP

- New Orleans RTA (Louisiana UCP)

- New York UCP

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# ABLE: Asian Black Latino Enterprises



## How Women of Color Are Driving Entrepreneurship

By Farah Z. Ahmad,

Women of color are a principal force behind one of the most important components of America's current marketplace and our nation's future economy: entrepreneurship. Today, women of color are the majority owners of close to one-third of all women-owned firms in the nation. Increased access to business capital—including microenterprises, venture-capital-funded firms, and crowd funding—has helped the number of women entrepreneurs grow substantially. But women of color face significant obstacles in starting their own businesses, leading to the question of why so many of them turn to entrepreneurship. The growth of women of color as business owners is part of a long-term trend, but the question of why this trend is occurring is often left unanswered. Looking at the alternative to entrepreneurship—the traditional workplace—sheds light on some of the reasons.

Many women of color who become entrepreneurs do so in order to pursue their innovative desires. But too often, structural obstacles in the traditional workforce limit women and push them to find alternatives such as entrepreneurship. Women, and women of color in particular, face unique challenges in traditional, corporate workplaces. In the long run, these challenges negatively affect women of color by limiting their ability to advance in the workplace. They also harm our nation's businesses, which forego the benefits—particularly innovation—that come with a diverse workplace. Some of the barriers that women of color face include limited access to mentors, exclusion from elite networks, and the gender wage gap. Women, on average, have historically made less than men. For example, an American Association of University Women study found that in 2012, African American women made 64 percent, Latina women made 53 percent, Asian women made 87 percent, and white women made 78 percent of their white male counterparts' wages.

But despite, and arguably because of, the unique challenges women of color face in today's traditional workplace, their entrepreneurial impact is undeniable. Understanding women's roles and challenges in entrepreneurship—as well as the traditional workplace—is essential to ensure that women can succeed regardless of which career path they choose. Supporting female entrepreneurs will lift women of color out of poverty and help our economy thrive.

### The growth of women of color entrepreneurs

There has been remarkable growth in the number of women of color business owners—and this figure is poised to increase as the women of color population grows. From 1997 to 2013, the number of female-owned firms in the United States grew by 59 percent—one-and-a-half times the national average. A closer look at the statistics shows that women of color are the catalyst behind this growth:

- African American women-owned businesses grew by 258 percent.
- Latina women-owned businesses grew by 180 percent.
- Asian American women-owned businesses grew by 156 percent.
- Native American and Alaska Native women-owned businesses grew by 108 percent.
- Native Hawaiian and Pacific Islander women-owned businesses grew by 216 percent.

There were 944,000 Latina women running their own businesses in 2013, 620,300 Asian American and Pacific Islander, or AAPI, female-owned businesses, and 1,119,400 African American female-owned businesses. Much of this growth has been concentrated in states and cities with large populations of women of color, such as California, Florida, New York, and Texas.

Census projections predict that women of color will make up the majority of women by 2045, with Hispanic women leading this population growth. In fact, while white women will make up 62 percent of the female population in 2015, their numbers are projected to fall to 47 percent of the female population in 2050, when 53 percent of all women will be women of color. As our nation grows increasingly diverse, the contributions of women of color in the economy also stand to grow. As of 2013, more than 1 in 10 women-owned businesses were owned by Latinas across the country, and these 944,000 firms totaled \$65.5 billion in receipts. While Latina women will make up an estimated 16.7 percent of the female population in 2015, this share will increase to 25.7 percent by 2050—and it is likely that their entrepreneurial impact will grow too.

Furthermore, African American women are both the fastest-growing segment of the women-owned-business population and the largest share of female business owners among women of color, at 13 percent. African American women are starting businesses at a rate six times the national average, and their 2.7 million firms are currently generating \$226.8 billion in annual revenue and employing almost 1.4 million people.

The economic impacts of such extensive entrepreneurship among women yield myriad benefits to the United States through job creation, provision of goods and services, and stimulation of the economy through increased output. A 2009 Center for Women's Business Research study found that the 8 million U.S. businesses that are majority owned by women had an economic impact of \$3 trillion annually that translated into the creation and/or maintenance of more than 23 million jobs, a total that made up 16 percent of all U.S. jobs. Given the rates of growth among women of color

businesses, these positive impacts to the nation's economy stand to grow even further.

### Challenges of entrepreneurship

The growth of women of color-owned businesses over the past two decades is especially remarkable given that women of color often partially fund their enterprises with their own funds, despite the fact that they tend to have much less personal wealth than both their male counterparts and white women. This is particularly true if they are single parents. Single Latina women and African American women with children, for example, have zero median wealth.

However, their personal wealth is usually not enough to launch their businesses, and women of color entrepreneurs must seek other funding sources. A 2010 survey of members of the National Association of Women Business Owners showed that 63 percent of female respondents used credit cards to finance their businesses; 44 percent used private sources, such as personal savings, family, and friends; 37 percent used a business line of credit; 13 percent used a commercial or bank loan; 11 percent used a personal bank loan; 4 percent used a loan guaranteed by the Small Business Administration; and 2 percent used equity capital.

Additionally, although business capital has become more accessible to entrepreneurs through targeted capital-access programs such as microenterprise and venture-capital funds, women of color face extra challenges in obtaining this capital that other groups do not. Almost half of all African American women business owners say that they have faced challenges when trying to obtain business financing. Some research has found that women are more likely to be turned down for loans or receive loans with less favorable terms than their male counterparts. Additionally, a review of studies on small businesses revealed that minority-owned businesses, when compared with similar white-owned businesses, face greater difficulties in accessing loans from financial institutions, including having their loan applications rejected more often, receiving smaller loans, and experiencing higher borrowing costs. In 2011, only 11 percent of capital-investment funds went to women entrepreneurs—89 percent of capital investment went to male entrepreneurs—despite the fact that 20 percent of top entrepreneurs were women.

Additionally, women of color have varying levels of success once they do start their businesses. A 2012 National Women's Business Council analysis of 2007 data from the Census Bureau's Survey of Business Owners showed that average receipts for white women-owned firms were 9.5 percent higher than the national average for all women-owned businesses. Success rates among women of color vary; for example, average receipts for African American women-owned firms were 73.7 percent lower than the national average for all women-owned firms. Average receipts for Hispanic women-owned

firms were 54 percent lower, American Indian and Alaska Native women-owned firms were 40 percent lower, and Native Hawaiian and Pacific Islander women-owned firms were 34 percent lower. Asian American female-owned firms' average receipts were 9.3 percent higher than the national average for all women-owned firms, with an estimated total value of \$105 billion in 2013. However, the Asian American community has an incredible amount of diversity within it, indicating that some Asian American women entrepreneurs are doing better than others. For example, among all firms owned by AAPIs, Chinese Americans owned the largest share—more than one-quarter—followed by Asian Indians at 20 percent and Vietnamese Americans at 14 percent. Yet Asian Indian-owned firms grossed more receipts, on average—at \$152,000—than Chinese American-owned firms, which had an average of \$142,000. Both far outperformed Vietnamese American-owned firms, which had an average of \$29,000.

One reason for the performance variation of female-owned businesses may be industry type. For example, professional, scientific, and technical services are top industries for white- and Asian American-owned firms. The top industry for African American women- and Latina women-owned firms is health care and social assistance, one of the lowest-grossing industries among women-owned firms in terms of average receipts—\$74,957—compared with professional, scientific, and technical services, which have average receipts totaling \$97,645.

While the challenges of entrepreneurship that women, and women of color in particular, face are difficult—especially when it comes to accessing capital to start and grow a firm and increase its performance—the appeal of entrepreneurship continues to attract these groups.

### The appeal of entrepreneurship

Given these challenges, why are women of color becoming business owners at increasing rates? One explanation may be that women of color are not professionally progressing in the ways they desire to in today's traditional workplaces. Employment opportunities for women of color are wrought with challenges, including overrepresentation in low-wage job sectors with few benefits and higher unemployment rates than both white women and white men—challenges that were exacerbated by the Great Recession. Women of color face large wage gaps when compared with white women and their male counterparts. In 2013, the median weekly earnings for women 25 years old and older was \$740, compared with the \$912 their male counterparts earned. White women earned a median of \$722, Asian American women earned \$819, African American women earned \$606, and Latina women earned \$541, while non-Hispanic white males earned \$884.

■ Continued on page 11

# California Sub-Bid Request Ads

Guy F. Atkinson  
Requests

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

## Caltrans Contract 07-202124

**Construction on State Hwy 710 in Los Angeles County  
in and near Bell, Vernon and the City of Commerce  
from 0.2 Mile South of Slauson Ave Overcrossing to 0.1 Mile North of Third St Overcrossing**

**Bids Tuesday, January 30, 2018**

**Description of Work, Services & Supply (but not limited to):** PAVEMENT REHAB & BRIDGE WIDENING: Aggregate Base, Architectural Treatment Guniting Finish, Biologist Services, Chain Link Railing (Various Sizes), CIDH (16"/87"/90") Concrete Piling, Concrete Barrier (Various Types), Construction Area Signs, Demolition, Drill & Bond Dowel, Drilled Piling, Electrical, Erosion Control, Fence/MBGR, Flatwork, Hazardous Waste Removal, HMA, Joint Seals, Furnish Laminated Panel Signs (Various Sizes), Landscape, LCB Rapid Set, Minor Concrete, Paving Supply, Pavement Marking, OHSS, Driven Piling, Polyester Concrete Overlay (Furnish/Place), Precast Bridge Concrete, Precast Prestressed Concrete Girders (Various Sizes & Types), Rapid Setting Concrete, Rebar, 24" Reinforced Concrete Pipe, Rock Blanket, Furnish Single Sheet Aluminum Signs (Various Sizes) Structural Concrete, Street Sweeping, Structural Steel, Temporary Concrete Washout, Temporary Fiber Roll/Gravel Bag Bern/Hydraulic Mulch/Hydroseed, Temporary Railing, Trucking.

REFER TO PROJECT SPECS FOR COMPLETE BID ITEM LIST.

**ENGINEER'S ESTIMATE is \$82,000,000**

**11% DBE Project Goal**

\*\*\*\*\*Lower Tier DBE participation is greatly encouraged\*\*\*\*\*

**Guy F. Atkinson**

**18201 Von Karman Ave, 8th Floor, Irvine, CA 92612**  
**socal.esteeming@atkn.com**

**Phone: 949-382-7145 / Fax: 949-553-0252**

Guy F. Atkinson is a union contractor and an Equal Opportunity Employer. Atkinson is signatory to the Carpenters, Cement Masons, Laborers and Operating Engineers Unions. 100% Performance & Payment Bonds from an approved surety company will be required for subcontractors with contract value greater than \$100,000. Atkinson will pay the cost of bonds up to 2.0%. Atkinson will assist in obtaining necessary equipment, supplies, materials or related services. We will split items of work (see project specs for full list of bid items) and provide assistance for bonding, LOC and insurance where needed. Subcontractors will be expected to sign Atkinson's standard subcontract and to comply with our company's standard insurance requirements which include a waiver of subrogation. Please provide contractor's license number, DBE cert # number and Department of Industrial Relations (DIR) registration number with your quote.

Atkinson requests that subs and vendors register and prequalify in our online system at  
<https://www.atknextranet.com> prior to bidding.

**TO DOWNLOAD PLANS, SPECS, THE INFO HANDOUT,  
ADDENDUM 1 (Issued 01/19/18), ETC and VIEW Q & A:**

Please go to the Caltrans Contracts web site:  
<http://www.dot.ca.gov/des/oe/weekly-ads/oe-project.php?q=07-202124>

**Mission Bay Development Group, LLC is actively seeking General Contractors for the upcoming Mission Bay Blocks 29-32 Public Improvements Scope 5 (16th Street, South Street, Terry Francois Blvd.) project.**

The project is subject to the Office of Community Investment and Infrastructure (OCII's) 50% SBE/LBE participation goal for construction subcontracting, suppliers and truckers with first consideration given in the following order: 1) SBEs located in the project area. 2) San Francisco-based SBEs/LBEs. 3) Non-San Francisco-based SBEs which should be used to satisfy the 50% SBE participation goal only if San Francisco-based SBEs are not available, qualified, or if their bids or fees are significantly higher.

To help satisfy the 50% SBE goal, Local Business Enterprises (LBEs) certified by the City and County of San Francisco will be recognized and count towards the overall SBE goal on this project.

To search for certified LBEs/SBEs, please use:  
[http://mission.sfgov.org/hrc\\_certification](http://mission.sfgov.org/hrc_certification)

The project manual and bid documents will be made available to each interested General Contractor. Please contact Cathy Serrano of Townsend Management, Inc., at (415) 355-6644 to pick up a set at the Mission Bay Office, 410 China Basin Street, San Francisco, CA 94158.

Proposed scope of work for this project includes but is not limited to demolition, storm drain, sewer, low pressure water, reclaimed water, joint trench, rough and fine grading, concrete roadbase, asphalt wearing surface, concrete curb/gutter, concrete sidewalk, irrigation, street trees, security bollards, and site furnishing work.

A pre-bid conference will be held at the Construction Manager's Trailer at 410 China Basin Street, San Francisco, CA on Thursday, February 1, 2018 at 2:00 PM. MBE, WBE, LBE, and SBE subcontractors are strongly encouraged to attend.

**For additional information,  
please contact Cathy Serrano at  
(415) 355-6644**

**DESILVA GATES**

CONSTRUCTION  
11555 Dublin Boulevard • P.O. Box 2909  
Dublin, CA 94568-2909  
(925) 829-9220 / FAX (925) 803-4263  
Estimator: Jim Yackley  
Website: [www.desilvagates.com](http://www.desilvagates.com)  
An Equal Opportunity Employer

DeSilva Gates Construction (DGC) is preparing a bid as a Prime Contractor for the project listed below:

**CALTRANS CONTRACT NO. 03-0G7204 - ROUTE 5 -  
FOR CONSTRUCTION ON STATE HIGHWAY IN  
YOLO COUNTY AT VARIOUS LOCATIONS**

OWNER:

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

**BID DATE: February 8th, 2018 @ 2:00 P.M.**

DGC is soliciting quotations from certified Disabled Veterans Business Enterprises and Small Business Enterprises, for the following types of work and supplies/materials including but not limited to: AC Dike, Cold Plane, Emulsion Supplier, Lead Compliance Plan, Striping, SWPPP Prep/Water Pollution Control Plan Prepare, Temporary Erosion Control, Traffic Control Systems, Trucking, Water Trucks, Street Sweeping, Hot Mix Asphalt (Type A) Material, Rubberized HMA (Open Grade) Material, Asphalt Oil Supplier.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:7pa55wd@pub.desilvagates.com> (if prompted the username is [ftp@desilvagates.com](mailto:ftp@desilvagates.com) and password is [f7pa55wd](ftp://ftp%25desilvagates.com:7pa55wd)) or from the Owner's site at [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/all\\_adv\\_projects.php](http://www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php)

Fax your bid to (925) 803-4263 to the attention of Estimator Jim Yackley. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at: [www.dir.ca.gov/Public-Works/PublicWorks.html](http://www.dir.ca.gov/Public-Works/PublicWorks.html)

If you need DVBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center ([www.transportation.gov/osdbu/SBTRCs](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the DVBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an equal opportunity employer.

## Where California ranks for women-owned businesses

Continued from page 1

In California, 129 new women-owned businesses are established each day, leading all 50 states. Women-owned firms represent 37.2 percent of all businesses in the state, according to the report, and they generate 5.15 percent of the Golden State's total business revenue.

California's high ranking comes as no surprise to Bianca Vobecky, founder, president and CEO of Vobecky Enterprises, a Glendora-based construction and logistics company.

"It would be nice if California was No. 1 or No. 2, but being fourth among all 50 states is still really good," she said. "I belong to a couple women business groups as well as the National Association of Women Business Owners, so I see it."

Vobecky founded her business in 2006 and it was named "Minority Small Business Champion of the Year" in 2016 by the U.S. Small Business Administration. The company has 10 employees with offices in Glendora, Oakland and Oahu, Hawaii.

The company specializes in everything from design/build projects, lighting and green energy, to logistics services for such companies as Southern California Edison and the Los Angeles Department of Water and Power.

Vobecky said women-owned companies face inherent challenges. But she offered some advice:

"It's just breaking that barrier — you have to make sure you know what you're talking about so you'll be taken seriously," she said. "You also need to do your research before you start getting organized. And when you get your first opportunity, you have to do a good job. That way you'll get recommendations that will take you to the next job."

Vobecky is dedicated to giving back to her local small business community. She mentors aspiring and new small business owners on a variety of topics, including how to leverage resources to build their businesses and how to network with potential customers.

Michelle Minch, who owns a home-staging business in Pasadena called Moving Mountains Design, said she took precautions to ensure that her business would remain afloat.

"I started staging homes in 2006," she said. "The challenge was monetizing my business and making sure I had enough money to get me through the lean times. In 2015 I decided to take out a business line of credit, so I asked my CPA how I could do that and she hooked me up with someone from Union Bank. The bank was aggressively trying to loan money to women with small businesses at the time."

The "lean times" exploded with full force when the Great Recession kicked in during late 2007, but Minch said she was able to tweak her business model to her advantage.



"We always say in staging work that we can help people sell their homes for more money and also help sell them faster," she said. "I just modified my message to say that Moving Mountain will help sell your home faster during the recession. A lot of people were happy to get out with the shirts on their backs."

Womenable, a for-profit social enterprise that works to improve laws, policies, programs and

research-based knowledge that support women's enterprise and growth, reported that the U.S. is home to more than 11.3 million female-owned businesses that employed around 9 million people and generated over \$1.9 trillion in 2016.

**SOURCE: Lake County Record-Bee**



# 3 Insights for Increasing Access to Capital for Women and Communities of Color

## Continued from page 3

Another example that I have seen over and over again in the investing world is that if a male friend makes an introduction to a potential investor, but he himself hasn't invested, then more often than not, the potential investor won't invest. Particularly, if they ask the referrer if they have invested and if they say they haven't, then they most likely won't either.

It requires leadership and having our male allies step out of their comfort zones, do something different in order to help change the game and shift the ratio.

## 2. Self Mastery

Another thing I have seen is the need for all of us – and in particular women – to hit new levels of self mastery. Many women may take offense to this or get defensive, but hear me out.

Women were only allowed to have their own bank accounts without a husband 43 years ago in the U.S. Do I need to repeat that statistic? It is mind boggling. But it speaks to something very important – along with all of the media messages for the last few decades – that we need a man, we need to find our prince and so on and so forth.

While women have become the largest influencers of consumer spending today, we haven't always been that way. We also have to remember that because of “coded patriarchy,” and the sys-

tem being set up in such a way that favors men at every turn – from business to media, technology, clothing, our civic infrastructures, and so much more, we have to be on our game and in full self mastery.

That is, when they go low, we go high. We – as women and communities of color - need to know the rules in order to beat them, and lift each other up in the process. The system is set up to divide us – and much of the time it works.

Look at the past election cycles – white women invariably voted against change that could have more positively impacted themselves and communities of color.

Only when we begin to better understand the dynamics that divide us and gain more self mastery in uniting ourselves, will we more swiftly turn the tides.

## 3. Courage & Compassion

Finally, we all need to have so much more courage to speak out, act out and bravely push the boundaries of where things have been to shift them to better outcomes for all. Yet, this will require doing so with much more grace and compassion than ever.

I went to an event on diversity and inclusion and when I got there, it was mostly women and communities of color. By the second speaker, the few white men that had been there left. Part of this

was because the conversation got heated, which of course it often does. But we need to ask ourselves, is that working?

Clearly people on all sides are hurting. However, we all need to take a lens that we have all been suffering as a result of patriarchy – just in different ways – and we need to have more compassion for ourselves and others in those dialogues – and more gentleness in our approaches. Some may disagree, yet my experience, has been that all people respond better to kindness and a carrot, rather than a stick, and research in childhood education and beyond has only proven that.

If men have the choice between going to a cigar party and drinking bourbon with the guys or coming to a community event focused on diversity and inclusion, particularly one in which they will get beaten down, which do you think the majority will attend?

Exactly. While it may be a choice that privilege allows for, it still is the reality.

So if we want real change, we all have to shift into a place of more compassion and understanding things from the other side of the street, rather than attacking or judging each other from the beginning. Otherwise, change will be slow and painful, where it might actually move more quickly and become more fruitful.

I have been fortunate and blessed enough to have worked on diversity issues for much of my life, as the daughter of an immigrant and growing up with a community of immigrants, diversity was the beauty that was all around me. I have had the honor of being invited into rooms of all Black communities talking about mental illness and criminal justice to multicultural conversations about disparities and their individual and collective differences to being invited into some of the most white privileged boardrooms. I have seen and heard more different perspectives than many.

What I found in them all is that for the most part, we are all doing the best we can, with the lens and perspectives we bring, and that we want to do better for ourselves and our loved ones. Some of us have had more help – whether from our families, our communities or from society's structures at large.

The key to moving forward is to find ways to empower, incentivize and lift each other up to unite, not divide us further, for the greatest changes to come. Coming from a place of love, compassion and kindness are some of the keys to the path ahead to increasing access to capital for women and communities of color – and to unlocking some of the greatest solutions to our economy and Mother Earth moving forward.

SOURCE: HuffPost

# U.S. economy to grow faster in 2018

## Continued from page 1

strips out those volatile gas and food prices. The Fed prefers to use that rate when setting monetary policy. The core inflation rate will be 1.9 percent in 2018, 2.0 percent in 2019 and 2020. (It's unusual that the core rate is that similar to the regular inflation rate.) Fortunately, the core rate is close to the Fed's 2.0 percent target inflation rate. That gives the Fed room to raise rates to a more normal level. Here's more on the U.S. Inflation Rate History and Forecast.

U.S. manufacturing is forecast to increase faster than the general economy. Production will grow 2.8 percent in 2018. Growth will slow to 2.6 percent in 2019 and 2 percent in 2020. Those forecasts have not yet taken into account President Trump's promises to create more jobs.

## Interest Rates

The Federal Open Market Committee raised the current fed funds rate to 1.5 percent in December 2017.

It expects to increase this interest rate to 2.1 percent in 2018, 2.7 percent in 2019, and 2.9 percent in 2020.

The fed funds rate controls short-term interest rates. These include banks' prime rate, the Libor, most adjustable-rate and interest-only loans, and credit card rates. You can protect yourself from the Fed's rate hikes by choosing fixed-rate loans wherever possible.

The Fed began reducing its \$4 trillion in Treasuries in October. It initially said it would do so only after the fed funds rate has normalized to 2.0 percent. But the FOMC decided it would be better to normalize its balance sheet now. The Fed acquired these securities during quantitative

easing, which ended in 2014. Since the Fed is no longer replacing the securities it owns, it will create more supply in the Treasuries market.

That should raise the yield on the 10-year Treasury note. That drives up long-term interest rates, such as fixed-rate mortgages and corporate bonds.

But Treasury yields also depend on demand for the dollar. If demand is high, yields will drop. As the global economy improves, investors have been demanding less of this ultra-safe investment. As a result, long-term and fixed interest rates will rise in 2017 and beyond.

The last time the Fed raised rates was in 2005. It helped cause the subprime mortgage crisis. A majority of Americans believe the real estate market will crash in the next two years. There are nine differences between the 2017 housing market and the 2007 market that makes this unlikely.

## Oil and Gas Prices

The U.S. Energy Information Administration provides an outlook from 2018-2050. It predicts crude oil prices will average \$57/barrel in 2018. That's for Brent global. West Texas Crude will average around \$4/barrel less. The EIA warned that there is still some volatility in the price. It reported that commodities traders believe prices could range between \$48/b and \$68/b for March 2018 delivery.

A strong dollar depresses oil prices. That's because oil contracts are priced in dollars. Oil companies are laying off workers, and some may default on their debt. High yield bond funds haven't done well as a result.

The oil market is still responding to the impact of U.S. shale oil production. That reduced oil prices

25 percent in 2014 and 2015. The good news for the economy is that it also lowered the cost of transportation, food, and raw materials for business. That raised profit margins. It also gave consumers more disposable income to spend. The slight slowdown is because both companies and families are saving instead of spending.

The EIA's energy outlook through 2050 predicts rising oil prices. By 2025, the average Brent oil price will increase to \$86/b (in 2016 dollars, which removes the effect of inflation). After that, world demand will drive oil prices to the equivalent of \$117/b in 2050. By then, the cheap sources of oil will have been exhausted, making crude oil production more expensive.

## Jobs

The Bureau of Labor Statistics publishes an occupational outlook each decade. It goes into great detail about each industry and occupation. Overall, the BLS expects total employment to increase by 20.5 million jobs from 2010-2020. While 88 percent of all occupations will experience growth, the fastest growth will occur in healthcare, personal care and social assistance, and construction. Furthermore, jobs requiring a master's degree will grow the fastest while those that only need a high school diploma will grow the slowest.

The BLS assumes that the economy will fully recover from the recession by 2020 and that the labor force will return to full employment or an unemployment rate of 4-5 percent. The most significant growth (5.7 million jobs) will occur in healthcare and other forms of social assistance as the American population ages.

The next most substantial increase (2.1 million jobs) will occur in professional and technical oc-

cupations. Most of this is in computer systems design, especially mobile technologies, and management, scientific, and technical consulting. Businesses will need advice on planning and logistics, implementing new technologies, and complying with workplace safety, environmental, and employment regulations.

Other substantial increases will occur in education (1.8 million jobs), retail (1.7 million jobs) and hotel/restaurants (1 million jobs). Another area is miscellaneous services (1.6 million jobs). That includes human resources, seasonal and temporary workers, and waste collection.

As housing recovers, construction will add 1.8 million jobs while other areas of manufacturing will lose jobs due to technology and outsourcing.

## How It Affects You

2018 will be a prosperous year as we continue to say goodbye to the effects of the financial crisis. Be on the lookout for irrational exuberance in the stock market. That usually signals the peak of the business cycle. That means another recession is probably two to three years out. It all depends on whether President Trump's tax cuts will create the jobs he promised.

Therefore, the best thing to do is to stay relentlessly focused on your financial well-being. Continue to improve your skills and chart a clear course for your career. If you've invested in the stock market, be calm during any pull-back. Plummeting commodity prices, including gold, oil, and coffee, will return to the mean. All in all, an excellent time to reduce debt, build up your savings, and increase your wealth.

SOURCE: [www.thebalance.com](http://www.thebalance.com)

# Fictitious Business Name Statements

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0379522-00

Fictitious Business Name(s):  
**Geovive**  
Address  
**160 Brannan Street, Apt 402, San Francisco, CA 94107**  
Full Name of Registrant #1  
**Cepand, Inc. (CA)**  
Address of Registrant # 1  
**160 Brannan Street, Apt 402, San Francisco, CA 94107**

This business is conducted by **A Corporation**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1/17/2018**

Signed: **Babak Soltanian**

This statement was filed with the County Clerk of San Francisco County on **1/17/2018**

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: **Maribel Jaldon**  
**Deputy County Clerk**  
**1/17/2018**

**1/18/2018 + 1/25/2018 + 2/1/2018 + 2/8/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0379592-00

Fictitious Business Name(s):  
**Proactive Physical Therapy**  
Address  
**1489 Webster Street #210, San Francisco, CA 94115**  
Full Name of Registrant #1  
**AK Sharma Physical Therapy Inc. (CA)**  
Address of Registrant # 1  
**444 Francisco Street Apt 201, San Francisco, CA 94133**

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

Signed: **Akriti Sharma, President**

This statement was filed with the County Clerk of San Francisco County on **1/19/2018**

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: **Sonya Yi**  
**Deputy County Clerk**  
**1/19/2018**

**1/25/2018 + 2/1/2018 + 2/8/2018 + 2/15/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0379479-00

Fictitious Business Name(s):  
**Squid Eye Entertainment**  
Address  
**334 Prague Street, San Francisco, CA 94112**  
Full Name of Registrant #1  
**Stephen P. Pacheco**  
Address of Registrant # 1  
**334 Prague Street, San Francisco, CA 94112**  
Full Name of Registrant #2  
**George Webber**  
Address of Registrant #2  
**201 Harrison Street #316, San Francisco, CA 94105**

This business is conducted by **A General Partnership**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1/2/2018**

Signed: **Stephen P. Pacheco**

This statement was filed with the County Clerk of San Francisco County on **1/16/2018**

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: **Fallon Lim**  
**Deputy County Clerk**  
**1/16/2018**

**1/18/2018 + 1/25/2018 + 2/1/2018 + 2/8/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0379426-00

Fictitious Business Name(s):  
**Your Town Local**  
Address  
**2042 31st Avenue, San Francisco, CA 94116**  
Full Name of Registrant #1  
**Saoirse Freedom LLC (CA)**  
Address of Registrant # 1  
**2042 31st Avenue, San Francisco, CA 94116**

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 **1/11/2018**

Signed: **David Rooney**

This statement was filed with the County Clerk of San Francisco County on **1/11/2018**

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: **Mariedyne L. Argente**  
**Deputy County Clerk**  
**1/11/2018**

**1/18/2018 + 1/25/2018 + 2/1/2018 + 2/8/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0378669-00

Fictitious Business Name(s):  
**1. Beautiful You**  
**2. Single Mom and the City**  
Address  
**275 5th Street, San Francisco, CA 94103**  
Full Name of Registrant #1  
**Takiyah Smith**  
Address of Registrant # 1  
**2665 Geneva Avenue #423, Daly City, CA 94014**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **11/28/17**

Signed: **Takiyah Smith**

This statement was filed with the County Clerk of San Francisco County on **11/28/17**

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: **Maribel Jaldon**  
**Deputy County Clerk**  
**11/28/17**

**12/21/17 + 12/28/17 + 1/4/18 + 1/11/18**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0379641-00

Fictitious Business Name(s):  
**Fleur Luxe Social Club**  
Address  
**275 Turk Street, San Francisco, CA 94102**  
Full Name of Registrant #1  
**Sharika Y.L. Etheart**  
Address of Registrant # 1  
**275 Turk Street, San Francisco, CA 94102**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **1/23/2018**

Signed: **Sharika Y.L. Etheart**

This statement was filed with the County Clerk of San Francisco County on **1/23/2018**

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: **Maribel Jaldon**  
**Deputy County Clerk**  
**1/23/2018**

**1/25/2018 + 2/1/2018 + 2/8/2018 + 2/15/2018**

## FICTITIOUS BUSINESS NAME STATEMENT File No. A-0378863-00

Fictitious Business Name(s):  
**R.Z. Situ Construction Company**  
Address  
**261 Capistrano Avenue, San Francisco, CA 94112**  
Full Name of Registrant #1  
**Rong Zhi Situ**  
Address of Registrant # 1  
**261 Capistrano Avenue, San Francisco, CA 94112**

This business is conducted by **An Individual**. The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **08/24/1998**

Signed: **Rong Zhi Situ**

This statement was filed with the County Clerk of San Francisco County on **12/08/2017**

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: **Maribel Jaldon**  
**Deputy County Clerk**  
**12/08/17**

**12/21/17 + 12/28/17 + 1/4/18 + 1/11/18**

## ABANDONMENT OF FICTITIOUS BUSINESS NAME

### STATEMENT OF ABANDONMENT OF USE OF FICTITIOUS BUSINESS NAME

The registrant(s) listed below have abandoned the use of the fictitious business name(s):

**1.) The Greater Hood**  
Located at **1448 Bush Street Apt #2A, San Francisco, CA 94109**

This fictitious business name was filed in the County of San Francisco on **10/18/2016** under file **0373117-00**

Name and address of Registrants (as shown on previous statement)

Full Name of Registrant #1  
**Katya Hoogerhuis**  
**1448 Bush Street 2A, San Francisco, CA 94109**

Full Name of Registrant #2  
**Shawn Cordeiro**  
**1448 Bush Street 2A, San Francisco, CA 94109**

This business was conducted by a  
**A GENERAL PARTNERSHIP.**

Signed: **Shawn Cordeiro**

This statement was filed with the County Clerk of San Francisco County on

Filed: **Sonya Yi**  
**Deputy County Clerk**  
**12/27/2017**

**1/18/18 + 1/25/18 + 2/1/18 + 2/8/18**

## California Sub-Bid Request Ad



**BROSAMER & WALL, INC.**

An Equal Opportunity Employer is requesting quotations from all qualified DBE Professional services, sub-contractors, material suppliers and trucking for the following project:

**Contract No. 04-2640N4**  
**Construct HOV Lanes**

**FOR CONSTRUCTION ON STATE HIGHWAY IN MARIN AND SONOMA COUNTIES IN AND NEAR PETALUMA FROM 0.6 MILE SOUTH OF SAN ANTONIO CREEK BRIDGE TO 0.3 MILE SOUTH OF EAST WASHINGTON STREET OVER CROSSING**  
**Bid Closing Date: February 28, 2018 @ 2:00 PM**

**DBE GOAL: 12%**

**CONTACT:**

**Robert Rosas**  
**Brosamer & Wall Inc.**  
**1777 Oakland Blvd, Suite 300 • Walnut Creek, California 94596**  
**PH: 925-932-7900 • FAX: 925-279-2269**

**PROJECT SCOPE:**

**We are requesting bids for the following trades and/or material suppliers:**

Brosamer & Wall Inc., is requesting quotes from all qualified subcontractors and suppliers including certified DBE firms for all items of work type, including but not limited to:

- ASPHALT PAVING
- CAST IN DRILLED HOLE (CIDH)
- CLEAR & GRUB
- COLD PLANE
- CONCRETE BARRIER
- CONCRETE MATERIALS – CURE, DOWELS, ETC
- CONSTRUCTION AREA SIGNS
- EARTHWORK/GRADING/ROADWAY EXCAVATION
- DEMOLITION
- ELECTRICAL
- EROSION CONTROL – PERMANENT AND TEMPORARY
- FENCE
- GRINDING (COLD MILL)
- LANDSCAPING
- METAL BEAM GUARD RAIL (MBGR),
- MINOR CONCRETE
- REBAR
- ROADSIDE SIGNS
- SHOTCRETE
- STORM DRAIN UNDERGROUND
- STREET SWEEPING
- STRIPING
- STRUCTURE CONCRETE
- SWPPP/WPC
- TRAFFIC CONTROL
- AGGREGATES SUPPLY
- TRUCKING
- WATER TRUCK
- WATER DIVERSION

**For the complete list of the Actual Project Bid Items go to:**  
<http://www.dot.ca.gov/des/oe/weekly-ads/oe-biditems.php?q=04-4G8504>

**Requirements:** Brosamer & Wall, Inc. will work with interested subcontractors/suppliers to identify opportunities to break down items into economically feasible packages to facilitate DBE Participation. Brosamer & Wall, Inc. is a union signatory contractor. Subcontractors must possess a current contractor's license, insurance coverage and worker's compensation for the entire length of the contract.

All subcontractors will be required to sign our standard Subcontract Agreement. 100% payment and performance bonds may be required. If you have any questions regarding this project or need assistance in obtaining/waiving insurance, bonding, equipment, materials and/or supplies please call or email Robert Rosas contact information below.

Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 300, Walnut Creek, Ca. 94596 or at no cost from Caltrans website. B&W will also make plans electronically please email rrosas@brosamerwall.com for free online link. Brosamer & Wall INC., intends to work cooperatively with all qualified firms seeking work on this project. If you are interested in submitting a subcontractor bid for this project, you may contact Robert Rosas Chief Estimator at 925-932-7900 or fax us your quote at 925-279-2269. PLEASE SUBMIT A COPY OF YOUR CURRENT DBE CERTIFICATION WITH YOUR BID. Subcontractors, Dealers/Suppliers and Brokers please provide your designation code to us on or before the bid date. B&W, INC., IS AN EQUAL OPPORTUNITY EMPLOYER.

# Public Legal Notices



CITY & COUNTY OF SAN FRANCISCO  
DEPARTMENT OF PUBLIC WORKS

**Contract ID No. 100006289**  
**VARIOUS LOCATIONS**  
**PAVEMENT RENOVATION NO. 29**  
**(PW VL PAVE RENOV NO. 29)**

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30:00 p.m. on February 7, 2018**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Public Works Electronic Bid Documents Download site at [www.sfpublishworks.org/biddocs](http://www.sfpublishworks.org/biddocs). Please visit the Contracts, Bids and Payments webpage at [www.sfpublishworks.org](http://www.sfpublishworks.org) for more information (click on Resources > Contractor Resources). Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is at various locations throughout San Francisco, California and consists of pavement renovation, drainage work, contaminated soil work, traffic routing, and all associated work. The time allowed for completion is 360 consecutive calendar days. The Engineer's estimate is approximately \$3,200,000. For more information, contact the Project Manager, **Ramon Kong** at 415-554-8280.

**On July 1, 2014, the registration program under section 1725.5 of the California Labor Code went into effect. The program requires that all contractors and subcontractors who bid or work on a public works project register and pay an annual fee to the California Department of Industrial Relations ("DIR").**

**No contractor or subcontractor may be listed in a bid or awarded a contract for a public works project unless registered with the DIR as required by Labor Code section 1725.5 [with limited exceptions from this requirement for bid purposes only under Labor Code section 1771.1(a)].**

This Project shall incorporate the required partnering elements for **Partnering Level 1**. Refer to Section 01 31 33 for more details.

Pursuant to San Francisco Administrative Code ("Administrative Code") Section 6.25 and Chapter 25 of the Environment Code, "Clean Construction" is required for the performance of all work.

This Contract is subject to the requirements of Administrative Code Chapter 12X, which prohibits the City from entering into any Contract with a Contractor that has its United States headquarters in a state ("Covered State") with laws that perpetuate discrimination against LGBT populations or where any or all of the work on the contract will be performed in any of those states. A list of states on the Covered State List can be found at: <https://oag.ca.gov/ab1887>.

The Specifications include liquidated damages. Contract will be on a Unit Price basis. Progressive payments will be made.

The Contract will be awarded to the lowest responsible bidder.

A bid may be rejected if the City determines that any of the bid item prices are materially unbalanced to the potential detriment of the City.

Bid discounts may be applied as per Administrative Code Chapter 14B. LBE Subcontracting Participation Requirement is **25%**. Call Selormey Dzikunu at 415-554-8369 for details. In accordance with Administrative Code Chapter 14B requirements, all bidders shall submit documented good faith efforts with their bids, except those who exceed the above stated LBE Subcontracting Participation Requirement by 35%. Bidders must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference, if scheduled. Refer to CMD Form 2B.

**A pre-bid conference will be held on January 22, 2018; 9:00 a.m., at 1680 Mission Street, 3rd Floor.**

For information on the City's Surety Bond Program, call Jennifer Elmore at (415) 217-6578.

A corporate surety bond or certified check for ten percent (10%) of the amount bid must accompany each bid. Administrative Code Section 6.22(a) requires all construction greater than \$25,000 to include performance and payment bonds for 100% of the contract award.

**Class "A" license required to bid.**

In accordance with Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$600,000 is awarded by the City and County of San Francisco until such time as the Mayor or the Mayor's designee approves the contract for award, and the Director of Public Works then issues an order of award. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

Minimum wage rates for this project must comply with the current General Prevailing Wage as determined by the State Department of Industrial Relations. Minimum wage rates other than applicable to General Prevailing Wage must comply with Administrative Code Chapter 12P, Minimum Compensation Ordinance.

This Project is subject to the requirements of the San Francisco Local Hiring Policy for Construction ("Policy") as set forth in Administrative Code Section 6.22(g). Bidders are hereby advised that the requirements of the Policy will be incorporated as a material term of any contract awarded for the Project. Refer to Section 00 73 30 of the Project Manual for more information.

Bidders are hereby advised that the Contractor to whom the Contract is awarded must be certified by the Contract Monitoring Division as being in compliance with the Equal Benefits Provisions of Chapter 12B of the Administrative Code within two weeks after notification of award.

If a bidder objects on any ground to any bid specification or legal requirement imposed by this Advertisement for Bids, the bidder shall, no later than the 10th working day prior to the date of Bid opening, provide written notice to the Contract Administration Division, San Francisco Public Works, setting forth with specificity the grounds for the objection.

Right reserved to reject any or all bids and waive any minor irregularities.

1/25/18  
**CNS-3090531#**  
**SMALL BUSINESS EXCHANGE**



CITY & COUNTY OF SAN FRANCISCO  
DEPARTMENT OF PUBLIC WORKS

**Contract No. 1000005982**  
**SFMTA PARKING GARAGE ELEVATOR**  
**MODERNIZATION**

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30:00 p.m. on February 21, 2018**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Public Works Electronic Bid Documents Download site at <http://www.sfpublishworks.org/biddocs>. Please visit the Contracts, Bids and Payments webpage at <http://www.sfpublishworks.org/biddocs> for more information (click on Resources > Contractor Resources). Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is demolition; interior renovation of elevator cabs in an existing building; ADA upgrades; mechanical, electrical, and life safety upgrades; new finishes and enclosure systems including painting, flooring; design build mechanical and electrical; and, hazardous material removal. Bids will be evaluated using the A+B bidding method. The maximum time allowed for substantial completion is 720 consecutive calendar days. The Engineer's estimate is approximately \$7,000,000. For more information, contact the Project Manager, **Douglas Ullmanat** 415-557-4722.

**On July 1, 2014, the registration program under section 1725.5 of the California Labor Code went into effect. The program requires that all contractors and subcontractors who bid or work on a public works project register and pay an annual fee to the California Department of Industrial Relations ("DIR").**

**No contractor or subcontractor may be listed in a bid or awarded a contract for a public works project unless registered with the DIR as required by Labor Code section 1725.5 [with limited exceptions from this requirement for bid purposes only under Labor Code section 1771.1(a)].**

This Project shall incorporate the required partnering elements for **Partnering Level 2**. Refer to Section 01 31 33 for more details.

Pursuant to San Francisco Administrative Code ("Administrative Code") Section 6.25 and Chapter 25 of the Environment Code, "Clean Construction" is required for the performance of all work.

This Contract is subject to the requirements of Administrative Code Chapter 12X, which prohibits the City from entering into any Contract with a Contractor that has its United States headquarters in a state with laws that perpetuate discrimination against LGBT populations ("Covered State") or where any or all of the work on the contract will be performed in any of those states. A list of states on the Covered State List can be found at: <https://oag.ca.gov/ab1887>.

The Specifications include liquidated damages. Contract will be on a Lump Sum Bid Items with Unit Prices basis. Progressive payments will be made.

The Contract will be awarded to the lowest responsible bidder.

A bid may be rejected if the City determines that any of the bid item prices are materially unbalanced to the potential detriment of the City.

Bid discounts may be applied as per Administrative Code Chapter 14B. LBE Subcontracting Participation Requirement does not apply for this Contract. Call Ryan Young at 415-581-2301 for details. In accordance with Administrative Code Chapter 14B requirements, all bidders shall submit documented good faith efforts with their bids, except those who exceed the above stated LBE Subcontracting Participation Requirement by 35%. Bidders must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference, if scheduled. Refer to CMD Form 2B.

**A pre-bid conference will be held on January 24, 2018 at 2:00 PM at 30 Van Ness Avenue, 4th Floor Main Conference Room, San Francisco, CA 94102.**

For information on the City's Surety Bond Program, call Jennifer Elmore at (415) 217-6578.

A corporate surety bond or certified check for ten percent (10%) of the amount bid must accompany each bid. Administrative Code Section 6.22(a) requires all construction greater than \$25,000 to include performance and payment bonds for 100% of the contract award.

**Class "B or C-11" license required to bid.**

In accordance with Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$600,000 is awarded by the City and County of San Francisco until such time as the Mayor or the Mayor's designee approves the contract for award, and the Director of Public Works then issues an order of award. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

Minimum wage rates for this project must comply with the current General Prevailing Wage as determined by the State Department of Industrial Relations. Minimum wage rates other than applicable to General Prevailing Wage must comply with Administrative Code Chapter 12P, Minimum Compensation Ordinance.

This Project is subject to the requirements of the San Francisco Local Hiring Policy for Construction ("Policy") as set forth in Administrative Code Section 6.22(g). Bidders are hereby advised that the requirements of the Policy will be incorporated as a material term of any contract awarded for the Project. Refer to Section 00 73 30 of the Project Manual for more information.

Bidders are hereby advised that the Contractor to whom the Contract is awarded must be certified by the Contract Monitoring Division as being in compliance with the Equal Benefits Provisions of Chapter 12B of the Administrative Code within two weeks after notification of award.

If a bidder objects on any ground to any bid specification or legal requirement imposed by this Advertisement for Bids, the bidder shall, no later than the 10th working day prior to the date of Bid opening, provide written notice to the Contract Administration Division, San Francisco Public Works, setting forth with specificity the grounds for the objection.

Right reserved to reject any or all bids and waive any minor irregularities.

1/25/18  
**CNS-3090703#**  
**SMALL BUSINESS EXCHANGE**

## How Women of Color Are Driving Entrepreneurship

Continued from page 7

Some of these gaps are reflective of the types of jobs women of color hold—or do not hold. Recent data show that women of color are underrepresented in professional and managerial positions. In 2013, only 25.6 percent of Latina women and 33.5 percent of African American women held management, professional, and related occupations, compared with 42.7 percent of white women and 48 percent of Asian American women, though a significant amount of variation exists within the Asian American community.

Furthermore, those women of color who do hold professional positions face unique barriers to workplace advancement. These barriers pervade across many professional service industries. For example, in a study of women of color accountants, respondents cited a lack of similar role models, stereotypes, exclusion from networks, and lack of access to high-visibility assignments as barriers to advancement. Similarly, a study of women of color in U.S. securities firms revealed that they often experience exclusion in the workplace—leading to difficulties forging connections with

colleagues, managers, and mentors and a dearth of business development opportunities; men and white women generally do not experience this. Additionally, a study of women of color in law firms across the country revealed that women of color often felt marginalized by negative racial or gender stereotyping, were the subject of low expectations from supervisors, and lacked access to important client or business engagements necessary for advancement.

Many professional women of color, regardless of industry, feel marginalized or excluded in their workplaces and find advancement within their workplaces especially challenging, particularly due to their lack of access to networks and the resulting lack of social capital. This is particularly evident when it comes to the powerhouse Fortune 500 companies.

Visit link for the full article:

[www.sbeinc.com/resources/cms.cfm?fuseaction=news\\_detail&articleID=2252&pageID=25](http://www.sbeinc.com/resources/cms.cfm?fuseaction=news_detail&articleID=2252&pageID=25)



# SBE PROJECT PARTNERS IN BUSINESS & COMMUNITY OUTREACH

- 33 years of history in connecting Primes, Corporations and Agencies with Small, Minority-Owned, Women-Owned, Disabled Veteran-Owned and DBE firms.
- “Vetted” Database including businesses certified by federal, state or local jurisdictions
- National trade / focus publications to community businesses and stakeholders
- Expertise in Diversity Outreach to identify firms, promote outreach events, and handle registration details.
- Archived search results

**LINK TO OUTREACH ORDER FORM:**

[http://e8.octadyne.net/clientFiles/8023/SBE\\_Diversity-Outreach-Form.pdf](http://e8.octadyne.net/clientFiles/8023/SBE_Diversity-Outreach-Form.pdf)

**For more information contact:**

Small Business Exchange, Inc. • 795 Folsom Street, 1st Floor, San Francisco, CA 94107  
Phone: 415-778-6250 • Toll Free: 800-800-8534  
Fax: 415-778-6255 • Email: [sbe@sbeinc.com](mailto:sbe@sbeinc.com) • Website: [www.sbeinc.com](http://www.sbeinc.com)