

Priorities for California's Economy

[Article originally appeared in www.ppic.org]

By Sarah Bohn, Vicki Hsieh, Marisol Cuelar Mejia, Jenny Duan, Hans Johnson, Julien Lafortune, Shannon McConville, Daniel Payares-Montoya, and Tess Thorman

California's economy is poised to undergo a profound transformation, driven by dynamics that are rewriting the future of work. The response to these shifts will determine the strength of the state's economy—and whether new economic opportunities will reach all Californians.

The state needs an economy that can withstand mounting climate risks. Recent experience with flooding and wildfires shows how climate-driven events endanger people's lives and livelihoods, hindering job growth and interrupting economic activity. Over the long term, sectors that are advancing the state's climate goals through electrification, wind, and solar energy are projected to grow, requiring workers in construction, engineering, and other infrastructure-related occupations. Meanwhile, the oil and gas sector—vital to Kern County—and agriculture—vital to the broader Central Valley and other rural areas—may shrink. Helping these sectors, workers, and communities transition to promising new opportunities is essential.

New forms of automation and artificial intelligence (AI) may alter the job market and business

environment. Historically, automation has most affected blue-collar jobs, and advancements in IT and robotics will continue to reshape manual and service occupations. However, new technology like generative AI is most likely to replace or assist with office tasks. While these shifts may eliminate some white-collar jobs, they could also increase demand for managing these new technologies and boost worker productivity. Exactly how this will affect economic activity is uncertain, but regions like the Bay Area—which could be home to these innovations but also has many professional workers whose jobs could change—may see disproportionate impact.

The shift toward a slowly growing or shrinking population will have long-lasting consequences. California's economy has long benefited from people moving here in search of greater opportunity, and lower levels of international and interstate migration could dampen growth. At the same time, our population is aging and the birth rate is slowing, with significant impacts on the demand for goods and services, such as transportation and housing. In addition, the need for health care services—already one of the state's biggest, most widespread industries—will rise even more. Aging will also have an enormous impact on our workforce, which we discuss further below.

California has endured upheavals and transformations before, but past transitions raise a cautionary note. Over the last 40 years, income



inequality has widened drastically as technological changes and global trade propelled a long-term shift toward jobs that require and reward college-educated workers—with benefits largely accruing to the top income brackets. Since 1980, incomes have grown 63 percent at the top, but

only 7 percent at the bottom (reaching \$291,000 at the 90th percentile vs. \$26,000 at the 10th percentile in 2021). Low incomes coincide with persistent poverty; in 2023, 5 million Californians were unable to meet their basic needs.

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Mayor London Breed Issues Executive Directive to Screen Potential Vulnerable Concrete Buildings and Publish Seismic Retrofit Standards

[Article originally appeared in www.sf.gov]

Mayor London Breed issued an Executive Directive instructing City Departments to develop legislation to identify concrete buildings that may be vulnerable in major earthquakes. The Directive serves to enhance San Francisco's seismic safety by protecting life and public safety, preserving housing and critical buildings, preparing the City for expedited

post-earthquake recovery, and safeguarding the local economy.

The resulting legislation will pave the way for the City to develop a retrofit program and related services to address a subset of concrete buildings that are known to be unsafe during large quakes.

“San Francisco is always working to prepare for its next earthquake because for us it's not a matter of if, but when,” said Mayor London Breed. “Our efforts to increase San Francisco's seis-

mic resilience must work hand in hand with our work to strengthen San Francisco's economic resilience. I want to thank the City Departments and stakeholders who have been developing standards and who are committed to doing the work ahead to keep our city safe and strong as we prepare for the next earthquake.”

Executive Directive 24-01 calls on the Office of Resilience and Capital Planning (ORCP) and the Department of Building Inspection (DBI) to draft legislation that mandates screening concrete buildings for vulnerabilities that could lead to structural failure. Certain types of concrete buildings are known to be vulnerable during large earthquakes, like the one that hit Taiwan earlier this month. However, concrete buildings cannot be identified easily from the street. A screening phase will help identify which buildings are actually concrete.

The Directive also directs the Department of Building Inspection to develop and publish seismic retrofit standards for concrete buildings in the San Francisco Existing Building Code.

“I want to thank Mayor Breed for her leadership in convening stakeholders focused on concrete buildings and for her immediate actions to move us forward with this Executive Directive,” said City Administrator Carmen Chu. “Assessing our real risk grounded in building-by-building data will help us better understand the magnitude of work needed and options for mitigating displacement and cost. Building owners who are ready to retrofit benefit from clear guidelines moving forward. I look forward to continuing our work in partnership with our stakeholders and policymakers.”

This week, the Office of Resilience and Capital Planning released recommendations developed by a working group of technical experts and community stakeholders to provide a framework to develop a Concrete Building Safety Program. The recommendations, developed during a 12-month-long series of convenings hosted by ORCP, are available to read here.

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DIVERSITY IN CONSTRUCTION

Diversity In Construction: Why it Matters & Tips for Leaders

[Article originally appeared in <https://learn.assetlifecycle.trimble.com>]

By Tonia Dunbar

How to Get Started With Your Construction DEI Journey

It's no surprise that the construction industry isn't very diverse. But there is a cultural shift underway regarding diversity, equity and inclusion, or DEI.

Diversity, equity and inclusion at its most basic concept means truly accepting, supporting and including the full range of human differences, including but not limited to race, ethnicity, gender and gender identity, sexual orientation, age, social class, physical abilities, religious or ethical values systems, national origins and political beliefs.

Trimble and others understand that the construction industry must take action to recruit, retain and advance diverse talent.

Research indicates that companies that prioritize diversity outperform others; they have greater earnings, better governance, greater innovation and more opportunities.

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and more opportunities, according to CREW Network's annual study, which in 2020 began asking questions about diversity. Although its study centers on commercial real estate firms, it's become a common belief that any company that does not prioritize DEI will be left behind. They will miss the talent and the opportunity to be more profitable.

In this blog, Tonia Dunbar, Director of Professional Services at Trimble and a board member for the Trimble Foundation Fund, discusses the impacts of diversity, equity and inclusion (DEI) on the construction industry and offers suggestions on how others can get started with their DEI journey.

1. What does diversity, equity and inclusion in construction mean to you—and how does Trimble support this initiative in the workplace?

Diversity equity inclusion is extremely important to me as a black female leader in the space of software and more specifically in the construction industry. "If we didn't have things such as DEI, I wouldn't have the opportunities that I have today," says Tonia Dunbar, Director of Professional Services at Trimble and a board member for the Trimble Foundation Fund. "Historically, and even currently, people of minority

ethnicities are underrepresented in many industries, but vastly underrepresented in construction."

DEI helps drive the impact of having diverse thought, diverse representation and helping inadvertently drive businesses. "As the chair of the black professional network, which is one of our employee resource networks within Trimble, we have many that represent various groups, or underrepresented groups, not only from an ethnic background, but from other representation backgrounds."

The Trimble Foundation established a DEI subcommittee to give back to communities, not just within the United States, but globally, she says. The company is focused not only on impacting communities, but also local businesses to make sure people have equal opportunity and equal access.

2. How has the conversation regarding DEI changed - specifically to technology - or been prioritized since you began your career?

The recent highlights of civil unrest, especially in the United States, have driven people to open their eyes a little bit and get comfortable being uncomfortable, Dunbar says.

"DEI really is about that. It's about having the hard conversations. It's about addressing the topics of race and addressing the topics of equity for the underrepresented and that makes people uncomfortable."

"If I look back 15 years ago to now, I think we've got into a transition of leadership across the globe, across many industries that have said this can't keep happening or have said our businesses are not being as successful as they need to be because we don't have enough diverse perspective," she says. "Quite frankly, the world is moving in a direction in terms of how it operates very differently than 15 years ago."

Dunbar points to the online virtual world called the Metaverse, NFTs and the Pandemic as new items businesses now have to grapple with today and in the future. "This is a global pandemic which nobody has experienced and then has turned all industries upside down and how we operate. DEI became extremely important because you have to do things differently to continue to be successful. That challenges the status quo of where people's comfort levels have been historically in pushing them outside of that box."

Visit link for the full article:
bit.ly/44unjYv



PUBLIC POLICY

Is Your Construction Business Feeling the Effects of the Final DBA Rule?

Is your company benefitting from the \$1.2 trillion in government infrastructure spending yet—or is the final Davis-Bacon and Related Acts regulation making it harder to win that type of work?

[Article originally appeared in www.constructionexec.com]

By Nathaniel Peniston

The Biden administration's final rule "Updating the Davis-Bacon and Related Acts Regulations" took effect on Oct. 23, 2023. In "the first comprehensive regulatory review in nearly 40 years," the Department of Labor has returned to the definition of "prevailing wage" it used from 1935 to 1983—before Microsoft released the first Windows operating system.

Construction industry leaders must be aware that this is the most comprehensive review and overhaul of the act in 40 years; with it, the DOL has attempted to modernize its approach to wage creation and fringe benefit allocation. There are more than 50 procedural changes to the act, which means it is very important for contractors to be aware of wage classifications when bidding, performing work on Davis-Bacon Act projects and using applicable fringe dollars for bona fide benefits.

UNDERSTANDING THE CHANGES

Some of the critical adjustments included in the final rule that contractors should be aware of include:

Wage determination changes during a project: Historically, contractors could rely on the wage determinations used to win a project for the life of the project. However, the final rule now requires the contractor to use current wage determinations when a contract is changed or extended. The DOL "proposed this change be-

cause—like a new contract—the exercise of an option requires the incorporation of the most current wage determination."

New recordkeeping requirements: All contracts, payrolls and other "basic records," including the craft worker's last known phone number, email address—new data points that are to be obtained if not already available—job classifications of work done and the hours worked in each classification must be kept for at least three years after

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Editorial Staff
President & CEO:
Gerald W. Johnson
gwj@sbeinc.com

Managing Editor:
Valerie Voorhies
vv@sbeinc.com

Production Manager:
Nabil Vo
nvo@sbeinc.com

Diversity Outreach Manager:
Rosalie Vivanco
rvivanco@sbeinc.com

Graphics Design:
Domingo Johnson
domingo@mac.com

Webmaster:
Umer Farooq
umer@octadyne.com

Writer:
Cheryl Hentz
cheryl.hentz@gmail.com

SBE Northeast & Louisiana Business Journal
Manager:
Leslie McMillan
lmcmillan@sbeinc.com

Contact Info:

Small Business Exchange, Inc.
1160 Battery Street East, Suite #100 • San Francisco, CA 94111
Email: sbe@sbeinc.com • Website: www.sbeinc.com
Phone: (415) 778-6250, (800) 800-8534 • Fax: (415) 778-6255

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CALIFORNIA SUB-BID REQUEST ADS

Silver Creek
 Silver Creek Modular, LLC
 2830 Barrett Avenue, Perris, CA 92571
 CONTACT: Joe Nguyen
 OFFICE: (951) 943-5393

Silver Creek is soliciting quotations from qualified DVBE Subcontractors for the project listed below:

OWNER: Guadalupe Union School District
LOCATION: Pasadera Early Childhood Education Center
PROJECT: Manufacture of the Early Childhood Education Center Modular Administration Building
BID DATE: May 16, 2024 at 3:00 pm
DVBE Goal: 3%

Plans and Specs may be obtained via Procure
 Please submit your bid **NO LATER THAN MAY 13, 2024** to Joe Nguyen via email
 EMAIL: jnguyen@silvercreekmodular.com
 This is part of a Good Faith Effort.
 Your response is appreciated.

Silver Creek
 Silver Creek Modular, LLC
 2830 Barrett Avenue, Perris, CA 92571
 CONTACT: Joe Nguyen
 OFFICE: (951) 943-5393

Silver Creek is soliciting quotations from qualified DVBE Subcontractors for the project listed below:

OWNER: Ballico Cressey School District
LOCATION: Cressey Elementary School
PROJECT: Modular Package New TK-Kindergarten Modular Classroom Building
 Project No. 23-12894
BID DATE: May 29, 2024 before 11:00 am
DVBE Goal: 3%

Plans and Specs may be obtained via Procure
 Please submit your bid **NO LATER THAN MAY 16, 2024** to Joe Nguyen via email
 EMAIL: jnguyen@silvercreekmodular.com
 This is part of a Good Faith Effort.
 Your response is appreciated.

American Modular Systems, Inc.
 We are requesting bid quotations from all Subcontractors and Suppliers and DVBE Subcontractor/Supplier for the following:
**Guadalupe Union School District
 EARLY CHILDHOOD EDUCATION CENTER
 MODULAR ADMINISTRATION BUILDING PROJECT**
BID DATE: May 16, 2024 at 3pm

PLEASE **EMAIL** US YOUR BID PROPOSAL **NO LATER THAN May 10th at NOON**. THANK YOU!

American Modular Systems, Inc.
 787 Spreckels Avenue, Manteca, CA 95336
 Attn: Corey Ptaszynski • Email: corey.p@americanmodular.com
 Phone: (209) 825-1921

Tutor Perini
 Over a century of excellence

INVITATION FOR BIDS
 Tutor Perini Corp. (TPC) is seeking qualified bidders including, but not limited to, certified DBEs, SBEs & DVBEs, for the following scope of work on RFP No. 0212 Inglewood Transit Connector Project.

Drawings / Specifications / Insurance Requirements (Contractors Controlled Insurance Program) as well as Scope (Bid Package) are available upon request.

TPC is requesting bids for the following trades including but not limited to:
 Survey, Demolition, Reinforcing Steel, Concrete, Masonry, Structural Steel, Miscellaneous Metals, Ornamental Metals, Waterproofing & Damproofing, Insulation, Roofing, Exterior Metal Wall Panels, Fireproofing, Firestopping, Expansion Joints, Doors, Frames & Hardware, Glass & Glazing, Louvers & Vents, Metal Studs & Drywall, Tile & Stone, Acoustical Treatment, Resilient Flooring, Terrazzo, Painting & Coatings, Signage, Elevators & Escalators, Fire Suppression, Plumbing, Mechanical & HVAC, Clear & Grub, Earthwork, Piling & Caissons, Asphalt Paving, Pavement Markings, Concrete Flatwork, Hardscape, Landscaping & Irrigation, Utilities, Graphic Design and Printing, Marketing, Outreach, Training, Employment Services, Catering Companies, Maintenance Companies, Janitorial Services, Security Companies and other trades to help meet the DBE and small business goals

Requests for information regarding Bid Package:
 Email: estimating.bids@tutorperini.com
 Corporate Phone Number: (818) 362-8391
 Day of Bid Phone Number: (818)362-0443
 Fax: (818) 364-8030

Pre-Bid Conference: Meetings via video conference or telephone can be scheduled upon request.

Bids are due on Friday, May 17, 2024
 Address bids to: **Tutor Perini Corporation**
 15901 Olden Street, Sylmar, CA 91342
 Attention: Tim Sarre

Project Goals include: 17% DBE

In addition to the request for participation from DBEs, we request non-DBE subcontractors provide lower-tier DBE participation. Quotations must be valid for the same duration as specified by Owner for contract award. Subcontractors are required to possess and maintain a current contractor's license and must also be registered with the Department of Industrial Relations (DIR) as required by Public Contract Code Section 1725.5. Subcontractors will be required to execute TPC's Standard Subcontract Terms and Conditions including the insurance requirements.

Assistance to DBE subcontractors and DBE suppliers in obtaining bonding, lines of credit, or other capital financing is also available through the DOT Bond Assistance Program at (800) 532-1169.

Please contact our DBE Program team via email at estimating.bids@tutorperini.com with any questions or for assistance.

TPC, in its sole and absolute discretion, may reject any and all bids, or accept a bid or combination of bids, if any in its sole and absolute judgement will under all circumstances best serve the project's interest. In the event that the successful Bidder fails to execute the Contract, TPC reserves the option to accept the bid of the next lowest/qualified Bidder within ten (10) calendar days from such default.
 TPC is an Equal Opportunity Employer


Dream Big
 A Small Business Empowerment Forum

Be a part of the Dream Big Small Business Empowerment Forum on May 23 at the City Club of LA. This event is all about empowering women and minority-owned small businesses in California, with a focus on bridging the income gap in government contracting and supplier diversity.

Dream Big will kick off with Breaking Barriers Town Hall, an engaging audience-driven conversation with some of the most influential leaders about the state of supplier diversity. Then attendees can look forward to the Beyond Certification presentation, offering strategies on crafting winning proposals using the DARE methodology. Participants will enjoy a fast-paced networking luncheon served with gourmet sandwiches and more.


Dream Big concludes with Boost, an exciting Pitch-Off opportunity for 10 small business owners to compete for \$500 by showcasing how it will benefit their business.

Throughout the forum, attendees can explore small business contract opportunities, access valuable resources, receive certification assistance, and engage with small business advocates from our sponsors.





Secure your spot now as space is limited. >

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Priorities for California's Economy

Continued from page 1

High levels of income inequality and poverty dampen the likelihood of advancement for all Californians. It often takes time and money to invest in the skills and experiences needed to move up the economic ladder, but for many these resources are lacking. Data over the past four decades shows that most children born in low-income families in California earn low incomes as adults.

Even in times of great change, policy can support upward mobility—and bolster the economy—with the right tools. Most recently, policymakers took steps to protect public health during the COVID-19 crisis while also addressing the economic fallout. Thanks in part to wide-ranging investments in businesses, workers, and families, labor markets recovered quickly, the unemployment rate reached historic lows, and low-wage workers saw record high wage growth.

Historic investments in infrastructure and climate—including the federal Inflation Reduction Act, the Infrastructure Investment and Jobs Act, Build Back Better grants, and California Jobs First (formerly the Community Economic Resilience Fund)—could likewise strengthen California's economy amid the challenges outlined above. But whether these investments better position workers, employers, and communities for the future de-

pends on the ability of the state and local leaders to prepare for these transitions, accurately monitor regional needs, and assess the impact of investments.

Priorities

Help workers and businesses navigate upcoming transitions. Prior economic transitions have benefited some—but not all—residents. To ensure that more Californians can take advantage of promising new opportunities in clean energy, technology, health care, and more, bridging the gap between employers and educational institutions will be critical to adapt to evolving skill requirements, to achieve greater equity in training and employment, and to ultimately meet workforce and worker needs.

Track shifting labor market and business needs. Monitoring the impact of long-term challenges on employment and wages across sectors and regions is critical for adjusting policies to support a high-functioning labor market. Right now, it is not entirely clear what skills will be most valuable to workers and businesses as climate adaptation and AI technology unfold; tracking these emerging workforce needs is a first step to helping more Californians benefit.

Visit the link for the full article:
<https://www.ppic.org/publication/priorities-for-californias-economy>



CALIFORNIA SUB-BID REQUEST ADS

DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909 • Dublin, CA 94568-2909
Phone: (925) 829-9220 / Fax: (925) 803-4263
Website: www.desilvagates.com
ESTIMATOR: PAUL BRIZUELA
An Equal Opportunity/ Affirmative Action Employer

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

CALTRANS ROUTE 680 – CONSTRUCTION ON STATE HIGHWAY IN SANTA CLARA AND ALAMEDA COUNTIES IN MILPITAS AND FREMONT FROM JACKLIN ROAD UNDERCROSSING TO SCOTT CREEK ROAD UNDERCROSSING, Contract No. 04-2Y4604
Disabled Veteran Business Enterprise Goal Assigned is 3%
Small Business Enterprise Goal Assigned is 25%

OWNER: STATE OF CALIFORNIA DEPARTMENT OF TRANSPORTATION
1727 30th Street, MS 43, Sacramento, CA 95816

BID DATE: MAY 21, 2024 @ 2:00 P.M.

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

AC DIKE, COLD PLANE, CONSTRUCTION AREA SIGNS, CRACK SEALING, ELECTRICAL, EMULSION SUPPLIER, EROSION CONTROL, LEAD COMPLIANCE PLAN, RUMBLE STRIP, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TRAFFIC CONTROL SYSTEMS, 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 and 3855 North Freeway Boulevard, Suite 100, Sacramento, CA or at your local Builders Exchange, or reviewed and downloaded from the dropbox site at https://www.dropbox.com/sh/5rvdc1bwfbasgl9/AABrd0ba51_kN3GtAESfBUoa?dl=0 or from the Owner's site at www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php

Fax your bid to (925) 803-4263 or email to dgcestimating@desilvagates.com to the attention of Estimator Paul Brizuela. 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

If you need DVBE/SBE 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). DGC is willing to breakout portions of work to increase the expectation of meeting the DVBE/SBE 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/Affirmative Action Employer.

DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909 • Dublin, CA 94568-2909
Phone: (925) 829-9220 / Fax: (925) 803-4263
Website: www.desilvagates.com
ESTIMATOR: DAVID CZECH
An Equal Opportunity/ Affirmative Action Employer

DeSilva Gates Construction (DGC) is preparing a bid as a Prime Contractor for the project listed below:
ROUTE 32 - FOR CONSTRUCTION ON STATE HIGHWAY IN BUTTE COUNTY IN CHICO FROM MUIR AVENUE TO INTERCHANGE OF STATE ROUTES 99 AND 32, Contract No. 03-4H76U4,
Federal-Aid Project ACHSNH-P032(051)E, Disadvantaged Business Enterprise Goal Assigned is 22%
OWNER: STATE OF CALIFORNIA DEPARTMENT OF TRANSPORTATION
1727 30th Street, MS 43, Sacramento, CA 95816

REVISED BID DATE: MAY 16, 2024 @ 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:

Adjust Iron, Biologist Consultant, Clearing and Grubbing/Demolition, Cold Plane, Construction Area Sign, Electrical, Emulsion Supplier, Erosion Control, Landscaping, Lead Compliance Plan, Minor Concrete, Roadside Signs, Sawcutting, Striping, SWPPP Prep/Water Pollution Control Plan Prepare, Temporary Erosion Control, Testing, Traffic Control Systems, Underground, Trucking, Water Trucks, Street Sweeping, Hot Mix Asphalt (Type A) Material, Rubberized HMA (Open Grade) Material and Rubberized HMA (Gap Grade) Material.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 3855 N Freeway Blvd Suite 100, Sacramento, CA 95834, or at your local Builders Exchange, or reviewed and downloaded from the dropbox site at https://www.dropbox.com/sh/5rvdc1bwfbasgl9/AABrd0ba51_kN3GtAESfBUoa?dl=0 or from the Owner's site at 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 David Czech. 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

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). 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/Affirmative Action Employer.



McCarthy Building Companies
515 S. Flower St | Ste. 3600 | Los Angeles, CA 90071 | 213-655-1100 | License #411173

Subcontractor Solicitation of Interest
Kenneth Hahn Hall of Administration – Base Isolation Seismic Retrofit
Los Angeles, CA

McCarthy Building Companies, Inc., working as the Construction Manager at Risk in conjunction with the Department of Public Works for Los Angeles County, is soliciting interest from qualified subcontractors to participate in the bidding for award phase of the project.

Project description: The Hall of Administration Base Isolation Seismic retrofit project consists of the installation of seismic isolators under the foundation of the existing building. Hydraulic jacks and temporary load-bearing shoring will be installed in phases to support and transfer the gravity loads from the existing columns/walls to new support foundations. Seismic strengthening of the superstructure using new concrete shear walls is required at select interior locations. These interior locations will require demolition and reconstruction. Select restrooms will receive ADA upgrades and elevators are to be modernized. A moat gap will be constructed around the building perimeter using earth-retention walls. Shoring and earthwork operations will require demolition and reconstruction of the existing site around the building. Underground utilities will be modified or replaced. This project will be performed at an active site where the building is occupied during typical work hours. Provisions of various sorts will be accommodated so as not to disrupt the occupants of the building.

Project Location: 500 West Temple Street, Los Angeles, CA 90012

Work categories include: Best Value Selection for Site Utilities and Design-Build Temporary Site Utilities. Best Value Selection for Site Fire Water Design & Design Build Fire Protection.

Key Subcontractor Qualifications: Design-Build experience for: Temporary Site Utilities, and Fire Protection.

Key Dates: Request for Proposals (RFP) issued to Subcontractors – 05/1/24 via Building Connected website; Proposals Due to McCarthy Building Companies – 5/23/24.

This project requires:

- Prevailing Wages
- Community Workforce Agreement (CWA)
- Contractor Controlled Insurance Program (CCIP)
- A 100% Performance and Payment Bond from an admitted surety upon award of contract for all trades.

McCarthy is an equal opportunity employer and encourages qualified Small Business and Minority Business participation. All qualified applicants will receive consideration for employment without regard to race, religion, sex, or national origin.

Please contact us if you have any questions regarding project specifics:

McCarthy Building Co, Inc.
Lando Madrigal - Sr. Preconstruction Manager • E-Mail: lmadrigal@mccarthy.com

WE ARE AN EQUAL OPPORTUNITY EMPLOYER



5225 Hellyer Avenue, Suite #220, San Jose, CA 95138
Phone (408) 574-1400 • Fax (408) 365-9548
Contact: Sheree Schoenherr
Email: estimating@graniterock.com

REQUESTING SUB-QUOTES FROM QUALIFIED SBE & DVBE SUBCONTRACTORS/SUPPLIERS/TRUCKERS FOR:
Construction on State Highway in Santa Clara County in San Jose and Mountain View from Guadalupe River Bridge to North Shoreline Boulevard Overcrossing
Contract Number: 04-2Y5504

Owner: Caltrans

Location: San Jose, CA, HWY 101
Engineers' Estimate: \$1,920,000

BID DATE: May 14, 2024 @ 2:00 PM

Items of work include but are not limited to: **Lead Compliance Plan, Construction Area Signs, Traffic Control, Stationary Impact Attenuator Vehicle, PCMS, Water Pollution Control Program, Temporary Drainage Inlet Protection, Street Sweeping, Noise Monitoring, Tack Coat, Pavement Markers, Striping and Trucking.**

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

We are an Equal Opportunity Employer



5225 Hellyer Avenue, Suite #220, San Jose, CA 95138
Phone (408) 574-1400 • Fax (408) 365-9548
Contact: David Kennedy
Email: estimating@graniterock.com

REQUESTING SUB-QUOTES FROM QUALIFIED MBE, WBE, SBE, DBE & Labor Surplus Area
SUBCONTRACTORS/SUPPLIERS/TRUCKERS FOR:

Mt. Veeder Rd. MPM 3.99, RDS 23-23

Owner: Napa County
Location: Napa

Engineers' Estimate: \$816,000

BID DATE: May 16, 2024 @ 11:30 AM

Items of work include but are not limited to: **Cleaning & Grubbing, Traffic Control, Erosion & Sediment Control, Sawcut, Striping, Adjust Utilities, Rock Slope Protection & Fabric, CIDH Concrete Piling, Supply Structural Concrete, Rebar and Trucking.**

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

We are an Equal Opportunity Employer

Diversity Equity Inclusion

SBE's nationwide 1,000,000+ database of certified businesses provides the basis for targeted outreach utilizing a powerful IBM Power9 platform for completed and timed reporting, customized to match client needs.



CALIFORNIA SUB-BID REQUEST ADS



REYES CONSTRUCTION, INC.
CONSTRUCTION WITHOUT COMPROMISE

REQUEST FOR PROPOSAL

Request For Certified/ Self- Certified Small Business Subcontractors & Suppliers
From all SBA, WBE, VOSB, SDVOSB & HubZone Subcontractors/Sub-Consultants/ Vendors registered as a SBA business for:
Project Name: FY24 Repair Railroad Turnout 701 & Rail Sections at the East Interchange, Yermo, CA
Solicitation No: N62473-21-D-1402
Owner: NAVFAC Southwest

Reyes Construction is requesting bids in the areas described, but not limited to:
(Subcontractors): Rail Road Work, Rail Road Signal, Trucking (Dirt Export), Survey, Quality Control
(Suppliers): Ready Mix Concrete, Aggregate (Ballast, Sub ballast, Walking Asphalt)

Project Objective:

From the latest rail inspection, it was found that the railroad turnout at the indicated locations have several deficiencies and need corrective actions as recommended. This project addresses all the known issues by replacing the sections that is designed and constructed with the current code and regulation.

Project Description:

Repair Railroad Turnout at 701 by design-build a new replacement turnout and crossing sections to replacing existing. Replacing sections of rail at the east interchange will be an option bid location to the contract.

Bid Date: June 3rd 2024 at 12PM (PST)

REYES CONSTRUCTION, INC.
State License Number 507561
1383 South Signal Drive, Pomona, CA 91766
Phone: 909-622-2259 • Fax: 909-622-3053
Contact: Brenda Martinez Mon-Fri 7:00 A.M - 4:00 P.M

Assistance will be available in obtaining bonds, lines of credit, Insurance, necessary equipment, supplies, materials or related technical assistance.

Plans, Specifications, and Contract requirements can be viewed online at no additional cost:

- 1) Via iSqFt - please send an email request to estimating@reyesconstruction.com
- 2) Sharefile- please send an email request to estimating@reyesconstruction.com



Mountain Cascade Inc.
555 Exchange Court, Livermore, CA 94550
(925) 373-8370, Fax (925) 373-0940

Project: Roadway, Water, and Sewer Infrastructure Improvement Project Phase II
EDA No. 07-79-07487

Owner: County of Mariposa Public Works

Revised Bid Date: May 14, 2024 @ 2:00 P.M.

DBE Goal: 19.8%

WBE Goal: 6.9%

Engineers Estimate: \$3,400,000

We are requesting quotes from all qualified DBE and WBE Subcontractors and Suppliers but not limited to:

FABRICS AND OILS, PIPE SUPPLIERS, CONSTRUCTION AREA SIGNS, TRAFFIC CONTROL, COLD PLANE, AGGREGATE BASE, AC DIKES, GRINDING, STRUCTURAL CONCRETE, SOUNDWALL- MASONRY PRECAST, REINFORCING STEEL- REBAR, STEEL STRUCTURE, SIGN STRUCTURE, SIGNS ROADSIDE, CONCRETE CURB & SIDEWALK-MISC, FENCING, METAL BEAM GUARD RAILING, METAL RAILING, THERMOPLASTIC TRAFFIC STRIPE & MARKING, PAINTED TRAFFIC STRIPE & MARKING, PAVEMENT MARKING, SIGNAL AND LIGHTING, SURVEYOR, SWPP PLAN ONLY, WATER TRUCK, SWEEPER, TRUCKER, GEOTECH

Project Description: The work to be done consists of, in general, constructing storm drain, curb & gutter, sidewalk, grind & overlay pavement, bridge deck rehabilitation, retaining walls, parking lot improvements, and other miscellaneous items as specified in the plans and specifications.

Project information, including plans & specifications can be found by contacting:

estimating@mountaincascade.com

Please feel free to contact Mountain Cascade, Inc. at 925.373.8370 with any questions concerning bonding, insurance, lines of credit, and job overview. We look forward to your response.

Mountain Cascade Inc. is an Equal Opportunity Employer
California License # 422496

This is Part of a Good Faith Outreach. Your response is greatly appreciated

Sub-Bids Requested from qualified DBE Subcontractors and Suppliers for:

DIAMOND REGIONAL SEWER LIFT STATION AND DUAL FORCE MAINS
WORK ORDER NO.: C2415

Owner: Elsinore Valley Municipal Water District, Location: City of Lake Elsinore, CA

Bid Date: June 12, 2024 @ 10:00 A.M.



667 Brea Canyon Road, Suite 30 • Walnut, CA 91789
Phone: (909) 595-4397, Fax: (909) 444-4268
Contact: Lori Olivas, lori.olivas@jfshea.com

J.F. Shea Construction, Inc. is soliciting your participation in the preparation of this bid.

We are particularly interested in bids from subcontractors/suppliers for the following work items:

Demolition, Aggregates, Erosion Control, Drilled Concrete Piers, AC Paving, Fencing, Ready-Mix Concrete, Reinforcing Steel, Masonry, Structural Steel, Steel Decking, Miscellaneous Metals, Roof & Deck Insulation, Sheet Metal Roofing, Joint Sealants, Metal Doors/ Frames/Hardware, Floor Access Doors, Metal Framing and Drywall, Ceramic Tiling, Resilient Base, Painting & Coatings, Signage, Fire Protection Specialties, Toilet Accessories, Equipment, Bridge Crane, Electrical & Instrumentation.

Plans and Specifications: Bid Documents may be obtained free of charge from PlanetBids at: <https://vendors.planetbids.com/portal/32069/bo/bo-detail/115460>. Plans may also be viewed at our Walnut Office. J.F. Shea Construction, Inc. is an equal opportunity employer and intends to negotiate in good faith with interested DBE firms and intends to utilize the lowest responsive bidder. J.F. Shea expects potential subcontractors to be bondable. J.F. Shea will pay for up to 1% for subcontractor bond costs. Subcontractors and Suppliers are expected to bid per plans and specifications, including requirements for warranties. Standard manufacturer's warranties, if not in conformance with owner's specifications, will not be accepted.



Mountain Cascade Inc.
555 Exchange Court, Livermore, CA 94550
(925) 373-8370, Fax (925) 373-0940

Project: Construction of State Highway in Sonoma County and Napa County near Schellville from Sonoma Creek Bridge to Napa County Line and from 0.3 Miles East of Sonoma County Line to Duhig Road
Contract No. 04-0Y2604

Owner: Caltrans

Bid Date: May 15th, 2024 @2:00 PM ELECTRONIC BID

DVBE Goal: 3%

SBE Goal: 25 %

We are requesting quotes from all qualified DVBE/SBE Subcontractors and Suppliers but not limited to: ASPHALT, FABRIC AND OILS, CONSTRUCTION AREA SIGNS, TRAFFIC CONTROLS, COLD PLANE, AGGREGATES BASE, GRINDING, SIGNS ROADSIDE, THERMOPLASTIC TRAFFIC STRIPE AND MARKING, PAVEMENT MARKING, SIGNALS AND LIGHTING, MESSAGE SIGNS, LIGHTING & SIGN ILLUMINATION, DETECTOR, RAMP METERING SYSTEM, SWPP PLANNING, WATER TRUCK, SWEEPER, HAZARDOUS SUBSTANCE REMOVAL, TRUCKER, NIOSE MONITOR, PROFILER GRINDER

Project Description: The project includes, but not limited to, Cold plane asphalt concrete pavement and overlay with RHMA-G

Engineers Estimate: \$3,080,000

Plans and specs can be obtained at: <http://ppmoe.dot.ca.gov/des/oe/weekly-ads>

Or contact: estimating@mountaincascade.com

Please feel free to contact Mountain Cascade, Inc. at 925.373.8370 with any questions concerning bonding, insurance, lines of credit, and job overview. We look forward to your response.

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California License # 422496

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Mountain Cascade Inc.
555 Exchange Court, Livermore, CA 94550
(925) 373-8370, Fax (925) 373-0940

Project: Construction on State Highway in Napa County in and near Napa from 0.2 miles north of Junction Route 12/29 to 0.2 miles north of Basalt road undercrossing
Contract No. 04-2Y5004

Owner: Caltrans

Bid Date: May 16th, 2024 @2:00 PM ELECTRONIC BID

DVBE Goal: 3%

SBE Goal: 25 %

We are requesting quotes from all qualified DVBE/SBE Subcontractors and Suppliers but not limited to: FABRIC AND OILS, CONSTRUCTION AREA SIGNS, TRAFFIC CONTROL, COLD PLANE, AGGREGATE BASE, AC DIKE, GRINDING, SIGNS ROADSIDE, THERMOPLASTIC TRAFFIC STRIPE & MARKING, PAINTED TRAFFIC STRIPE AND MARKING, PAVEMENT MARKINGS, SIGNAL AND LIGHTING, MESSAGE SIGNS, LIGHTING AND SIGNS ILLUMINATION, DETECTOR, RAMP METERING SYSTEM, SWPP PLANNING, WATER TRUCK, SWEEPER, HAZARDOUS SUBSTANCE REMOVAL, TRUCKER, NOISE MONITORING, PROFILER

Project Description: The project includes, but not limited to, cold plane asphalt concrete pavement and overlay with RHMA- G

Engineers Estimate: \$2,690,000

Plans and specs can be obtained at: <http://ppmoe.dot.ca.gov/des/oe/weekly-ads>

Or contact: estimating@mountaincascade.com

Please feel free to contact Mountain Cascade, Inc. at 925.373.8370 with any questions concerning bonding, insurance, lines of credit, and job overview. We look forward to your response.

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California License # 422496

This is Part of a Good Faith Outreach. Your response is greatly appreciated

Caliagua Inc.

4930 E La Palma Ave, Anaheim, CA 92807 | Phone: 866-416-4214 | Email: rricard@caliagua.net

Contact: Ryan Ricard

Project: City of Santa Ana PFAS Water Treatment Plant Well Nos. 27 & 28 • Contract No. SA-2023-1

BID DATE: May 30th, 2024 @ 2:00PM

An Equal Opportunity Employer & Complies with the Standard Federal Equal Employment Specifications

All Qualified AND/OR Certified DBE Subcontractors and Material/Equipment Suppliers are requested to forward quotes for the above-referenced project.

Caliagua Inc. is seeking qualified subcontractors and suppliers for the following: Demolition, Reinforcing Steel, Masonry, Painting & Coating, Electrical & Instrumentation, AC Pavement, Fence & Gates, Precast Concrete Manholes, PVC Pipe, Steel & Ductile Iron Piping, Dual Containment Piping, Process Valves, Horizontal Split Case Pumps, Centrifugal Sand Separators, Cartridge Filters

Project Documents: <http://www.ocwdplanroom.com/>

Free access to the project documents can be furnished upon request. Caliagua Inc. is signatory to the Operating Engineers, Laborers, Cement Masons and Carpenters Unions. Subcontractors must possess a current contractor's license, DIR Registration, insurance and workers compensation coverage per project requirements. Subcontractors and Suppliers are expected to bid per plans and specifications. Quotes need to be submitted at a reasonable time prior to the bid date. This project has a 5% DBE participation goal, participation is highly encouraged.



WORKFORCE DEVELOPMENT

Increasing Support for the Increasing Number of Women in Construction

[Article originally appeared in www.constructionexec.com]

By Shanthi Rajan

The construction industry has long been male-dominated, but the tide is turning as more women are making their mark in this traditionally challenging field. It's invigorating to witness the increasing presence of women in various roles within the industry, and the importance of this trend cannot be overstated, as it brings a diverse range of skills, perspectives and experiences to the table, ultimately benefiting the sector as a whole.

The growing participation of women in construction not only provides women with rewarding career opportunities but also addresses the industry's skilled-labor shortage. By embracing the wide range of career paths the construction industry offers, from project management and engineering to hands-on trades, women can contribute to and benefit from the industry's growth and success.

CHALLENGES FACED BY WOMEN IN CONSTRUCTION

Despite this progress, women in construction continue to encounter various challenges. The industry has historically exhibited a low representation of women, with only 9.9% of construction workers being female.

This underrepresentation is further compounded by limited opportunities for advancement and gender pay gaps, although this gap, at 95.5% of what men make in construction, is not as wide as it is in other industries.

FEDERAL LEGISLATION AND CONTINUED GROWTH

Federal legislation could help to normalize the presence of women not only in construction careers but on construction sites. The Infrastructure Investment and Jobs Act, offering more opportunity for infrastructure spending and building, also offers more opportunity for hiring women to fill positions on new projects—a great way to introduce women to the field from apprenticeship and/or undergraduate programs and get more female project managers on more jobsites more often, following the years of remote and/or hybrid work of back-office employees.

The COVID-19 pandemic not only impacted office dynamics, but it also impacted—or rather benefitted—gender dynamics within the construction industry. While many industries experienced layoffs, construction proved to be an exception by providing opportunities to women who were rethinking their career paths amid the pandemic. In about a year, women recovered all their pandemic-era losses in construction, further demonstrating their resilience and contribution to the sector.

VICTORIES AND OPPORTUNITIES

While challenges abound, women in construction have made significant strides. The share of women in construction has hit a record high, with over 1.1 million working in the industry nationwide.

And even more women are joining the industry, not only in traditional office roles but also in trade and executive positions. Plus, about 13% of all construction companies are now owned by

women. There is a growing recognition of the value that women bring to the construction sector, leading to increased support for their professional development and advancement.

INCREASING REPRESENTATION OF WOMEN IN CONSTRUCTION

The construction industry is becoming more open and accepting of female workers, offering a wide range of career opportunities, from project management and engineering to trades like carpentry and plumbing. To address the underrepresentation of women in the industry, several initiatives have been launched to support and empower women in construction.

Mentorship Programs: Mentorship programs play a crucial role in fostering an inclusive environment for women in construction. By providing guidance, support and opportunities for skill development, these programs help women navigate the challenges and barriers they may face in the male-dominated industry.

Professional Conferences and Workshops: Professional conferences and workshops dedicated to women in construction provide valuable networking, mentoring and growth opportunities. Organizations such as the National Association of Women in Construction and Commercial Real Estate Women strive to change the representation of women in the industry by making it more appealing and accessible. These organizations and their events facilitate the increase of women in construction by providing a platform for knowledge sharing, skill development and professional growth.

Advocacy for Diversity and Merit: Advocacy for more diversity and merit in the workplace is essential to create a more equitable environment for women in construction. Companies and industry organizations like the Women's Construction Coalition and Women Construction Owners & Executives are increasingly advocating for gender diversity, challenging stereotypes and promoting the value that women bring to the construction sector.

Flexible Work Arrangements: The construction industry offers flexible work arrangements, such as part-time work and job-sharing, which can be appealing to women who have caregiving responsibilities or want a better work-life balance. These arrangements help attract and retain female talent in the industry.

Leadership Development Programs: Initiatives aimed at developing leadership skills among women in construction are gaining momentum. More women are being promoted to leadership roles and owning their businesses, contributing to a more diverse and inclusive leadership landscape within the industry.

These initiatives are instrumental in addressing the challenges faced by women in construction and creating a more inclusive and diverse workforce. By supporting and empowering women in the industry, we can ensure their contributions are fully recognized and valued, ultimately leading to a more vibrant and successful construction sector.

Visit the link for the full article:

www.constructionexec.com/article/increasing-support-for-the-increasing-number-of-women-in-construction



GREEN BUSINESS

San Francisco Celebrates New Milestone In Green Business Program

[Article originally appeared in www.sf.gov]

Mayor London N. Breed and the San Francisco Environment Department today announced a remarkable milestone for the San Francisco Green Business Program after 147 businesses certifications were awarded this year between July 2022 and March 2024, making it one of the largest number of businesses to join the Program since its inception over 20 years ago.

In 2023 alone, San Francisco's Green Businesses made substantial environmental contributions by saving over 1 million gallons of water and reducing greenhouse gas emissions by nearly 264,000 pounds. This reduction in emissions is comparable to removing the carbon dioxide equivalent absorbed by around 140 acres of U.S. forests in a single year. Such significant savings highlight the collective impact of local businesses on the global environment.

"Today, as we recognize a record number of business certifications through our City's Green Business Program, we're not just celebrating their achievements but also their commitment to a sustainable future that everyone benefits from," said Mayor London Breed. "These businesses, from neighborhood boutiques to major corporations, exemplify the spirit of innovation and responsibility that defines San Francisco. For Small Business Week, let's support these local leaders making significant strides in environmental stewardship and proving that what is good for the planet is also good for business."

Since the San Francisco Environment Department launched the City's program in 2004, the Green Business Program has certified a total of 907 businesses throughout the City. The businesses honored have taken key environmental actions to ensure the health and safety of

their customers, employees, and planet. Some measures include using fewer toxic products, saving water and energy, reducing waste, and improving indoor air quality.

"Every Green Business awardee is an inspiring trailblazer, weaving sustainability into their operations and culture," said Tyrone Jue, San Francisco Environment Department Director. "This record-setting group of honorees is igniting a vital movement, showcasing that going green not only benefits the planet, but bolsters a thriving business."

The San Francisco Green Business Program is a part of the California Green Business Network, which collectively supports and recognizes businesses, non-profit organizations, and institutions in San Francisco that meet high environmental standards. Certified Green Businesses in San Francisco include the Exploratorium, Cal Academy, Oracle Park,

Chase Center, Bi-Rite, Cole Hardware, and The Fillmore.

Specific to this year's certification pool, most notably, includes the San Francisco Marriott Marquis in the South of Market, making it the largest certified Green Business in the City and third largest in the State. The Axiom Hotel, Inn at the Presidio, and Lodge at the Presidio also achieved Green Business certifications this year, as well as a renewed certification of the Intercontinental Mark Hopkins. Other still-recognized Green Businesses in the hospitality industry from prior years include the Proper Hotel, Omni San Francisco, W San Francisco, St. Regis San Francisco, Argonaut Hotel, Hotel Zoe Fisherman's Wharf, and the Laurel Inn by Hyatt.

"These record-breaking certifications from San Francisco's hospitality community show-

Continued on page 7

San Francisco Celebrates New Milestone In Green Business Program

Continued from page 6

case our commitment to sustainability and our environmental leadership nationally,” said Alex Bastian, President & CEO of the San Francisco Hotel Council. “San Francisco’s hospitality community is the only one in the country making good faith efforts around using 100% renewable energy, providing significant access to electric vehicle charging options, and striving to achieve zero waste. We work collaboratively with our city partners balancing the need for sustainability, with the need for businesses to be successful. For the environmentally conscious traveler, there’s no better place to visit in the country than San Francisco.”

During the Mayor’s Earth Month Kick-off on April 3, Mayor Breed recognized Frances Yee of Dee Dee’s Boutique for becoming the first-ever certified Green Business in Chinatown’s history, serving as yet another key milestone for the Program.

Additionally, San Francisco has uniquely helped three local nail salons achieve Green Business certification this year making them the first and only certified nail salons across the State of California. The businesses are The Upper Hand Nail Spa in Noe Valley, Gentle Nails Salon in the Inner Sunset, and Valencia Nail Spa in the



SAN FRANCISCO GREEN BUSINESS

Mission. The success of these new certifications in the nail salon industry is due to the decade of experience the Environment Department has had in helping salons adopt safer products and practices through its Healthy Nail Salon Program. The Green Business certification helps these salons take their sustainability efforts to the next level, incorporating water, energy, and waste-saving measures while continuing to protect their workers.

“The San Francisco Green Business Program is as much of an environmental program as it is a small business assistance program,” said Katy Tang, Director of the Office of Small Business. “Since SF Environment launched the rebate and pre-bate program in 2019, they have distributed \$50,000 in resources to 50 businesses to help them implement their sus-

tainability improvements. Small businesses are the backbone of our neighborhoods, and this kind of essential assistance helps these businesses thrive—sustainably.”

Since 2021 when Little Joe’s Pizza, the iconic pizzeria in San Francisco’s Excelsior District, was recognized as a Green Business, they have continued to use sustainable practices like low-flow water fixtures and green cleaning products and have improved their composting and recycling program. When the restaurant made the decision to switch out its interior lighting, the Green Business Program paid for the upfront cost of replacing 50 halogen bulbs, helping Little Joe’s save an estimated \$1,500 per year in energy costs. These measures provide a compelling and measurable example for how new busi-

nesses can reduce environmental impacts, while also saving critical dollars.

In its earliest days, the San Francisco Green Business program was focused primarily on helping businesses become energy efficient to save money and assist the city in meeting its bold zero emissions and zero waste goals. While that is still the case today, the program is constantly evolving to provide businesses, especially small businesses, with the support they need to operate sustainability. This includes rebate and pre-bate programs to minimize or eliminate the burden of going green and working with community-based organizations to reach small businesses in the Bayview, Hunters Point, Excelsior, and lower Fillmore neighborhoods.

The California Green Business Network has developed more than 30 unique sector checklists providing guidelines for a variety of businesses to conserve resources, build healthy communities, and save money. Businesses can be recognized at three levels: Entry-level, Certified, and Innovator. These three options help businesses take the next step on their sustainability journey no matter where it begins.

SOURCE: <https://www.sf.gov/news/san-francisco-celebrates-new-milestone-green-business-program>

Is Your Construction Business Feeling the Effects of the Final DBA Rule?

Continued from page 2

the prime contract is complete.

Apprenticeship locality: The final rule explains that contractors and subcontractors must comply with the apprentice wage and ratio standards of the locality where the work is performed irrespective of the wages and standards of the facility training the individual.

Contracting agency omission of Davis-Bacon and Related Acts requirements: Suppose a project owner fails to include DBA requirements (e.g., prevailing wage determinations) in its bid request. In that case, the agency can now retroactively to the date of the award or start of construction, whichever comes first, use an “operation-of-law provision” to require contractors to follow all DBA rules and pay prevailing wages. While the contracting agency is supposed to pay additional contractor costs for this oversight, it can be challenging for merit shop contractors to determine and receive compensation for those

additional costs and ensure subcontractors and affected employees are made whole.

How fringe benefits are annualized: Annualization is the DOL-developed process to determine a per-hour cost of a contractor’s contributions toward a bona fide fringe benefits plan, which may be credited against the workers’ fringe benefit requirements.

Annualization is particularly important for merit shop contractors whose craft workers are subject to prevailing wage mandates on federally funded projects but also do “private” work where there are no fringe rates.

Contributions to “Defined Contribution Pension Plans,” such as a 401(k), are exempted from the annualization requirement if the plan meets specific mandates, such as immediate vesting and irrevocable contributions.

Also to note, on Nov. 7, 2023, ABC filed a lawsuit in the U.S. District Court for the Eastern District of Texas challenging the DOL’s infla-

tionary and controversial final rule, citing the rule returns to “failed policies of the 1970s and unlawfully expands coverage of prevailing wage requirements.”

OPPORTUNITY FOR GOVERNMENT CONTRACTORS

While these changes present additional complexities—ABC states these adjustments will only “make compliance challenges worse” and drive “small contractors out of public works projects or even business”—contractors are simultaneously presented with a dramatic increase in government-funded construction projects. The Infrastructure Investment and Jobs Act will spend \$1.2 trillion over eight years, focusing on physical infrastructure (notably roads, bridges, railways, water, sewage, broadband and electric vehicles), and these funds are just becoming “shovel ready.” Additionally, the Inflation Reduction Act’s expansion of energy-efficiency tax incentives—such as the §179D energy-efficient commercial buildings deduction—will invest

another roughly \$369 billion subject to prevailing wage requirements.

The IRA and several state laws, such as California’s SB 54 and SB 740, contain policy enacting “skilled and trained workforce requirements” that are likely to push developers into hiring unionized contractors and union labor on a more frequent basis. For the first time, prevailing wage compensation and government-registered apprentice participation requirements are mandated on private (non-governmental) project owners.

The government’s spending presents a wealth of opportunity for merit shop contractors but will require more work than ever to ensure compliance. If you have questions about the Final Rule changes and how it might impact your company, reach out to your prevailing wage benefit partner for clarification.

SOURCE: www.constructionexec.com/article/is-your-construction-business-feeling-the-effects-of-the-final-dba-rule

Mayor London Breed Issues Executive Directive to Screen Potential Vulnerable Concrete Buildings and Publish Seismic Retrofit Standards

Continued from page 1

San Francisco has 72 percent chance of experiencing an earthquake with a magnitude of 6.7 or greater by 2043, according to the U.S. Geological Survey (USGS). For comparison, the 1989 Loma Prieta Earthquake, in which 63 people died and over 12,000 people were displaced, was a 6.9 magnitude quake.

“To ensure our City’s buildings are prepared to withstand the next big earthquake, we need to identify which ones need to be improved,” said San Francisco Department of Building Inspection Director Patrick O’Riordan. “The Mayor’s

directive will enable us to understand the current condition of the City’s concrete buildings, identify which ones need to be retrofitted, and establish the safety standards those structures will need to meet in the coming years.”

“Each proactive step we can take as a city to mitigate damage after a major earthquake helps set all of us up for a more resilient recovery,” said Mary Ellen Carroll, Executive Director of the San Francisco Department of Emergency Management. “As our city takes these decisive steps to enhance seismic resilience, this directive reminds residents and businesses that we all play

a vital role in minimizing the inevitable impacts of a major earthquake. We are grateful for this opportunity to identify and therefore mitigate risk to concrete buildings.”

“We need to strengthen our downtown and our economy, ensuring that our community and our businesses are resilient to earthquakes now and into the future,” said Rodney Fong, President and CEO of the San Francisco Chamber of Commerce. “Now is the time for the City to create a clear pathway so that owners of concrete buildings who decide to retrofit can jump on the opportunity to do so.”

“At this critical time for our City and our economy, the Mayor is taking the right step by initiating a screening program to better understand our seismic risk,” said Janan New, Director of the San Francisco Apartment Association. At the same time, owners of concrete buildings who choose to retrofit need clarity. We need to give people options to minimize cost and disruption to tenants and to maximize safety.”

SOURCE: <https://www.sf.gov/news/mayor-london-breed-issues-executive-directive-screen-potential-vulnerable-concrete-buildings>



NEW YORK SUB-BID REQUEST AD

Following Landmark Housing Agreement, Governor Hochul Announces Suffolk County Site Will be First State Property Targeted for Housing



[Article originally appeared in www.governor.ny.gov]

Just weeks after a landmark housing agreement in the FY 2025 Enacted Budget, Governor Kathy Hochul today announced the first state-owned property targeted for potential housing. The Governor issued a Request for Proposal to purchase and redevelop an approximately 13-acre site on Conklin Street in East Farmingdale. The site, currently owned by the New York State Department of Transportation as part of Republic Airport, has been vacant since the 1990s and serves no direct function for the airport. The property offers a prime opportunity to transform what is currently a blighted and underutilized lot into a thriving mixed-use residential development that enhances housing options for a wide range of New Yorkers. Applicants can view the Request for Proposals document here and a photo of the site here. Proposals should be submitted to Empire State Development by August 7, 2024 by 5:00 p.m. EST.

“We just secured a landmark housing deal that will make New York more affordable and livable, and now we’re getting to work to turn it into reality,” Governor Hochul said. “Leveraging state-owned land is a significant opportunity to increase housing supply and help New Yorkers find a place to call home.”

Empire State Development President CEO and Commissioner Hope Knight said, “The Conklin Street RFP represents a significant opportunity to create a vibrant, mixed-use development that will enhance the local community and contribute to the region’s economic growth. ESD looks forward to bringing this project to fruition and unlocking the full potential of this site.”

The project site is located in the Hamlet of East Farmingdale within the Town of Babylon, Suffolk County, bordered by Conklin Street to the

south, MTA’s Long Island Rail Road tracks to the north, and Broadhollow Road/Route 110 to the west. Currently controlled by the New York State Department of Transportation, the site totals approximately 13 acres. Previously utilized for airplane manufacturing, the structures on the site are now vacant and set for demolition. This location is conveniently positioned a mile equidistant from both the Farmingdale and Pinelawn LIRR stations and offers proximity to Route 110, one of Long Island’s largest commercial centers, enhancing its potential for a transformative mixed-use development.

Empire State Development, in close collaboration with the Town of Babylon, aims to establish a mixed-use hub that provides critically needed residential housing and stimulates economic growth and new job opportunities within East Farmingdale and across the region. Additionally, the development will be solicited to provide public open space, enhance pedestrian connectivity to surrounding commercial centers and deliver other community amenities. Empire State Development anticipates that 20 percent of the housing on the development will be affordable housing units restricted to households earning 80 percent of the Area Median Income.

Additionally, the development plan must include sufficient parking, designs that emphasize sustainability, resilience, and energy efficiency to align with the goals of New York’s Climate Act, and meet all FAA and NYSDOT requirements to allow for the release of the property before development can begin. Some remediation may be needed on site for potential subsurface environmental contamination, which will be supported by an up to \$4 million Department of Housing and Urban Development grant to the Town of Babylon, secured by U.S. Senate Majority Leader Charles Schumer and U.S. Representative Andrew Garbarino.

J.F. Shea Construction, Inc. BIDDING OPPORTUNITY

City of Valhalla, NY with the following certifying authority:
SBA, DOT, New York State, New Jersey, Connecticut

Inviting qualified contractors, specifically firms within **New York State** to contact J.F. Shea Construction, Inc. (Prime Contractor listed below) regarding subcontracting services and material supply opportunities in connection with the upcoming tunnel and shafts project.

The Work under this contract is in the city of Valhalla. The Work consists of:

KENS-EAST-1

Owner: New York City Department of Environmental Protection
59-17 Junction Boulevard
Flushing, New York 11373

REVISED BID DATE: June 27, 2024 at 10:00 AM

Opportunities to participate exist in the following specific areas of soil/rock excavation, hauling, excavation support systems, deep foundation system (slurry walls or secant piles, soldier beams), dewatering systems, structural steel, engineering, survey, geotechnical instrumentation and monitoring services, materials testing, demolition and site preparation, tree removal, aggregates and fill, traffic control, sewer tap and sewer bypass pumping, A/C paving, environmental investigation, utility relocation, paving, fencing and gates, planting and seeding, retaining wall, cured in-place concrete structures, cast-in-place pipe lining, reinforcing steel, ground stabilization, shotcrete, concrete finishing, miscellaneous metals, mechanical steel pipe, ventilation HVAC, precast concrete shaft covers, temporary office buildings/ services, Temporary electricians, waterproofing, service utilities, grouting, electrical/I&C, River bank stabilization, drilled shaft, pest control, IT services, waste disposal, cleaning services, and security.

Any business seeking to participate as an DBE, in the Contract that is not currently certified as set forth above review is encouraged to contact the certifying authority for SBA, New York State, State DOT, New Jersey, or Connecticut to obtain current certification.

NYDEP has an FTP site where you can view all plans, specifications and addendums for your convenience. Please contact Aimee Remo at (909) 594-0990, aimee.remo@jfshea.com, to receive instructions on accessing the FTP Site.



J.F. Shea Construction, Inc.
667 Brea Canyon Road, Suite 22
Walnut, CA 91789

Phone: 909-594-0990 fax: 909-869-0827

Send Inquiries/Certifications to Aimee Remo: aimee.remo@jfshea.com

This RFP advances Governor Hochul’s vision for addressing New York State’s housing crisis and builds on a landmark agreement secured by the Governor to increase the state’s housing supply as part of the FY 2025 Enacted Budget. The budget includes: an opt-in tax incentive program for mixed-income and 100 percent affordable new construction or conversion multifamily rental projects outside of New York City; a \$500 million capital fund to develop up to 15,000 new homes on state-owned land; new, strengthened protections for homeowners from deed theft; and more than \$600 million in capital investments to support housing statewide.

The RFP also builds on the Governor’s five-year, \$25 billion Housing Plan announced in the FY 2023 Budget to create or preserve 100,000 affordable homes across New York, including 10,000 with support services for vulnerable populations. To date, more than 5,800 homes have been built or preserved on Long Island.

Homes and Community Renewal Commissioner RuthAnne Visnauskas said, “Relieving the housing crisis facing New Yorkers requires innovative solutions that unlock our State’s potential for growth. By developing the Conklin Avenue site, we will utilize resources left underused for over a quarter-century to create transit-oriented housing in East Farmingdale, with integrated affordable units, where the need is amongst the most critical in the State. Thank you to Governor Hochul for her continued commitment to building a more affordable New York.”

Assemblymember Kimberly Jean-Pierre said, “Housing affordability on Long Island is a serious problem. As lawmakers, it is our duty to

help fix these problems. Today, we take a substantial step in ensuring additional affordable housing for Long Island. The location’s close proximity to surrounding commercial areas and the LIRR makes it a convenient location for potential residents. I am pleased to see this previously underutilized area being used for such an important purpose. I applaud Governor Hochul for taking the lead on this issue and continuing to fulfill her promise of creating affordable housing across the state.”

Senator Kirsten Gillibrand said, “New housing opportunities are coming to East Farmingdale. Increased housing options for Long Islanders are critical to the region’s future, and I was proud to secure \$4 million in the recently-passed federal budget bill to help the Town of Babylon and New York State prepare these blighted 13-acres for mixed-use residential development. I will continue working in collaboration with local leaders and Governor Hochul to address the housing crisis affecting Long Island.”

Suffolk County Executive Edward Romaine said, “The redevelopment of the state owned Conklin Street in East Farmingdale will transform this blighted area while providing much needed housing. I support Governor Hochul’s efforts to improve the East Farmingdale community.”

Visit link for the full article:

www.governor.ny.gov/news/following-landmark-housing-agreement-governor-hochul-announces-suffolk-county-site-will-be



EVENTS

CERTIFICATION WORKSHOPS DBE/ACDBE 2-DAY SERIES

DAY 1: VIRTUAL Zoom Meeting
June 12, 2024 | 1:00 PM - 3:00 PM (PST)

Overview of DBE/ACDBE Program & Updates | Identify NAICS Codes | Online Certification Portal

Register: <https://CUCPDBeCertificationvirtual2024.eventbrite.com>

DAY 2: IN-PERSON WORKSHOPS

June 13, 2024 | 10:30 AM - 2:00 PM (PST)

<p>NORTHERN CALIFORNIA</p> <p>Santa Clara Valley Transportation Authority (VTA) Auditorium, Building A 3331 North First Street San Jose, CA, 95134</p> <p>Register: https://CUCPDBeCertificationWorkshop2024.eventbrite.com</p>	<p>BENEFITS:</p> <ul style="list-style-type: none"> • Technical Assistance with DBE/ACDBE certifiers and Resource Partners • Public Agency Networking • DBE and Small Business Enterprise Supportive Services
<p>SOUTHERN CALIFORNIA 9:00 AM - 11:30 AM</p> <p>Los Angeles County Metropolitan Transportation Authority (METRO) 1 Gateway Plaza Los Angeles, CA 90012</p> <p>Register: https://www.eventbrite.com/e/metroconnect-certification-workshop-in-person-only-tickets-866916710217</p>	

Questions or translation assistance, contact Artemis Davenport, adavenport@goldengate.org

CONTRACTORS BRIEFING

proven principles to help you work smarter, build better, achieve profitability, and maintain legal compliance.

THURSDAY, MAY 16TH
6:00PM - 7:00PM

Contractors Briefing
Date and time: Thursday, May 16 · 6 - 7pm PDT
Location: 1630 South E Street #suite s San Bernardino, CA 92408

Attention all contractors! Are you struggling to grow your business? You're not alone. Join us for a dynamic networking event designed to empower you with strategies to lead your business with a sustainable model.

Discover available benefits that will give you unlimited additional licensing and classification at no cost, priority bids within our network, tips on how to remain compliant, how to build credit lines that will grow into bigger contracts, and so much more!

Register here: <https://www.eventbrite.com/e/contractors-briefing-tickets-887999489377?aff=ebdssbdestsearch>

EDUCATION VIRTUAL EVENT

NAVIGATING CONSTRUCTION CLAIMS: STRATEGIES FOR SUCCESS

THURSDAY
MAY 23, 2024
9:00 AM - 10:30 AM

\$55 - CMAA MEMBERS
\$85 - NON-MEMBERS
OWNERS AND STUDENT MEMBERS FREE

SPONSORSHIPS AVAILABLE

PROGRAM SUMMARY
Join CMAA's So. Cal. Chapter and our guest speakers as we delve into the critical process of claim management, a vital component of construction management, with the goal of navigating through the complexities of claims in order to achieve successful project outcomes. In order to accomplish this, considering multiple perspectives (i.e., contractor, owner, consultant, etc.) we will need to understand the origins of claims, how they are managed, and the ways to mitigate and/or resolve them at various stages of construction. Claim Management is not just about addressing claims as they arise; it is about proactive prevention. We will discuss the importance of early settlement of issues in partnership as a project team, which can lead to win-win results, avoiding schedule delays, and/or loss of resources that could result in litigation or arbitration.

EMCEE
Ileana Holguin

MODERATOR
Mehada Dika
Principal Risk Manager
Arcadis

SPEAKERS
Brenda Radmacher
Construction Lawyer
Akerman LLP

Robert Wu
District Contract Claims Engineer
Caltrans

SPONSORSHIP LEVELS
\$750 - Platinum - Includes 4 Tickets
\$500 - Gold - Includes 3 Tickets
\$250 - Silver - Includes 2 Tickets

CONTINUING EDUCATION CREDITS AVAILABLE

REGISTER HERE
CMAA SoCal Chapter | www.cmaasc.org/events

Sierra College Construction Bootcamp 2024 Info Session (IN PERSON)

Date and time: Friday, June 21 · 6 - 8pm PDT
Location: Sierra College Nevada County Campus
250 Sierra College Drive N11-101 Grass Valley, CA 95945

The Construction Fundamentals certificate of completion provides the essential skills and workforce preparation needed for entry level careers in the building trades and construction industry. Students will gain knowledge and skills interpreting technical trade calculations, taking accurate measurements, blueprint reading, handling equipment and materials, basic building and installation methods and practicing safety construction techniques.

Register here:
<https://www.eventbrite.com/e/sierra-college-construction-bootcamp-2024-info-session-in-person-tickets-871154104377?aff=ebdssbdestsearch>



FICTITIOUS BUSINESS NAME STATEMENTS

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403137](#)

Fictitious Business Name(s):
1 Zillion Tiny Deaths
Address
**285 27th Avenue Apt #4
San Francisco, CA 94121**
Full Name of Registrant #1
Carolyn Anderson
Address of Registrant #1
**285 27th Avenue Apt #4
San Francisco, CA 94121**

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

This statement was filed with the County Clerk of San Francisco County on **04-16-2024**

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: **Melvin Galvez
Deputy County Clerk
04/16/2024**

04/25/24 + 05/02/24 + 05/09/24 + 05/16/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403118](#)

Fictitious Business Name(s):
150 Van Ness
Address
**150 Van Ness Avenue
San Francisco, CA 94102**
Full Name of Registrant #1
Van Ness Hayes Assoc., LLC
Address of Registrant #1
**155 Montgomery Street Suite 1100
San Francisco, CA 94104**

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 **04-12-2024**

Signed: **Tonia Trapani**
This statement was filed with the County Clerk of San Francisco County on **04-12-2024**

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: **Liana Diep-Lee
Deputy County Clerk
04/12/2024**

04/25/24 + 05/02/24 + 05/09/24 + 05/16/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403086](#)

Fictitious Business Name(s):
Ananda Fuara Kitchens
Address
**475 6th Street
San Francisco, CA 94103**
Full Name of Registrant #1
Golapendu Ng
Address of Registrant #1
**529 Moraga Street
San Francisco, CA 94122**

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **04-07-2024**

Signed: **Golapendu Ng**
This statement was filed with the County Clerk of San Francisco County on **04-08-2024**

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 Osoria
Deputy County Clerk
04/08/2024**

04/18/24 + 04/25/24 + 05/02/24 + 05/09/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403162](#)

Fictitious Business Name(s):
AT Painting-Flooring-Tile
Address
**50 California St #1500
San Francisco, CA 94111**
Full Name of Registrant #1
AT Construction and Project Management Resources (CA)
Address of Registrant #1
**50 California St #1500
San Francisco, CA 94111**

This business is conducted by **A Corporation**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **04-10-2024**

Signed: **Salvador Tovar**
This statement was filed with the County Clerk of San Francisco County on **04-17-2024**

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 Nadonza
Deputy County Clerk
04/17/2024**

04/18/24 + 04/25/24 + 05/02/24 + 05/09/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403133](#)

Fictitious Business Name(s):
Bituin Studio
Address
445 Natoma Street, San Francisco, CA 94103
Full Name of Registrant #1
Bituin Studio LLC (CA)
Address of Registrant #1
445 Natoma Street, San Francisco, CA 94103

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 **02-16-2024**

Signed: **Chelsea Urbano**
This statement was filed with the County Clerk of San Francisco County on **04-15-2024**

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 Osoria
Deputy County Clerk
04/15/2024**

05/02/24 + 05/09/24 + 05/16/24 + 05/23/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403002](#)

Fictitious Business Name(s):
Coastside Detailing
Address
62 Sala Terrace, San Francisco, CA 94112
Full Name of Registrant #1
Guillermo A. Grijalba
Address of Registrant #1
62 Sala Terrace, San Francisco, CA 94112
Full Name of Registrant #2
Derrick Alfred
Address of Registrant #2
62 Sala Terrace, San Francisco, CA 94112

This business is conducted by **A General Partnership**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **01-01-2024**

Signed: **Guillermo A. Grijalba**
This statement was filed with the County Clerk of San Francisco County on **03-29-2024**

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 Nadonza
Deputy County Clerk
03/29/2024**

04/25/24 + 05/02/24 + 05/09/24 + 05/16/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403109](#)

Fictitious Business Name(s):
Dream Big Homes
Address
**2501 Mission Street
San Francisco, CA 94110**
Full Name of Registrant #1
Mary Catherine Arnerich
Address of Registrant #1
**52 Oak Drive
Orinda, CA 94563**

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **12-15-2023**

Signed: **Mary Catherine Arnerich**
This statement was filed with the County Clerk of San Francisco County on **04-11-2024**

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: **Liana Diep-Lee
Deputy County Clerk
04/11/2024**

04/18/24 + 04/25/24 + 05/02/24 + 05/09/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403020](#)

Fictitious Business Name(s):
**1.) Embodied Practice
2.) Living System**
Address
**791 27th Street
San Francisco, CA 94131**
Full Name of Registrant #1
Amber Hanlin-Rowney
Address of Registrant #1
**791 27th Street
San Francisco, CA 94131**

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

Signed: **Amber Hanlin-Rowney**
This statement was filed with the County Clerk of San Francisco County on **04-02-2024**

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: **Liana Diep-Lee
Deputy County Clerk
04/02/2024**

04/18/24 + 04/25/24 + 05/02/24 + 05/09/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403111](#)

Fictitious Business Name(s):
Emmie Kay
Address
**219 Fillmore Street
San Francisco, CA 94117**
Full Name of Registrant #1
Mackenzie Kassis
Address of Registrant #1
**219 Fillmore Street
San Francisco, CA 94117**

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **04-01-2024**

Signed: **Mackenzie Kassis**
This statement was filed with the County Clerk of San Francisco County on **04-11-2024**

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
04/11/2024**

04/18/24 + 04/25/24 + 05/02/24 + 05/09/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403128](#)

Fictitious Business Name(s):
**1.) Gage and Gold Music
2.) Jackie Gage Music**
Address
**151 Alice B. Toklas Place Unit 812
San Francisco, CA 94109**
Full Name of Registrant #1
Gage and Gold Music LLC (CA)
Address of Registrant #1
**151 Alice B. Toklas Place Unit 812
San Francisco, CA 94109**

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 **04-11-2024**

Signed: **Jacqueline Morrish**
This statement was filed with the County Clerk of San Francisco County on **04-15-2024**

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: **Liana Diep-Lee
Deputy County Clerk
04/15/2024**

04/18/24 + 04/25/24 + 05/02/24 + 05/09/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403145](#)

Fictitious Business Name(s):
Good Luck Bakery
Address
**572 1/2 Shotwell Street
San Francisco, CA 94110**
Full Name of Registrant #1
Good Luck Bakery LLC (CA)
Address of Registrant #1
**572 1/2 Shotwell Street
San Francisco, CA 94110**

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 **03-18-2024**

Signed: **Blair Cardigan Smith**
This statement was filed with the County Clerk of San Francisco County on **04-16-2024**

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 Osoria
Deputy County Clerk
04/16/2024**

04/25/24 + 05/02/24 + 05/09/24 + 05/16/24

FICTITIOUS BUSINESS NAME STATEMENT File No. [2024-0403046](#)

Fictitious Business Name(s):
Groovy Goodiez
Address
**1352 Haight Street
San Francisco, CA 94117**
Full Name of Registrant #1
Kent Kolegue
Address of Registrant #1
1352 Haight Street, San Francisco, CA 94117

This business is conducted by **An Individual**
The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **04-04-2024**

Signed: **Kent Kolegue**
This statement was filed with the County Clerk of San Francisco County on **04-04-2024**

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: **Melvin Galvez
Deputy County Clerk
04/04/2024**

04/25/24 + 05/02/24 + 05/09/24 + 05/16/24



FICTITIOUS BUSINESS NAME STATEMENTS

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403176

Fictitious Business Name(s):
Hooking It Up Arts & Craft Studio
Address
5150 3rd Street
San Francisco, CA 94124
Full Name of Registrant #1
Roberta Gage
Address of Registrant #1
1259 Egbert Avenue
San Francisco, CA 94124

This business is conducted by **An Individual**

The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **04-18-2024**

Signed: **Roberta Gage**

This statement was filed with the County Clerk of San Francisco County on **04-18-2024**

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: **Liana Diep-Lee**
Deputy County Clerk
04/18/2024

04/25/24 + 05/02/24 + 05/09/24 + 05/16/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403131

Fictitious Business Name(s):
Magical Donuts
Address
900 Avenue D
San Francisco, CA 94130
Full Name of Registrant #1
Enspire, LLC. (CA)
Address of Registrant #1
310 Townsend Street Apt #206
San Francisco, CA 94107

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 **04/09/2024**

Signed: **Tomoko Streets**

This statement was filed with the County Clerk of San Francisco County on **04-11-2024**

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 Osoria**
Deputy County Clerk
04/15/2024

04/18/24 + 04/25/24 + 05/02/24 + 05/09/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403261

Fictitious Business Name(s):
Olakino Health Center
Address
870 Market Street Suite 1248
San Francisco, CA 94102
Full Name of Registrant #1
Humming, Inc. (CA)
Address of Registrant #1
1188 Mission Street #1409
San Francisco, CA 94103

This business is conducted by **A Corporation**

The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **04-30-2024**

Signed: **Katherine Chen**

This statement was filed with the County Clerk of San Francisco County on **05-01-2024**

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
05/01/2024

05/09/24 + 05/16/24 + 05/23/24 + 05/30/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403171

Fictitious Business Name(s):
Positive Influences
Address
440 Davis Ct. #1820
San Francisco, CA 94111
Full Name of Registrant #1
Sheila M. Krotz
Address of Registrant #1
440 Davis Ct. #1820
San Francisco, CA 94111

This business is conducted by **An Individual**

The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**.

Signed: **Sheila Krotz**

This statement was filed with the County Clerk of San Francisco County on **04-18-2024**

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: **Liana Diep-Lee**
Deputy County Clerk
04/18/2024

05/02/24 + 05/09/24 + 05/16/24 + 05/23/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403147

Fictitious Business Name(s):
1) Region Supply Co.
2) Region Supply Company
Address
1559B Sloat Blvd #165
San Francisco, CA 94132
Full Name of Registrant #1
Vivary LLC (CA)
Address of Registrant #1
1559B Sloat Blvd #165
San Francisco, CA 94132

This business is conducted by
A Limited Liability Company

The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**

Signed: **Alan Nones**

This statement was filed with the County Clerk of San Francisco County on **04-16-2024**

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: **Giselle Romo**
Deputy County Clerk
04/16/2024

04/25/24 + 05/02/24 + 05/09/24 + 05/16/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403246

Fictitious Business Name(s):
Rogue Tours LLC
Address
455 Vallejo Street #106
San Francisco, CA 94133
Full Name of Registrant #1
Rogue Tours LLC (CA)
Address of Registrant #1
455 Vallejo Street #106
San Francisco, CA 94133

This business is conducted by
A Limited Liability Company

The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**.

Signed: **Bernardo L. Casco & Meg Feczko**

This statement was filed with the County Clerk of San Francisco County on **04-18-2024**

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: **Liana Diep-Lee**
Deputy County Clerk
04/30/2024

05/02/24 + 05/09/24 + 05/16/24 + 05/23/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403155

Fictitious Business Name(s):
Stone Pier Press
Address
100 Upper Terrace Street
San Francisco, CA 94117
Full Name of Registrant #1
Clare Ellis
Address of Registrant #1
100 Upper Terrace Street
San Francisco, CA 94117

This business is conducted by **An Individual**

The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **04-16-2024**

Signed: **Clare Ellis**

This statement was filed with the County Clerk of San Francisco County on **04-16-2024**

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: **Liana Diep-Lee**
Deputy County Clerk
04/16/2024

04/18/24 + 04/25/24 + 05/02/24 + 05/09/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403282

Fictitious Business Name(s):
1.) The Crafty Slug
2.) I AM LKC LLC
Address
945 Taraval Street Suite 1267
San Francisco, CA 94116
Full Name of Registrant #1
I AM LKC LLC (CA)
Address of Registrant #1
945 Taraval Street Suite 1267
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 **Not Applicable**

Signed: **Lynn-Kai Chao**

This statement was filed with the County Clerk of San Francisco County on **05-03-2024**

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: **Marielyne Nadonza**
Deputy County Clerk
05/03/2024

05/09/24 + 05/16/24 + 05/23/24 + 05/30/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403266

Fictitious Business Name(s):
Styles by Dalena Nguyen
Address
941 Taraval Street
San Francisco, CA 94116
Full Name of Registrant #1
Dalena Nguyen
Address of Registrant #1
941 Taraval Street
San Francisco, CA 94116

This business is conducted by **An Individual**

The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **04-04-2024**

Signed: **Dalena Nguyen**

This statement was filed with the County Clerk of San Francisco County on **05-02-2024**

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: **Liana Diep-Lee**
Deputy County Clerk
05/02/2024

05/09/24 + 05/16/24 + 05/23/24 + 05/30/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403303

Fictitious Business Name(s):
Recreation
Address
72 Tehama Street
San Francisco, CA 94105
Full Name of Registrant #1
Recreation RSA, Inc (CA)
Address of Registrant #1
72 Tehama Street
San Francisco, CA 94105

This business is conducted by **A Corporation**

The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **11-01-2013**

Signed: **Christopher T. Ransick**

This statement was filed with the County Clerk of San Francisco County on **05-06-2024**

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: **Liana Diep-Lee**
Deputy County Clerk
05/06/2024

05/09/24 + 05/16/24 + 05/23/24 + 05/30/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403319

Fictitious Business Name(s):
TheNextNow
Address
845 Lake Street Unit 4
San Francisco, CA 94118
Full Name of Registrant #1
Ulana Rey PharmD LLC (CA)
Address of Registrant #1
845 Lake Street Unit 4
San Francisco, CA 94118

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 **05-07-2024**

Signed: **Ulana Rey**

This statement was filed with the County Clerk of San Francisco County on **05-07-2024**

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
05/07/2024

05/09/24 + 05/16/24 + 05/23/24 + 05/30/24

FICTITIOUS BUSINESS NAME STATEMENT File No. 2024-0403257

Fictitious Business Name(s):
LAKCH PRODUCE
Address
4355 Alba Ct
Turlock, CA 95382
Full Name of Registrant #1
Rafael Toledo
Address of Registrant #1
4355 Alba Ct
Turlock, CA 95382

This business is conducted by **An Individual**

The registrant(s) commenced to transact business under the fictitious business name(s) listed above on **Not Applicable**

Signed: **Rafael Toledo**

This statement was filed with the County Clerk of San Francisco County on **05-01-2024**

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 Osoria**
Deputy County Clerk
05/01/2024

05/09/24 + 05/16/24 + 05/23/24 + 05/30/24



CHANGE OF NAME ADVERTISEMENT

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR CHANGE OF NAME CASE NO. CNC 24-558733

PETITIONER OR ATTORNEY
Haley Elise Cowles
1106 Bush Street Apt 205
San Francisco, CA 94109

TO ALL INTERESTED PERSONS:
Haley Elise Cowles
for a decree changing names as follows:

Haley Elise Cowles
to
Haley Elise Neumann

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

NOTICE OF HEARING
Date: **July 23, 2024** Time: **9:00 AM**
Dept.: **103N** Room: **103N**

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

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

JAMES XIONG, Clerk of the Court
DATED - April 12, 2024

05/02/24 + 05/09/24 + 05/16/24 + 05/23/24

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR CHANGE OF NAME CASE NO. CNC 24-558779

PETITIONER OR ATTORNEY
Tahan Daniels
P.O. Box 24049
San Francisco, CA 94124

TO ALL INTERESTED PERSONS:
Tahan Daniels
for a decree changing names as follows:

Tahan Hannibal Daniels
to
Tahan Hannibal Thomas-Daniels

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

NOTICE OF HEARING
Date: **June 18, 2024** Time: **9:00 AM**
Dept.: **103N** Room: **103N**

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

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

LAURA SIMMONS, Clerk of the Court
DATED - May 03, 2024

05/09/24 + 05/16/24 + 05/23/24 + 05/30/24

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR CHANGE OF NAME CASE NO. CNC 24-558737

PETITIONER OR ATTORNEY
Kiranjit Kaur Banger-Sadhal

TO ALL INTERESTED PERSONS:
Kiranjit Kaur Banger-Sadhal
for a decree changing names as follows:

Kiranjit Kaur Banger-Sadhal
to
Kiranjit Kaur Banger

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

NOTICE OF HEARING
Date: **July 16, 2024** Time: **9:00 AM**
Dept.: **103N** Room: **103N**

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

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

DAEJA ROGERS, Clerk of the Court
DATED - April 15, 2024

04/18/24 + 04/25/24 + 05/02/24 + 05/09/24

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR CHANGE OF NAME CASE NO. CNC 24-558732

PETITIONER OR ATTORNEY
Mackenzie Leigh Cowles
1106 Bush Street Apt 205
San Francisco, CA 94109

TO ALL INTERESTED PERSONS:
Mackenzie Leigh Cowles
for a decree changing names as follows:

Mackenzie Leigh Cowles
to
Mackenzie Leigh Neumann

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

NOTICE OF HEARING
Date: **July 23, 2024** Time: **9:00 AM**
Dept.: **103N** Room: **103N**

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

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

JAMES FORONDA, Clerk of the Court
DATED - April 12, 2024

05/02/24 + 05/09/24 + 05/16/24 + 05/23/24

CHANGE OF NAME

ORDER TO SHOW CAUSE FOR CHANGE OF NAME CASE NO. CNC 24-558718

PETITIONER OR ATTORNEY
Eduardo Antonio Aguire
2216 Pine Street
San Francisco, CA 94115

TO ALL INTERESTED PERSONS:
Eduardo Antonio Aguire
for a decree changing names as follows:

Eduardo Antonio Aguire
to
Eduardo Antonio Aguire Gutiérrez

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

NOTICE OF HEARING
Date: **July 16, 2024** Time: **9:00 AM**
Dept.: **103N** Room: **103N**

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

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

DAEJA ROGERS, Clerk of the Court
DATED - April 08, 2024

05/02/24 + 05/09/24 + 05/16/24 + 05/23/24



SUCCESS STORIES

Schat's Bakery & Cafe

[Article originally appeared in
<https://calosba.ca.gov>]

Location: Northern California | Mendocino County | Ukiah

Business Type: Restaurant, Bakery

Small Business Center: West Center WBC

Assistance Received: Business Planning, Business Advising

Visit Schat's Bakery & Cafe online at
<https://www.schats.com/>

The Schat's family has been baking for over 100 years! Zach, owner of Schat's Bakery and Café in Ukiah, CA, is the son of a Holland born Baker where this family tradition started way back in 1893. Zach's father immigrated to the United States through Ellis Island and created a baking empire with his "Do or Die attitude".

Learning the ins and outs of the family baking business, Zach proceeded to go to college, later opening his own neighborhood bakery in Mendocino County. Working 6.5 days a week baking, cooking, and doing administrative work, he quickly learned his future success would depend on his inherited 'Do or Die Attitude' and a solid group of reliable employees.

Following, the most impactful decision made was bringing on Lisa Hensley as the Operations Manager. Lisa was a natural fit to handle the Human Resource needs of 50 part-time employees, overseeing operations in three locations, and helping in the Bakery when needed. There were still missing pieces in running



Zach Schat

and managing the business, that's when Zach gave Lisa the green light to contact West Center, a Women's Business Center that serves Mendocino County.

Zach was confident in contacting this technical assistance center after he learned they primarily serve women-owned business but also serve any gender requesting assistance. Lisa was able to work with an Advisor that assisted

them with resources to revamp their employee handbook and translate it into Spanish. Lisa recalls the advisors were helpful, responsive, and assisted greatly in smoothing out the HR process for this growing business and changing times.

SOURCE: <https://calosba.ca.gov/schats-bakery-cafe/>

1984 **40** Years 2024

SMALL **BUSINESS** EXCHANGE