Unleashing the Economic Potential of Women

Political leaders often overlook the key to economic growth: women

It’s time for a global race to the top on equality. Without the full contribution of women, no economy will reach its potential.

By Lael Brainard

Political leaders around the globe are intensely seeking solutions to boost domestic economic growth. Yet one solution that is proven and involves half the population is often overlooked. By unlocking the full economic potential of women, countries can strengthen productivity, stimulate demand, and boost growth.

Here at home, President Obama early on made the connection between growth and economic opportunity for women. In the depths of our crisis in 2009, one of the first laws the President signed was the Lilly Ledbetter Fair Pay Act. He established an Equal Pay Task Force led by Valerie Jarrett to help women get paid what they earn. Until women are paid fairly—and not just 77 cents for every dollar men make—our economy will never be fully competitive. This earnings gap can amount to hundreds and thousands of dollars of lost income over the course of women’s career.

In Asia, policies that bring more women into the workforce could counteract the coming labor shortage from aging populations. In Europe, improving women’s employment could bolster domestic demand. In Africa, giving female farmers equal access to agriculture supplies and services would increase yields and incomes, improving the health and education of the next generation. In Arab transition countries, addressing female youth unemployment, among the highest in the world, is vital for building more inclusive economies.

Progress is within our reach. Today, girls attend primary school at the same rate as boys almost everywhere, and we are seeing more women enter secondary and higher education in a growing number of countries. Women now make up 40% of the global labor force.

Yet despite these achievements, the gap between men’s and women’s earnings and productivity is still large. Even in countries where women are graduating from college at the same or greater rates than men, the pay gap persists. More women than men are trapped in low-productivity jobs. Around the globe, women are over-represented in the informal economy, where wages tend to be below-market and job mobility is limited. Across businesses, women are underrepresented in leadership positions and in boardrooms.

In contrast, we found that African American entrepreneurs who owned high-growth companies had higher than average levels of education and experience. Hence, these factors did not explain statistically significant differences between high-growth and low-growth companies in the following areas:

- The industry in which they operated;
- The gender of their owners;
- The educational attainment and business-related experience of their owners;
- Their longevity as a business owner;
- Their degree of risk tolerance;
- Their degree of optimism about the future;
- Their access to external finance and capital.

In other words, the factors listed above were equally important for black entrepreneurs who operated high-growth and low-growth companies. More specifically, while product and service innovations were crucial to achieving business performance goals, innovation alone could not explain why some black-owned firms achieved high growth status while others did not.

In contrast, we found that African American entrepreneurs who owned high-growth companies were more likely to differ from the owners of low growth companies in the following ways:

- Their access to external finance and capital;
- Their degree of optimism about the future;
- Their longevity as a business owner;
- Their ability to grow the company beyond boundaries;
- Their ability to access financial capital.

When women were excluded from New Deal programs, Eleanor Roosevelt sought to include them. Roosevelt was among a handful of leaders who realized the US economy would not escape the depths of recession without the full contributions of women.

This remains true today. Without the full contribution of women, no economy will reach its full potential.

Source: The Guardian

Why Some Minority Firms Grow Faster Than Others

A great deal of research has been conducted on the differences in performance between minority-owned and nonminority owned firms. However, almost no research explains why some minority-owned firms grow faster than others.

This article looks specifically at Gazelle Index surveys that examine differences between high-growth and low-growth black-owned firms.

High-growth firms are defined as those which achieved a 20% or greater annual employment growth over a three-year period.

Surprisingly, we found very few significant differences in the characteristics of African American entrepreneurs who operated high-growth and low growth firms. For example, both groups had higher than average levels of education and experience. Hence, these factors did not account for differences in rates of growth.

We next explored whether there were significant differences among high-growth and low-growth black entrepreneurs in other areas such as strategic management practices such as commitment to innovation, business planning, and similar factors.

The Gazelle Index findings were surprising because we are accustomed to believing that factors such innovation and education explain differences in growth outcomes. However, we did not find statistically significant differences between high-growth and low-growth companies in the following areas:

- The industry in which they operated;
- The gender of their owners;
- The educational attainment and business-related experience of their owners;
- Their longevity as an entrepreneur in the owner’s family;
- Their degree of risk tolerance;
- Their degree of optimism about the future;
- The time they allocated to managing their company as opposed to growing the company; and
- Their access to external finance and capital.

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Where the economy stands for Black Americans

by Shartia Brantley

It has been 96 months since then Senator Barack Obama of Illinois gave the commencement address for the Class of 2005 at Knox College in Galesburg, Ill., a speech that focused on the economy.

Yesterday, he returned as a second-term president to kick off his economic recovery tour in the city of 32,000 residents also known for being a stop on the Underground Railroad.

In the eight years since his June 4, 2005 speech, the nation has endured the Great Recession, which was sparked by a financial and housing crisis. So just how much progress has been made is the areas of jobs, housing and the average American’s net worth?

Has the Obama Administration been successful in helping all Americans get back on their feet after one of the worst economic times in our history? Are African-Americans better or worse off now than when the president took office?

Here are how key components of the economy have changed since that speech in 2005, and what these changes mean — particularly for the black community.

Has the American Dream been deferred?

Home ownership is considered the ultimate American Dream for many.

In 2004, black homeownership peaked at 49.1 percent and has been on the decline since.

Overall home ownership was 69 percent that year.

During the first quarter of 2013, black home ownership stood at 43.1 percent compared to 65.2 percent overall, according to the Census Bureau.

“The height of home ownership rates in the U.S. as a whole was in 2004, not 2007 or 2008,” Susan Wachter, a real estate and finance professor at The Wharton School at the University of Pennsylvania, explains. “The fact is this is a leverage crisis by existing home owners and investors, and not a crisis due to expanding home ownership opportunity.”

Mortgage loan modification programs launched during the first Obama term, such as the Home Affordable Modification Program and the Home Affordable Refinance Program, also known as HAMP and HARP, have helped to calm the foreclosure waves that swept the country. “We have had about 7 million foreclosures, far too many, but we could have doubled that. HAMP and HARP have been instrumental,” says Wachter.

Jobs, jobs, jobs

“Tumultuous” is the how Bill Rodgers, a professor at Rutgers University and former chief economist at the Labor Department, describes the labor market over the past eight years. “When the recession started it was almost a perfect storm. Household debt at an all-time high, wages stagnating.”

African-Americans were unfortunately positioned to bear the brunt of the recession and slow recovery, especially black men, Rodgers explains. “African-American men continue to be at lower parts of the jobs ladder because of education, experience and where they live.”

In June 2005, black unemployment stood at 10.2 percent, much higher than the national rate of 5 percent at the time. Today, the jobless rate for blacks is 13.7 percent compared to the 7.6 percent overall unemployment rate, based on Labor Department data.

The consistent double-digit unemployment rate for African-Americans has sparked criticism that President Obama has not done enough to create jobs since the Great Recession ended in 2009.

Paths towards increasing black employment

Although the labor market is improving, Rodgers emphasizes that the economy is not creating enough jobs to lower the unemployment rate among African-Americans. “We need north of 220,000 to 250,000 [jobs] before we see improvement in black unemployment.”

Rodgers cites three things holding back the jobs recovery: weak aggregate demand, corporations moving jobs abroad and cuts to public sector jobs.

Sequestration cuts to programs such as Head Start and continued job losses are also weighing down the government from focusing on improving the economy. He called for an end to party politics and a renewed focus on the areas of “manufacturing, education, housing, retirement security and health care,” according to the Associated Press.

“I believe there are members of both parties who understand what’s at stake,” Obama said at Knox College. “But I will not allow gridlock, inaction or willful indifference to get in our way.”

Shartia Brantley is a producer and on-air reporter at CNBC. Follow Shartia on Twitter at@shartiabrantley

Source/Website: http://thegrio.com

He urges the Obama Administration and Congress to help businesses find the next catalyst for job creation. “The new economic cylinder that will create jobs — that will have a multiplier effect or spillover effect,” is what is needed to secure enough jobs for blacks, Rodgers says.

Negative changes in blacks’ net worth

The slow economic and jobs recovery has also weighed on net worth. The median household net worth of black households fell to $5,637 in 2009 from $12,124 in 2005, according to the Pew Research Center. White households had a median net worth of $133,149 in 2009, higher by a 20 to 1 ratio.

Rakesh Kochhar, associate director for research at the Pew Research Hispanic Center, who conducted a 2011 study on median net worth based on 2009 federal data, says the wealth gap has changed very little from the 2011 report.

Blacks and Hispanics derive more of their net worth from home equity than whites says Kochhar. “The home price decline was much more significant than the declines in the stock market in recent years, he explained.

Kochhar also says black households had more exposure to subprime mortgage loans, reducing African-American wealth significantly when the subprime mortgage crisis led to widespread foreclosures.

Furthermore, the general effects of the recession such as unemployment took a toll on net worth, impacting blacks more.

“Traditionally, minorities experience a more severe effect, strain housing budgets. And they make less than average,” he says.

The economic road ahead

As President Obama embarks on his economic recovery tour, a new NBC News/Wall Street Journal poll shows Americans want more to be done for the economy. Sixty-one percent of respondents say the economy is on the wrong track.

The president’s approval rating has dipped to 45 percent, the lowest since the debt ceiling debacle in August 2011. And Congress is not faring any better. Only 12 percent approve of their job performance.

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Sub-Bid Request Ads

NORTHERN & SOUTHERN CALIFORNIA

SUB-BID REQUEST ADS

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers

Regional Connector Transit Corridor Design-Build Project

Owner: LACMTA
RFP No: C09080

DBE Goal: 20% Design & 18% Construction

Subcontractor Proposal Due Date: August 5, 2013, 2:00PM

Team RCC, lead by Skanska, is interested in soliciting in Good Faith all subcontractors as well as certified DBE subcontractors related to the scopes of work below for the Regional Connector Transit Corridor Project. Quotes will be requested from Subcontractors, Vendors, Professional Service and Trucking companies. Please visit our website for the RFP documents and addenda, Subcontracting Requirements, Sample Contracting Documents, Project Announcements, Outreach and Contact Information. If you are interested in joining our team for this project, please visit our website, fill out and return the Invitation to Bid form to the fax number below. All Quotes are due Aug. 16th, 2013.

Requested scopes include, but are not limited to the following:


Services/Vendors: Monitoring, Sound, Vibration, Geo, and Air Quality, Security, Office Supplies, Re-prographics, Sweeper Truck, Water Trucks, Jobite Sanitation, Janitorial, SWPPP, Progress Photography, Catering

Team RCC will assist qualified subcontractors, vendors, and suppliers in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. If you are a DBE Company, please provide your certification letter with your proposal. If you are a non-DBE, please indicate all lower-tier participation on insurance, equipment, material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and insurance requirements, please call. If you are a DBE Company, please provide your certification letter with your proposal. If you are a non-DBE, please indicate all lower-tier participation on insurance, equipment, material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and insurance requirements, please call. Team RCC will assist qualified subcontractors, vendors, and suppliers in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. If you are a DBE Company, please provide your certification letter with your proposal. If you are a non-DBE, please indicate all lower-tier participation on insurance, equipment, material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and insurance requirements, please call. Team RCC will assist qualified subcontractors, vendors, and suppliers in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. If you are a DBE Company, please provide your certification letter with your proposal. If you are a non-DBE, please indicate all lower-tier participation on insurance, equipment, material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and insurance requirements, please call.

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBVE companies for this project. All interested subcontractors, please indicate all lower tier DBVE participation offered on your quotation as it will be evaluated with your price. Please call us if you need assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation.

Subcontracting Requirements: Skanska’s insurance requirements are Commercial General Liability (GL): $5M ea. occ., $5M personal injury, $2M products & completed operations agg. and general agg.; $5M Auto Liability, $5M Excess/umbrella and $5M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., and a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to perform financial and payment bonds in the full amount of their subcontract by an admitted surety and subject to approval by Skanska. Skanska will pay bond premium up to 1% of the contract value that is exceeded by the owner for contract award. Conditions or exceptions in Subcontractor’s quote are expressly rejected unless accepted in writing. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, Carpenters Unions and Teamsters. Subcontractors must provide monthly, original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contractor (Subcontractor (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

Skanska is an Equal Opportunity Employer

Skanska Estimating Dept: 1995 Aguas Mansa Rd, Riverside, CA 92509
Ph: (951) 684-5360 • Fax: (951) 788-2449 • Email: jerome.dipadova@skanska.com

Rgw Construction Inc. is seeking all qualified DBE’s for the following project:

Highway in Fresno County near Fresno at Kings River Overflow Bridge

Caltrans No. 06-D1704 Federal Aid Project No. ACRBH1-P180(050)E

Engineer Estimate: $1,850,000 - 290 Working Days

Goal: DBE 115%

Bids: August 7th, 2013 at 2:00PM


Scope of Work: Widening shoulder and replace bridge

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

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

Rgw Construction, Inc.

Contractors License A1 691940

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

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Advertise with the Small Business Exchange

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

www.shenc.org
NORTHERN CALIFORNIA

Sub-Bids Requested from Qualified DBE Subcontractors & Suppliers:

I-15 Cajon Pass Rehabilitation Design Build Project
District 8 Route 15
Contract No: 08-007404
Owner: CALTRANS
Bid Date: August 23, 2013 at 2:00 PM – Quotes Due: August 16, 2013 at 5:00PM

DeSilva Gates Construction-Robert A. Bothman
A Joint Venture
REQUEST FOR QUALIFIED SBEs' SUBCONTRACTORS AND SUPPLIERS FOR:
Civil and Station Improvements Contract, Santa Clara – Alum Rock Bus Rapid Transit Project
Contract C830 (130658)
Owner: SANTA CLARA VALLEY TRANSPORTATION AUTHORITY
3331 North First Street, Building A, San Jose, CA 95134
Bid Date: August 27, 2013 at 3:00 pm.

...
**NOTICE INVITING BIDS**

Transit Builders (Pulice Construction/Dragados-USA, Joint Venture),
3200 Park Center Drive #600, Costa Mesa, CA 92626

Requests sub-bid quotes from certified DBE/OBE subs and suppliers for all items of work on

MRL MOL NORTH HOLLYWOOD STATION WEST

ENTRANCE CONTRACT NO C013R8
Owner: Los Angeles
County Metropolitan Transportation Authority

Bid Date 6/13/2013

Requesting quotes on all items to complete the project including but not limited to the following: A/C Paving, Demo, Shoring, Striping, Fencing, Landscape, Survey, Waterproofing, Acoustical Ceilings, Rollup Doors, Elevators/Escalators, Fire Protection, Glass/Glazing, Granite Tile, HVAC, Lath & Plaster, Painting, Plumbing, Rebar, Sheet Metal, Signage, Structural Steel, Electrical and Design.

Plans & Specs available at Metro.

The complete IFB documents (on DVD) is available at the Metro office. Mail request may be made by sending a check payable to the Los Angeles County Metropolitan Transportation Authority in the amount of $50.00 for the complete DVD. Request for DVD should be sent to: Office of Procurement & Material Mgmt (9th Floor), One Gateway Plaza, Los Angeles, CA 90012; or $10 if the DVD is to be mailed. Mail request may be made by sending an email to DRB@LA METRO.COM. Requests for DVD will be sent to Metro in the form of a money order, a company check, a cashier check, or a certified check. Personal checks or cash are not acceptable forms of payment. Please make check payable to Metro. IFB documents fee is non-refundable.

Should you have any questions or desire to quote on this project, please contact: John Hickman at (657) 229-7820 or jhickman@Dragados-USA.com.

Bonds from a surety acceptable to Transit Builders may be required. 100% Performance & Payment bonds may be required. Transit Builders to pay bond premium or 2% of subcontract amount, whichever is less. Assistance in bonding, insurance, lines of credit or obtaining equipment, supplies and materials is available upon request. This advertisement is in response to the Owner’s DBE program. Transit Builders intends to conduct itself in good faith with DBE/OBE firms for participation on the project.

**“TRANSIT BUILDERS IS AN EQUAL OPPORTUNITY EMPLOYER”**

**SKEANSKA**

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers

PALM AVENUE GRADE SEPARATION
San Bernardino Associated Governments

Contract No.: C13108
DBE Goal: 9%

Bid Date: August 20, 2013 – 2:00PM

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. All interested subcontractors, please indicate all lower tier DBE participation offered on your quotation as it will be evaluated with your price. Please call if we can assist you in obtaining bonding, lines of credit, insurance or necessary equipment and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation.

Plans and Specifications are available for view at our main office in Riverside or may be obtained from Add Reprographics at (909) 514-0704.

Quotes requested for: contractors, suppliers and service provider include, but are not limited to: Biological Monitor, Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Fencing, Erosion Control, Temporary Pavement Marking, Temporary Traffic Signage, Plastic Traffic Drum, Temporary Pavement Marking, Temporary Crash Cushion Module, Metal Beam Guard Rail, Roadside Signs, Abandon Culvert, Cold Plane Concrete Pavement, Remove Concrete, Concrete Barrier, Clearing and Grubbing, Roadway Excavation, Structure Excavation (Bridge), Structure Excavation (Retaining Wall), Structure Backfill, Sand Backfill, Erosion Control, Flexible Ribs, Class 2 Aggregate Base, Hot Mix Asphalt, Hot Mix Asphalt Dike, Tack Coat, Furnish & Deliver Steel Pipe, CIDH Concrete Piling, Prestressing CIP Concrete, Structural Concrete (Bridge), Structural Concrete (Retaining Wall), Minor Concrete, Joint Seal Assembly, Bar Reinforcing Steel (Bridge), Bar Reinforcing Steel (Retaining Wall), Furred Joint, Sheet Aluminum Sign, Roadside Sign, Install Sign, Reinforced Concrete Pipe, Plastic Pipe, Corrugated Steel Pipe, Welded Steel Pipe Cas- ing, Alternative Flared End Section, Precast Concrete Pipe, Pipe Paving, Minor Concrete, Rock Slope Protection Fabric, Miscellaneous Metal, Miscellaneous Iron and Steel, Wrought Iron Fence, Chain Link Fence, Survey Monument, Chain Link Reincing, Concrete Barrier, Cable Rail- ing, Transition Railing, Terminal System, Thermoplastic Pavement Marking, Thermoplastic Traffic Sign, Pavement Marker, Waterline, Street Lighting.

Subcontracting Requirements: Skanska’s insurance requirements are Commercial General Liability (GL): $1M each occ., $1M personal injury, $2M products & completed operations agg. and general agg.; $1M Auto Liability; $5M Excess/Umbrella and $1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., and a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract by an admitted surety and subject to approval by Skanska. Skanska will pay bond premium up to 1%. Quotations must be valid for the same duration as specified by the Owner for contract award. Conditions or exceptions in Subcontractor’s quote are expressly rejected unless accepted in writing. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, Carpenters Unions and Teamsters. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contract. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadlines to allow proper evaluation.

Skanska is an Equal Opportunity Employer

NORTHERN & SOUTHERN CALIFORNIA

**SUB-BID REQUEST ADS**

DL Falk Construction is requesting subcontractor / supplier bids from certified SLBE, LBE, MBE & WBE Companies for:

George Peabody
Elementary School Modernization And New Multipurpose Building
251 6th Avenue, San Francisco, CA 94118
Bid Date: August 8, 2013 at 2:00 PM

Scope includes: hazmat abatement, selective demo, underground utilities, planting & irrigation, concrete, structural steel, masonry, foundation, formwork, concrete, electrical, mechanical, plumbing, HVAC, painting, glazing, insulation, roofing, flooring, fire/safety, ceilings, metal doors & hardware, specialties, equipment, HVAC, painting, electrical, and etc.

D.L Falk Construction, Inc.
3256 Investment Blvd. • Hayward, CA 94545
Phone 510-887-6500 Fax 510-887-6501

Bid Documents are available for viewing at our office, or at local Builders Exchanges

Sub Bids Requested From Qualified MBE, WBE, DBE, UBDE Subcontractors & Suppliers for City of Lincoln
Regional and Reclamation Pipelines
Location: Lincoln, CA
Bid Date: August 28, 2013 at 2:00 PM

McGuire and Hester is seeking qualified subcontractors in the following trades: electrical & instrumentation; tree removal/clearing; saw cutting; grading; rebar; bore & pipe jacking; rock drilling and blasting; hydroseeding and revegetation; painting & coating; striping; horizontal directional drilling; traffic control; surveying; and trucking.

We will pay up to and including one and one half percent (1-1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans & specs.

McGuire and Hester
9009 Railroad Avenue • Oakland, CA 94603
Phone: (510) 632-7871 Fax: (510) 692-5209
Contact: Don Crivello
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D.BE SUBCONTRACTORS/SUPPLIER BIDS REQUESTED

REGIONAL CONNECTOR TRANSIT CORRIDOR DESIGN/BUILD PROJECT

(Construct the underground stations, guide-waves and tunnels from Alameda and First Street (Gold Line) to the existing 7th Street Metro-Center Station (Blue Line) located at 7th and South Flower Street.)

Bid Submittal Date: August 30, 2013 at 2:00 PM

Owner: Los Angeles County Metropolitan Transportation Authority

Metro
Performance/Payment/Liability Bond will not be required. All Workers’ Compensation and General Liability Insurance is provided by the Contractor. Contractor Controlled Insurance Program (CCP) is required.

This advertisement is in response to Metro’s DBE Program. SheaWalsh Joint Venture intends to provide an equal opportunity and conduct itself in “good faith” with DBE firms regarding participation on this project. Drawings and specifications may be reviewed in our office Monday through Friday, 8:00 AM to 5:00 PM. Quotes are requested no later than August 21, 2013 so that all DBE BIDS CAN BE FAIRLY EVALUATED. PLEASE SUBMIT BIDS FOR THE FOLLOWING WORK (BUT NOT LIMITED TO):

- Soil and rock excavation, hauling, excavation support systems, structural steel, engineering, survey, instrumentation and monitoring services, materials testing, demolition and site preparation, environmental investigation, utility relocation, paving, curb and sidewalk, fencing, landscaping, geotechnical and structural instrumentation, asbestos and hazardous materials handling and disposal, septic tanks, older water lines, shoring, traffic control, cast-in-place concrete structures, reinforcing steel, ground stabilization, tunnel construction, cross passage construction, directional grade hole drilling, soil nails, rock bolts, steel dowels, steel arch support, shotcrete, concrete pumping, placing and finishing, concrete sealants, masonry, waterproofing, service utilities, grading, electrical services, mechanical, plumbing and fire protection, architectural finishes, doors and hardware, track work, signals, pest control, IT Services, waste disposal and cleaning services.

We are actively soliciting bids for all trades and material supply quotes from DBE firms certified by the California Unified Certification Program (CCCP) by bid/proposal due date. Proposals submitted should not include any cost for Worker’s Compensation or General Liability Insurance. Subcontractors will be responsible for providing vehicle liability insurance only. All contractors and subcontractors must agree to the letter of intent agreeing to the terms of the Project Labor Agreement (PLA).

Any business seeking to participate as a DBE for this Contract must be DBE certified by the California Uniform Certification Program (CCCP) by bid/proposal due date. Proposals submitted should not include any cost for Worker’s Compensation or General Liability Insurance.

The Joint Venture has established an FTP site where interested firms can view all plans and specifications for their convenience. Please contact Candice Gill at (909) 594-0990; Via Email: candice.gill@shea-walsh.com or Jim Honeycutt at (909) 444-4260; Via Email: jimmy.honeycutt@shea-walsh.com to receive instructions on accessing the FTP Site.

Any business seeking to participate as a DBE for this Contract must be DBE certified by the California Uniform Certification Program (CCCP) in accordance with 49 CFR Part 26 by bid/proposal due date.

 SheaWalsh/PTG Joint Venture, An EEO Employer

(J.F. Shea Construction, Inc./Walsh Construction Company/Parsons Transportation Group, Inc.)

667 Brea Canyon Road, Suite 22; Walnut, CA 91789 Phone: 909-594-0990 Fax: 909-594-0990

Please visit our website: http://www.shea-walsh-ptg-regionalconnector.com

SHEA • WALSH • PTG
The CMO Survey® asked top marketers to describe how their companies structure the marketing-sales relationship. 7% stated that sales reports to marketing, 10.3% noted that marketing reports to sales; but most, 72%, have marketing and sales working together as peers. 

While this was published in the February 2013 issue of The CMO Survey, this has been the trend for some time.

Yet we know that, historically, it has been difficult for sales and marketing to cooperate. Sales people and marketing people have different personalities; they look at life through different lenses, and when they are peers they are both competing for scarce resources from the CMO.

So we need them to work together, but they don’t naturally get along, and we’ve pitted them against each other for resources.

I’m reminded of a BBC series on dinosaurs that my 4 year old likes to watch. Occasionally there will be an episode that pairs power house dinos together for an epic battle: “T-Rex vs. Triceratops”, or “T-Rex vs. Spinosaurs” (these battles typically involve a T-Rex). But it’s funny, they DON’T have a, “Pre-historic Partners: T-Rex and Triceratops” episode. And yet, when it comes to sales and marketing, that’s the show we expect to see. It should be smooth sailing and a bunch of great minds thinking alike, right? You and I both know that is seldom the case in the real world.

Here’s some great advice from a variety of experts for how to bridge the gap and get them working together.

1. They do have one thing in common: getting more customers.

   Align the organization around that goal. Will Schabel has some good advice on the Silverpop Blog:
   - Agree on what a good lead is and measure that. Too often I hear sales people complain about the quality of their leads.
   - Create shared service level agreements. For as long as we have had sales people complaining about the quality of the leads we’ve had marketers complaining about sales people not following up on them. So now that we know what makes a quality lead, let’s agree on how quickly those quality leads need to be followed up on, and how many times, with what salespeople, etc. By establishing a consistent follow up process the marketers will know that the good leads they generate will be treated well!

2. Build trust through improved communications.

   Mike Volpe at Hubspot has six ideas for building deeper communication between your teams, including:
   - Mix ’em up. Too often marketing people and sales people exist in different parts of the office and only come together on neutral territory (the conference room). This accentuates the divide between the teams and the perceptions of the stereotypes between them. Instead mix their workspaces together, and get them meeting, and socializing together more frequently. Increase the quantity of communication so that they can actually see each other working hard and solving problems.
   - Use facts and data where possible. The stereotypes and generalizations come fast and frequent. Instead mix their workspaces together, and get them meeting, and socializing together more frequently. Increase the quantity of communication so that they can actually see each other working hard and solving problems.

   The ONE thing that marketing and sales cannot do without

   by Bridget

   Brad Farris’ book Marketing & Sales: A Love Story illustrates how marketing and sales are interdependent. When they work together, stand back because great things are about to happen!

   But another strong relationship needs to exist, and that is the relationship that the marketing and sales departments have with company leaders. Without the strong support and trust of company leaders, the marketing and sales departments might as well pack it up and call it a day.

   Part of it has to do with money – marketing and sales cost money (nevermind the fact that they can make the company money) and the boss needs to support their efforts with a budget that makes it possible for them to succeed!

   If sales are lagging and marketing wants to conduct research to help clarify some targeting issues, leaders may say, “No, this is not the time to spend money. Our salespeople aren’t working hard enough — that’s the problem!” And, as Brad pointed out in the book, historically, that was might have been the case. But now sales people need the insights that the marketers provide just to get in the door. Market research can provide great insight as to why sales are lagging, why prospects aren’t responding, and what needs to be done about it. But getting these answers requires expertise — which means money.

   Or, maybe the brand needs to be established with those questions and concerns regularly, to help marketing and sales work their magic: “What is your firm struggling to find growth? Where should you be pointing the finger? If you aren’t getting good feedback and leadership from your marketing and sales team then they need to feel the heat; but stop for a minute and consider — how are you part of the problem?”

   So … getting back to Brad’s book, marketing and sales are indeed a great partnership! In fact, they play a vital role in the growth of companies and business owners into new levels of growth and success. Through his work with over 100 Chicago area small businesses he has experience in guiding founders and business owners through the pitfalls and joys of growing their business. Prior to joining Anchor Advisors, Brad spent over 10 years managing business units for a family-owned conglomerate with sales of $82 million to $25 million. When not working Brad enjoys cooking, cycling and the NFL. He is married with 5 children and lives in Chicago, Illinois. Connect with him on Google+, Twitter and LinkedIn.

   Source: EnMast © 2013
# 5 Reasons to Attend Live Small Business Conferences

Thanks to a broad range of low-cost technology solutions, many small business activities are conducted online, remotely and often instantly. You can have meetings, share tools, give demonstrations, provide training and so much more, without ever leaving your office.

But despite the many benefits of technology, there is no substitute for live, in-person small business conferences. Here are a few of the biggest reasons to attend small business conferences, trade shows or other live networking events that are relevant for your business:

## 1. Educational Opportunities

The opportunity to learn something new is one of the biggest draws for most business conferences. While there are often excellent small business conferences held via the Internet, through web conferencing and over teleconference lines, there are some educational benefits you just can't access unless you're in a live, face-to-face setting.

Live events give you the opportunity to watch and learn from visual cues, body language and the overall atmosphere and environment. These non-verbal elements and the opportunity to see, feel, touch and absorb the information being presented can add a new level of learning that is not easily accessed via online events.

## 2. In-Person Networking

Another benefit of live small business conferences not easily duplicated is the opportunity for in-person networking. When you attend a live event, you have access to other attendees who are often your colleagues. Conferences are an excellent time to make connections, share information and learn about your peers. You never know when you might want to team up for a joint venture or make a referral to someone you met at a live event.

During live business conferences, networking isn’t limited to the participants either. When you attend an event in person, you have access to the presenters to ask questions, share ideas and expand on what was covered. These informal connections that take place between sessions are often invaluable.

## 3. Learn About Competitors

If you’re attending a small business conference because it focuses on information that will help you improve your business, products and services, your competition will be attending for the same exact reasons. Live events give you a chance to see who your competitors are first-hand, find out more about their businesses, gather information on their strengths and weaknesses, and conduct research that will help you give your business the edge.

## 4. Marketing to Potential Clients

Along with attending an event as a participant, you can also consider attending a small business conference or trade show as a vendor. This will allow you to benefit from some of the educational opportunities and in-person networking that takes place, but it also gives you direct access to market your products and services to your ideal customers and clients.

This kind of direct marketing and promotion to members of your target audience who are already in a learning, networking and development mode is virtually impossible to get in other ways. And it gives you a chance to conduct market research and learn more about your target audience in a live setting.

## 5. Spark Creativity and Innovation

We all need to take a break from routine in order to stay at the top of our game. Sure, you can (and should) take a vacation and time off, but there is also tremendous value in using a small business conference as a break from the day-to-day operations of your business. A change of scenery, especially one that is rich with educational and networking opportunities, can help you spark your creativity, develop new ideas and think in innovative ways.

If you invest the time and money to attend a live event that offers value for your small business, you can almost guarantee that you will return home with new tools, valuable contacts and a renewed approach that will help you manage and grow your business better than before.

Source: About.com; Small Business Information

## EVENTS & SEMINARS

**Employee or Independent Contractor Tax Seminar**  
8/7 – Wednesday 10:00AM to 1:00PM  
This seminar will explain how to determine if someone providing services to your company should be treated as an employee or independent contractor for tax purposes. Learn about the independent contractor reporting requirements. Presented by the California EDD Tax Office. No Fee.  
**Location:** San Jose Entrepreneur Center, 100 E. Santa Clara Street, San Jose, CA, 95113  
**For more information:** [http://www.edd.ca.gov/Payroll_Taxes/](http://www.edd.ca.gov/Payroll_Taxes/)  
**For registration:** [http://www.edd.ca.gov/Payroll_Tax_Seminars/Classroom_Seminars.aspx](http://www.edd.ca.gov/Payroll_Tax_Seminars/Classroom_Seminars.aspx)  
**Contact Information:** Emily Navarra-Refugio, emily.navarra@sba.gov, 408-351-3661

**Doing Business with Genentech**  
8/27 – Tuesday 2:30PM to 3:30PM  
A Genentech representative will discuss opportunities for contracting to sell your goods and/or services to this leading biotechnology company. No Fee.  
**Location:** San Jose Entrepreneur Center, 100 E. Santa Clara Street, San Jose, CA, 95113  
**For more information:** [http://www.gene.com/gene/about/supplier/](http://www.gene.com/gene/about/supplier/)  
**For registration:** [http://sanjosecenter.org/node/13995](http://sanjosecenter.org/node/13995)  
**Contact Information:** Emily Navarra-Refugio, emily.navarra@sba.gov, 415-744-6805

**Successfully Buy/Sell a Small Business - Avoid Pitfalls**  
8/6 – Tuesday 5:00PM to 8:00PM  
This course covers topics such as basics of evaluating business, reading and understanding financial statements, determining verifiable owner income, steps involved in developing a purchase agreement, due diligence, escrow and transfer of title, and negotiating a non-adversarial contract. Cost: $45.00  
**Location:** Silicon Valley SCORE, 234 East Gish Road, Suite 100, San Jose, CA, 95112

**Plan Strategically and Grow - Translate Goals and Objectives into Practical Action Plans**  
8/7 – Wednesday 5:00PM to 8:00PM  
This class focuses on developing a strategy to grow your business by understanding your business and its environment, and what you can do to evolve your business to remain competitive. Cost: $45.00  
**Location:** Silicon Valley SCORE, 234 East Gish Road, Suite 100, San Jose, CA, 95112  
**For more information:** [http://www.svscore.org](http://www.svscore.org)  
**For registration:** [http://www.svscore.org/workshopsSeminars/plan_strategically.shtml](http://www.svscore.org/workshopsSeminars/plan_strategically.shtml)  
**Contact Information:** Silicon Valley SCORE, Info@svscore.org or (408) 453-6237

**Small Business Fundamentals - Overview – What It Means to be in Business**  
8/21 – Wednesday 8:30AM to 5:00PM  
Intended for potential and current business owners who want an understanding of what they need to know to succeed, this workshop provides a comprehensive overview of what is required to begin and run a successful business: from planning, legal requirements, accounting, taxes, insurance, marketing and beyond. Cost: $70.00  
**Location:** Silicon Valley SCORE, 234 East Gish Road, Suite 100, San Jose, CA, 95112  
**For more information:** [http://www.svscore.org](http://www.svscore.org)  
**For registration:** [http://www.svscore.org/workshopsSeminars/all-day_workshop_2.shtml](http://www.svscore.org/workshopsSeminars/all-day_workshop_2.shtml)  
**Contact Information:** Silicon Valley SCORE, Info@svscore.org or (408) 453-6237

For more information: [http://www.svscore.org](http://www.svscore.org)  
For registration: [http://www.svscore.org/workshopsSeminars/buy_sell_2.shtml](http://www.svscore.org/workshopsSeminars/buy_sell_2.shtml)  
For Contact Information: Silicon Valley SCORE, Info@svscore.org or (408) 453-6237  
For Plan Strategically and Grow: [http://www.svscore.org/workshopsSeminars/plan_strategically.shtml](http://www.svscore.org/workshopsSeminars/plan_strategically.shtml)  
For Small Business Fundamentals: [http://www.svscore.org/workshopsSeminars/all-day_workshop_2.shtml](http://www.svscore.org/workshopsSeminars/all-day_workshop_2.shtml)  
For Contact Information: Silicon Valley SCORE, Info@svscore.org or (408) 453-6237
Privately-funded public works. Is it possible? – A Q&A

Credit: Peter Mack Media

Kwaku Duren and Käto Cooks

By Käto Cooks
SBE Southern California Editor

Public works are defined, generally, as construction and related work executed in the public interest and funded with government money. There are circumstances where the public interest is served via private investment. When the two meet, do prevailing wage requirements apply?

Yes, it is possible and happens. There are some conditions attendant, though, which are outlined in the California labor code at section 1720 et seq. Of particular note is this: 1720 (c)(2) If the state or a political subdivision requires a private developer to perform construction, alteration, demolition, installation, or repair work on a public work of improvement as a condition of regulatory approval of an otherwise private development project, and the state or political subdivision contributes no more money, or the equivalent of money, to the overall project than is required to perform the construction process and/or building— even where the funding is 100% private.

But prevailing wages do not always apply. Butch Garrett, prevailing wage coordinator for the University of Missouri, advised, “First, read your contract / bid documents and discuss with...enforcement, Wage and Hour. Find out up front!”

Garrett added, “I had this situation occur on a Missouri project where two wealthy individuals built and paid for a public works project, new reptile exhibit for a City owned zoo. The court decided it wasn’t subject to the state’s (prevailing wage) requirements. Surprised me.”

B. Kwaku Duren, a prominent public interest attorney practicing in Compton, California, concurred, “First: Contact the local enforcement agency in writing and request a coverage determination. In California, that would be the Department of Industrial Relations (DIR) for state- or locally-owned projects. If necessary, follow that up by consulting with your counsel.”

“The offer document for the contract/ bid should say whether and what prevailing wage obligations apply. Fighting that designation might/ would likely be an uphill battle,” shared David Phippen, counsel with Constanzy, Brooks & Smith LLP, in Washington DC.

“Typically for federal Davis-Bacon purposes, federal government participation or ownership in or of the construction project/ contract, or federal project funding with a tie to the Davis-Bacon requirements, makes it public and subject to the prevailing wage and other requirements of the law,” Phippen cautioned, adding, “You may want to seek legal/enforcement guidance.”

The question was put to Ivory J. Anderson, Jr., an employment law mediator and former DIR investigator with 17 years of experience, who responded expansively: “Well it depends…”

“My recommendation for any stakeholder (OWNER) with construction project(s), or scope of work, which is not perfectly aligned with California labor code at section 1720 et seq., definition of covered work; in my opinion, that stake holder should request a coverage determination by the Office of the Director of Industrial Relations.

“I have seen scenarios such as the ones listed in the following:

For example (s):”

“Single-family homes and apartments up to and including four (4) stories are defined as residential projects and are subject to payment of prevailing wages when they are paid for in whole or in part with public funds, including federally-funded, or assisted residential projects controlled or carried out by an awarding public agency. Commercial projects are defined as all non-residential construction projects including new work, additions, alterations, reconstruction and repairs, and residential projects over four (4) stories.”

Another example:

“Therein the awarding body leases out the property, thinking it is not covered work; but it is determined at later time that because the awarding agency completed the site utilities with public funds, the project was covered by prevailing wage requirements.”

The bottom line appears to be: Don’t guess. Request a coverage determination from the awarding body or the enforcement agency.”

Ivory J. Anderson, Jr.

“In this request will be pursuant to Ca Code of regulations §16001. Public Works Subject to Prevailing Wage Law. (See Attached sections).”

After some reflection, Anderson added, “Again, I say “it depends” because I have seen
AUGUST 1, 2013 - AUGUST 7, 2013

Website: www.sbeinc.com

SBE
Southern California

Celebrating 10 Years of Passenger Service Between Union Station and Pasadena on the Gold Line

Last Friday, July 26, 2013, the Construction Authority hosted a celebration to mark the 10th anniversary of passenger service between Union Station and Pasadena on the Gold Line. More than 100 people attended the event, which took place at the Del Mar Station.

Congresswoman Judy Chu, State Assemblyman Chris Holden, Pasadena Mayor Bill Bogaard, Claremont Councilman Sam Pedroza, and former Los Angeles Councilman Ed Reyes were among the numerous speakers during the event, which was emceed by Construction Authority board chairman Doug Tessitor. A statement was also read by Congressman Adam Schiff.

Each speaker discussed the many benefits the Gold Line has brought to the region, including economic development, jobs, long-term changes to the framework of the cities it connects, and most importantly changes to the way people travel. County Supervisor Michael Antonovich noted that ridership now exceeds 44,000 boardings each weekday, surpassing ridership on the Green Line which opened for service in 1995 (eight years ahead of the Gold Line). Additionally, Metro board members Michael Antonovich, Glendale Councilman Ara Najarian and Duarte Councilman John Fasana discussed the importance of completing the line to Montclair and then Ontario Airport. The three committed themselves to working together to get the funding for the next half of the Foothill Extension.

It was a wonderful event that highlighted the continuing support and consensus found throughout this corridor for the Gold Line and its future extensions. We would like to thank all of the officials, their staffs, the Construction Authority board members and the many community members that took time out of their day to help us celebrate this important achievement for the region.

If you missed it, here is a story that ran in the Pasadena Star-News. We encourage you to look at the photo gallery (there is a link in the story). Here are links to other stories written about the event on The Source, Glendora Patch, South Gold Line 10th Anniversary VideoPasadena Review, and Curbed LA.

Source: Metro Gold Line Foothill Extension Construction Authority

City and Metro officials pose for a photo at Metro Gold Line 10th anniversary July 26, 2013. Pasadena Mayor Bill Bogaard had the honors cutting a birthday cake at the Metro Gold Line Del Mar Station in Pasadena. (SGVN/Staff photo by Walt Mancini)

EVENTS & SEMINARS

Thursday, August 29, 2013 6:00-8:00 p.m. $25
The Art & Science of Creating a Successful Business Plan
Rancho Santiago Community College District
2323 N. Broadway, Board Room 107
Santa Ana, CA 92706
Source: Orange County SBDC - 714-564-5200 - www.ocsbdc.org

August 14 - 16, 2013
CA Hispanic Chamber of Commerce Annual Convention & Matchmaking
Oakland, CA
Register: http://www.cahcc.com/Events/AnnualConvention.aspx

August 22, 2013
Calcon Expo 2013
Long Beach, CA
Register: http://calconexpo.com/

August 26-28, 2013
Navy Gold Coast Conference
San Diego, CA
Register:www.navygoldcoast.org

HUBZone and WOSB Program Certifications
Tue, September 10, 2013 10:30am – 11:00am
Where: San Jose
Description:
http:/ /sanjoseecenter.org/node/14000

SBA 8(a) Business Development Certification Workshop
Tue, September 10, 2013 11:00am – 1:00pm
Where: San Jose (map)
Description:
http://sanjoseecenter.org/node/14003

September 12, 2013
PROCON Asian Business Association of Orange County
Register: http://procon abaoc.org/
The SBDC is a leading provider of consulting services and workshops for small businesses in North San Diego County. We have the knowledge, resources and skills to help you build and maintain a successful business.

We know that starting and running a business can be exhausting! With that in mind, we offer professional, progress-based, one-on-one consulting, as well as comprehensive workshops, designed to give you the information you need to “hit the ground running!”

Want to grow your business?

Our professional consulting services are ALWAYS provided at NO FEE! If you have not met one-on-one with an SBDC consultant but feel that your business could benefit from such a meeting, click here to request consulting services.

Just getting started in business?

We offer workshops and resources that provide step-by-step information to help you start your business the right way!

Check out our Small Business Orientation (recommended for all start-up businesses) and all of our workshops here: http://www.sandiegosmallbiz.com/

The North San Diego SBDC offers the following, in addition to online courses:

- Starting Your Business
- Developing a Business Plan
- Conducting a Marketing Analysis
- Analyze your Competition
- Targeting Your Market
- Maintaining an Agile Company
- Creating a Competitive Advantage

- Creating a Strategic Plan
- Determining Your Business Legal Structure
- Protecting Your Business with Patents, Copyrights, and Trademarks

Managing Your Finances

- Preparing a Cash Budget
- Preparing a Balance Sheet
- Managing Your Cash Flow
- Running a Profitable Company
- Creating a Profit and Loss Statement
- Analyzing Your Financial Ratios
- Protecting Your Business with Contracts

Continued on page 14
California Labor Commissioner Julie A. Su honored as top labor and employment lawyer

California Labor Commissioner Julie A. Su has again been recognized by the Daily Journal as one of the Top 75 Labor and Employment Attorneys in California. This is the second time Julie Su has received this honor. Last year was the first time, which was also the first time a state labor commissioner was so recognized.

“Julie continues to make great strides in enforcing labor law. She has increased pressure on the underground economy by issuing more citations for minimum wage and overtime violations and improving the wage claims process to assist California workers to recover wages and other labor rights denied them,” said Christine Baker, Director of the Department of Industrial Relations (DIR). “She is an asset to our executive team and I am delighted that she has received the acknowledgment of the Daily Journal.”

A report released in May, “State of the Division of Labor Standards Enforcement,” detailed some of the key accomplishments during her tenure as California Labor Commissioner:

- **Minimum wage** - over $3 million unpaid minimum wages assessed in 2012 – more than any previous year on record, and an increase of 462% from minimum wage assessments in 2010.
- **Unpaid overtime** - more than $13 million unpaid overtime wages assessed in 2012 – more than any previous year on record, and a 642% increase from 2010.
- **Civil penalties** - over $51 million in civil penalties assessed in 2012 against employers for violating labor laws – more than any previous year in a decade, and a 150% increase from 2010.
- **Better targeting** - In 2012, the Labor Commissioner’s office had the highest rate of civil penalty citations (80%) in the past decade (compared to an average citation rate of only 48% from 2002 to 2010).
- **Public works** - over $25 million in wages assessed and civil penalties issued on public works projects in 2012 – the highest amount since 2000.
- **Streamlined processing** - the fastest application review process for business licenses and registrations applications in the past five years – 50% faster than in 2010.

Su was appointed by Governor Jerry Brown in April 2011 as California Labor Commissioner and assumed the post to lead DIR’s Division of Labor Enforcement Standards (DLSE). Prior to her appointment, Su served as the Litigation Director at the Asian Pacific American Legal Center, the nation’s largest non-profit civil rights organization devoted to issues affecting the Asian American community.

In her 17 years as a civil rights lawyer, Su brought landmark lawsuits on behalf of low-wage workers in the underground economy, advocated successfully for protection of immigrant workers that paved the way for federal legislation protecting immigrant victims of crime, and initiated grassroots campaigns against sweatshop abuses. Su has taught at UCLA Law School and Northeastern Law School. She is a graduate of Stanford University and Harvard Law School.

The report details the accomplishments of the Labor Commissioner’s office in 2011 and 2012 across all of the Division’s enforcement units.

Among its wide-ranging enforcement responsibilities, the Labor Commissioner’s office adjudicates wage claims, inspects workplaces for wage and hour violations, enforces prevailing wage rates and apprenticeship standards in public works projects, investigates retaliation complaints, issues licenses and registrations for various businesses and educates the public on labor laws.

SOURCE: California Department of Industrial Relations

Labor Commissioner’s Wage Theft Investigation of Public Works Contractor Leads to Two-Year Prison Term

As the result of a criminal referral by California Labor Commissioner Julie A. Su’s office in January 2012, the owner of a Southern California construction company last Friday pleaded guilty to embezzling more than $350,000 in employee wages from two public works contracts and filing false tax returns to hide his theft.

Reza Mohammedi, 58, of Tustin was sentenced to two years in state prison by Orange County Superior Court Judge R. Fitzgerald on July 26. He is the owner of Irvine-based Southland Construction. Mohammedi is scheduled for a restitution hearing on Nov. 29. The Labor Commissioner’s office is working to restore the wages to the 18 workers affected.

“This case sends a clear message to those scofflaws who steal wages from workers, cheat honest contractors, and violate the public trust, that we will not only pursue civil remedies against you but seek criminal prosecution as well,” stated State Labor Commissioner Julie A. Su. “Wage theft is a crime and it will be prosecuted as such in the State of California. In addition, this case should serve as a deterrent to contractors who think they can get away with doctoring certified payroll records to hide the truth.”

Mohammedi then required his workers to return a portion of their pay back to him after they cashed their checks, or required them to pay for another worker’s pay. Using this scheme, Mohammedi repeatedly embezzled over $396,000 in worker wages from his public works contracts for his personal gain.

“This case sends a clear message to those scofflaws who steal wages from workers, cheat honest contractors, and violate the public trust, that we will not only pursue civil remedies against you but seek criminal prosecution as well,” stated State Labor Commissioner Julie A. Su. “Wage theft is a crime and it will be prosecuted as such in the State of California. In addition, this case should serve as a deterrent to contractors who think they can get away with doctoring certified payroll records to hide the truth.”

In a joint effort, the Orange County District Attorney’s office and the Labor Commissioner’s office investigated the “Hiltscher Trail Improvements” project located in Fullerton, which established that Southland failed to pay employer payroll contributions to five workers. On Sept. 11, 2012, the Labor Commissioner’s office issued a Civil Wage and Penalty Assessment in the amount of $96,652 unpaid wages and $15,450 in penalties.

Mohammedi pleaded guilty to a court order to file 15 felony counts of failing to file a return with the intent to evade tax, 15 felony counts of willful failure to pay tax, seven felony counts of taking and receiving a portion of a worker’s wage on public work, six felony counts of recording false and forged instruments, and three felony counts of filing false tax returns. He admitted to the sentencing enhancement allegations for loss exceeding $100,000 and property damage over $200,000 and a prior strike conviction for criminal threats in 1999.

In a recent report entitled “State of the Division of Labor Standards Enforcement,” released in May 2013, the Labor Commissioner’s office reported that 2012 saw the highest amount of wages and penalties assessed on public works jobs by the Division since 2002. The Labor Commissioner’s office, also known as the Division of Labor Standards Enforcement, adjudicates wage claims, investigates discrimination and public works complaints and enforces state labor law. Additional information on labor laws and work-related topics are available on our website as well as on Facebook and Twitter.

Employees with work-related questions or complaints may call the toll-free California Workers’ Information Line at (866) 924-9757 for recorded information, in English and Spanish, on a variety of work-related topics.

SOURCE: California Department of Industrial Relations
NORTHERN CALIFORNIA

PUBLIC LEGAL NOTICES

REQUEST FOR QUALIFICATIONS AS-NEED DESIGN SERVICES FOR HEALTH FACILITIES CONTRACT NO. APA13110

Building Design and Construction (BDC), Department of Public Works (DPW), City and County of San Francisco (City) announces a Request for Qualifications (RFQ) for the provision of design services for health facilities in San Francisco. The City anticipates consultants shall provide design services involving renovation, relocation, adaptive re-use of existing facilities, installations of specialized medical equipment, modifications to life safety systems and other infrastructure, and new facilities. Selected firms are required to have extensive knowledge of, and experience with, general acute care facilities under jurisdiction of the Office of Statewide Health Planning and Development (OSHPD).

Proposals will be received at 30 Van Ness Avenue, Suite 410, San Francisco, California 94102 until 2:30 P.M. Pacific Time, September 5, 2013. Consultants shall submit proposals as required in the RFQ package. Late or non-submittals will not be considered. Digital files for the RFQ Package may be obtained at cost at: www.sfdpw.org/biddocs. Notices regarding Addenda and other proposal changes will be distributed by email to Plan Holders. Please visit DPW’s Contracts, Bid Opportunities and Payments webpage at: www.sfdpw.org for more information.

The City intends to award four (4) master contracts to firms with experience working with ports, municipalities, or similar organizations. Successful firms may be required to perform environmental studies, prepare reports and plans, develop cost estimates, negotiate with regulatory agencies, and perform field inspections for sanitary sewer improvements projects and environmental studies. The RFQ is due Friday, August 16, 2013. For more information please visit: http://www.sfdpw.org/.

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A mandatory pre-proposal conference and site visit have been scheduled for August 8, 2013 at 10:00 am in the Facilities Plan Room located in the Courtyard. The Trustees require the successful proposer to achieve three percent (3%) DVBE participation in contract construction projects as established in the Request for Proposals. Each proposer offering a proposal must comply with bidding provisions of Article 1771.040 et seq of the California Civil Code concerning full publication, if any contractor is interested in being considered for this work, they must submit a proposal in accordance with the RFQ. The City and County of San Francisco encourage public outreach. The RFQ is due Friday, August 16, 2013. For more information please visit: http://www.sfdpw.org/.

SBE Newsletter

Did you know that Tooth Decay can affect your child’s ability to do more than chew and eat foods? A healthy mouth can help your child to…

Did you know that Tooth Decay can affect your child’s ability to do more than chew and eat foods? A healthy mouth can help your child to…

The City and County of San Francisco encourage public outreach.

The Board of Supervisors is evaluating the effectiveness of Outreach Advertising. The City and County of San Francisco is also inviting interested individuals, groups, and businesses to submit their ideas and recommendations. Additional information and instructions on how to obtain bid documents are available at www.sfcgov.org. A mandatory pre-Bid Conference and mandatory Pre-Bid Job Walk will be conducted on Monday, August 12, 2013 beginning promptly at 2:00 PM. PLEASE VISIT OUR WEBSITE AT: http://ppc.ucsc.edu FOR THE TEXT OF THE PPIC2013-0804 UNIVERSITY OF CALIFORNIA NEWSPAPER OUTSTANDING ADVERTISTMENT ON HOW TO OBTAIN BID DOCUMENTS.

Visit www.sbeinc.com to download a FREE pdf of the latest
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PUBLIC LEGAL NOTICES

NORTHERN & SOUTHERN CALIFORNIA

ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, San Francisco, sealed bids for a lump sum contract are invited for the following Work:

PARNASSUS 12KV BACKBONE CABLE REPLACEMENT - RERID

NOTE: A 2nd pre-bid conference has been scheduled after working hours.

Customer Service Line (415) 514-2054 (before & after June 27, 2013)

PROCEDURES:

1. The project existing 12KV Feeders 12F111 and 12F210 from specified manholes and going to Langley Porter Psychiatric Institute (LPPI) and Ambulatory Care Center (ACC) cable vaults.
2. Replacing existing 12KV Feeders 12F119 and 12F213 from specified manholes and going to School of Dentistry (SOD).
3. Replacing existing 15KV air insulated load inter- rupter Fusible Switch at Koret Building main electrical room with new 15KV Duplex Load Interrupter Fusible Switch.
4. Replacing existing 400A 480/277V ATS with new 400A-480/277V close transition ATS with bypass at School of Dentistry.

BIDDER Qualifications:

To be eligible for consideration of award, bidders must have the min- imum experience set forth in the Supplementary In- structions To Bidders. Bidders must submit qualification documents as an attachment to the Bid Form.

PROCEDURES:

Bidding Documents will be available at 10:00 AM, June 27, 2013 and will be issued only at:

UCSF Documents, Media & Mail (UCSF-DOE)
1855 El Camino Street, 1st Floor
San Francisco, CA 94103

Contact Person: Ben La (415) 476-5030 (9 AM – 5 PM)
Customer Service Line (415) 514-2054 (before & after working hours)
Fax No. (415) 476-5767

Log into http://www.cpid.usc.edu/contracts/index.htm

Click on the UCSF Documents, Media & Mail button

NOTE: A 2nd pre-bid conference has been scheduled on August 7, 2013 at 10:00 AM. Contractors interested in bidding this project must attend either the 1st pre-bid which occurred on 7/2/13 or the 2nd pre-bid on 8/7/13.

Bidders must attend a mandatory pre-bid conference at 10:00 AM, August 7, 2013. For details, see http://capitalprograms.ucla.edu/contracts/conference.htm

(Use the same website above to view complete Adver- tisement for Bids - Project Bidding Information)

Bids will be received and opened only at Minnesota St. Finance Service Center, University of California, San Francisco, 654 Minnesota Street, 2nd Floor, San Francisco, CA 94107. Phone: (415) 476-5345. Bid Deadline: Sealed bids must be received on or before 3:00 PM, August 21, 2013

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

The successful Bidder will be required to have the following California current and active contractor’s license at the time of submission of the Bid:

LICENSE CLASSIFICATION: Electrical Contractor

LICENSE CODE: C-10

ESTIMATED CONSTRUCTION COST: $600,000 - $700,000

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

University of California, San Francisco
June 3, 2013

ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, Los Angeles, responses to the University's prequalification documents for a lump sum contract are sought from prospective general con- tractor bidders (hereafter “bidders”) for the follow- ing project:

MP200 SUITE 565 KIDNEY TRANSPLANT CENTER

Project Number 945396.01

UNIVERSITY OF CALIFORNIA, LOS ANGELES

PREQUALIFICATION OF PROSPECTIVE BIDDERS:

The University has determined that bidders who submit bids on this project must be prequalified. Prequalified bidders will be required to have the following California contractor's license:

B License (General Building)

GENERAL DESCRIPTION OF WORK:

Renovation of a 10,000 gross-square-foot suite on the fifth floor of the Medical Plaza 200 building (MP 200) on the UCLA Campus. The new suite will provide pa- tient examination, consultation, and infusion rooms; a reception, waiting and education area; a confer- ence room; medical and administrative offices; and clinic support space. The scope of work includes demolition; modifications to mechanical, electrical, plumbing, fire/life safety and environmental control systems; provision of a new roof-top air handling unit and provision of conduit and cabling for com- munications connectivity and security systems. Tenant improvements include installation of light- ing, casework, fixtures, signage and finishes.

The estimated construction cost is $4,280,000.00.

PREQUALIFICATION SCHEDULE:

On, July 26, 2013 prequalification documents will be available to intending bidders online at www.capitalpro- grams.ucla.edu and will be issued at no cost at:

Construction Administration
University of California, Los Angeles
1060 Veteran Avenue, Suite 125
Box 95139
Los Angeles, California 90095-1395
310-825-7015

MANDATORY PRE-QUALIFICATION CON- CERNS:

A Mandatory Pre-Qualification Confer- ence will be conducted on August 2, 2013 beginning promptly at 10:00 a.m. Only general contractor bidders who participate in the Conference in its entirety will be allowed to submit prequalification documents and if prequalification is achieved, bid on the Project as gen- eral contractor. Participants must arrive at or before the above-specified time. Persons arriving later than said time will not be allowed to submit prequalifica- tion documents or submit bids as general contractors. Participants shall meet at Capital Programs Build- ing, 1060 Veteran Avenue (follow signs to the meet- ing room), UCLA campus (refer to the online UCLA Campus Map at www.ucla.edu/map). For further infor- mation, contact University's Project Manager Michael Grant-Martín at (310) 206-1531.

NOTES:

1. Attendee shall be a staff member of the general contractor bidder’s firm who will be actively in- volved in responding to this Prequalification, and who is highly knowledgeable of the firm’s potential response to the prequalification process.

2. Attendees are advised that parking may be dif- ficult. Attendees must allow ample time to drive to the above location in heavy traffic, find a parking space, walk to the building, and arrive in the desig- nated Meeting Room prior to the required time. It is currently anticipated that the Conference will last at least 2 hours.

SUBMITTAL DEADLINE:

Each Bidder's completed Prequalification Questionnaire and associated documents must be received at the above-listed University Contracts Administration office in a sealed envelope no later than:

3:00 p.m., August 9, 2013

NOTICE: Only hard copy submittals will be accepted. Oral, telephonic, electronic mail (e-mail), facsimile, or telegraphic Prequalification Questionnaires are invalid and will not be accepted. Only University’s Prequalification Questionnaire (and associated doc- uments) will be accepted.

Any person or entity not satisfied with the outcome of the prequalification must file a written notice challenging the outcome within 10 calendar days from the date of the University’s written notice re- garding prequalification determination as further detailed in the Prequalification Questionnaire. Any assertion that the outcome of the prequalification process was improper will not be a ground for a bid protest. However, University reserves the right but (is not obligated) to accept late submissions and to request, receive, and evaluate supplemental infor- mation after the above time and date at its sole de- termination.

The dates, times, and location set for receiving and opening of bids will be set forth in an Advertisement for Bids.

The University reserves the right to reject any or all responses to Prequalification Questionnaires and to waive non-material irregularities in any response received.

All information submitted for prequalification evaluation will be considered official information acquired in confidence, and the University will maintain its confidentiality to the extent permitted by law.

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Bidder may be required to show evidence of its equal em- ployment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bid- ding Documents and to pay prevailing wage at the location of the work.

The work described in the contract is a public work subject to section 1771 of the California Labor Code.

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Bank of America Merrill Lynch Provided More Than $1.6 Billion in Community Development Lending and Investing in the First Half of 2013

Financing and Equity Commitments Through Community Development Banking Were up Significantly From 2012, Will Help Create More Than 6,500 Affordable Housing Units Across the U.S.

Through its Community Development Banking business, Bank of America Merrill Lynch provided more than $1.6 billion in loans, tax credit equity investments and other real estate development solutions in the first half of 2013. Those commitments were double the lending and investing for the same period in 2012 and will help create more than 6,500 affordable housing units.

Working closely with organizations that help revitalize communities, Bank of America Merrill Lynch provided financial solutions for developments that benefit low- and moderate-income families, seniors, veterans, students and other groups across the country. Loans and investments also include supportive housing efforts for projects that incorporate green or transit-oriented elements.

The first-half 2013 activity by Community Development Banking included roughly $1 billion in commercial real estate-based lending, up 67 percent from $600 million a year ago. Bank of America Merrill Lynch also made more than $664 million in tax credit investments, more than double the nearly $252 million invested during the same period in 2012.

“As these big increases in loans and investments show, demand for affordable housing, charter schools and other community development projects remains strong,” said Maria Barry, Community Development Banking executive at Bank of America Merrill Lynch. “By working with others who are dedicated to improving neighborhoods, Bank of America Merrill Lynch is proud to build on its longstanding leadership in community development and help create even more homes for people in need.”

This year’s commitments include $16.1 million in construction financing and $16.2 million in indirect tax credit equity to develop 69 studio units for formerly homeless people in the Skid Row neighborhood in downtown Los Angeles. The New Pershing project is being developed by the Skid Row Housing Trust, which operates more than 1,500 units of permanent supportive housing for some of the poorest residents of Los Angeles.

“The New Pershing will provide much-needed supportive housing for our city’s most vulnerable residents and allow us to preserve a historic and architectural jewel that enhances a downtown neighborhood,” said Mike Alvirez, executive director of Skid Row Housing Trust. “We value our relationship with Bank of America Merrill Lynch, which will enable us to preserve the historic façade of this building while creating new apartments and ground-level retail space.”

In Washington, D.C., Bank of America Merrill Lynch is providing more than $12 million in loans and $18 million in New Market Tax Credit investments for Washington Latin Public Charter School, which is renovating a former public school into a new campus for its middle and high school programs. Washington Latin now operates in three separate leased sites, including a church basement, and the new campus also will include athletic fields and space to build a gym.

“This development is vital for the continued growth of Washington Latin Public Charter School, and we appreciate the support of Bank of America Merrill Lynch in moving forward with this significant effort,” said Martha Cutts, head of Washington Latin Public Charter School. “Along with our unique curriculum, diverse enrollment and excellent faculty, this new campus will be a major asset for our thriving school.”

Bank of America Merrill Lynch also is providing more than $15.2 million in loans and nearly $24.7 million in Low Income Housing Tax Credit investments for the Joe Moretti Apartments in Miami. Related Urban is developing a new 13-story building that will have 116 apartments for senior residents at or below 60 percent of area median income (AMI).

“The Joe Moretti Apartments will help address a significant need for affordable senior housing in this community, and Bank of America Merrill Lynch is playing a vital role in making this development a reality,” said Alberto Mr. Jr., senior vice president and principal at Related Urban. “Through this financial support, seniors will have high-quality homes close to public transportation, neighborhood shopping and entertainment.”

Bank of America Merrill Lynch is a leader in affordable housing finance nationally, providing financing for more than 114,000 units over the past eight years. Community Development Banking includes the Banc of America Community Development Corp., which serves as a development partner and provides debt and equity financing for properties in low- and moderate-income communities across the country.

Bank of America

Bank of America is one of the world’s largest financial institutions, serving individual consumers, small- and middle-market businesses and large corporations with a full range of banking, investing, asset management and other financial and risk management products and services. We serve approximately 51 million consumer and small business relationships with approximately 5,300 retail banking offices and approximately 16,350 ATMs and award-winning online banking and mobile banking with 30 million active users and more than 13 million mobile users. Bank of America is among the world’s leading wealth management companies and a global leader in corporate and investment banking activities. Our treasury and investments businesses provide a broad range of asset classes, serving corporations, governments, institutions and individuals around the world. Bank of America offers industry-leading support to approximately 3 million small business owners through a suite of innovative, easy-to-use online products and services. The company serves clients through operations in more than 40 countries. Bank of America Corporation stock (NYSE: BAC) is a component of the Dow Jones Industrial Average and is listed on the New York Stock Exchange.

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Source: © 2013 Bank of America Corporation

Wells Fargo Withdraws from the Mortgage Joint Venture Business

Company will complete wind-down over next 12 to 18 months and commits to minimizing impact to existing customer accounts or applications currently in process

Wells Fargo & Company (NYSE: WFC) announced today that Wells Fargo Ventures, LLC, a wholly-owned operating subsidiary of Wells Fargo Bank, N.A., plans to withdraw from its eight joint ventures in mortgage lending. The decision is effective immediately and is expected to be completed over the next 12 to 18 months. No impacts on customer service or loan processing are expected. The decision is based on the current regulatory and market environment as changes in state and federal oversight have increased the complexity and difficulty of operating mortgage joint ventures. Wells Fargo began forming mortgage joint ventures more than 20 years ago, successfully leveraging them to provide mortgage lending and services to customers and referral sources around the country.

“This decision reflects our response to new operating realities and our commitment to continuously improving our business model,” said Franklin Codel, executive vice president, head of Mortgage Production. “As a leader in home lending, we want to ensure we’re always in the best position to help Americans achieve the dream of homeownership.”

Joint venture companies operate independently and impacts on each will vary. As of the second quarter 2013, the joint ventures contributed approximately 3% of Wells Fargo & Company’s mortgage production. Approximately 300 Wells Fargo customers were impacted. This decision does not affect our commitment to our Retail and Correspondent mortgage businesses.

“Our Wells Fargo Ventures team is committed to delivering exceptional service and strong financial results as we wind down the business. We will also work to retain as many impacted team members as possible through other opportunities at the company,” said Jim Stavenger, senior vice president, head of Wells Fargo Ventures.

The eight joint ventures that Wells Fargo Ventures will be withdrawing from include:

- Bankers Funding Company, LLC
- Colorado Mortgage Alliance, LLC
- DE Capital Mortgage, LLC
- Home Services Lending, LLC
- Military Family Home Loans, LLC
- Prosperity Mortgage Company
- Premia Mortgage LLC
- Private Mortgage Advisors, LLC

Joint venture customers with a mortgage loan application in process will continue to have their applications processed by the joint venture and may call their mortgage consultant with questions.

About Wells Fargo

Wells Fargo & Company (NYSE: WFC) is a nationwide, diversified, community-based financial services company with $1.4 trillion in assets. Founded in 1852 and headquartered in San Francisco, Wells Fargo provides banking, insurance, investments, mortgage, and consumer and commercial finance through more than 9,000 stores, 12,000 ATMs, and the Internet (wellsfargo.com), and has offices in more than 35 countries to support the bank’s customers who conduct business in the global economy. With more than 270,000 team members, Wells Fargo serves one in three households in the United States. Wells Fargo & Company was ranked No. 25 on Fortune’s 2013 rankings of America’s largest corporations.

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