

Why Mid-sized Construction Firms Need Strategic AI Leadership

[Article originally appeared in
<https://constructionexec.com>]

By Brad Werner

Construction companies come in all shapes and sizes. Thankfully, so do construction-focused artificial intelligence platforms.

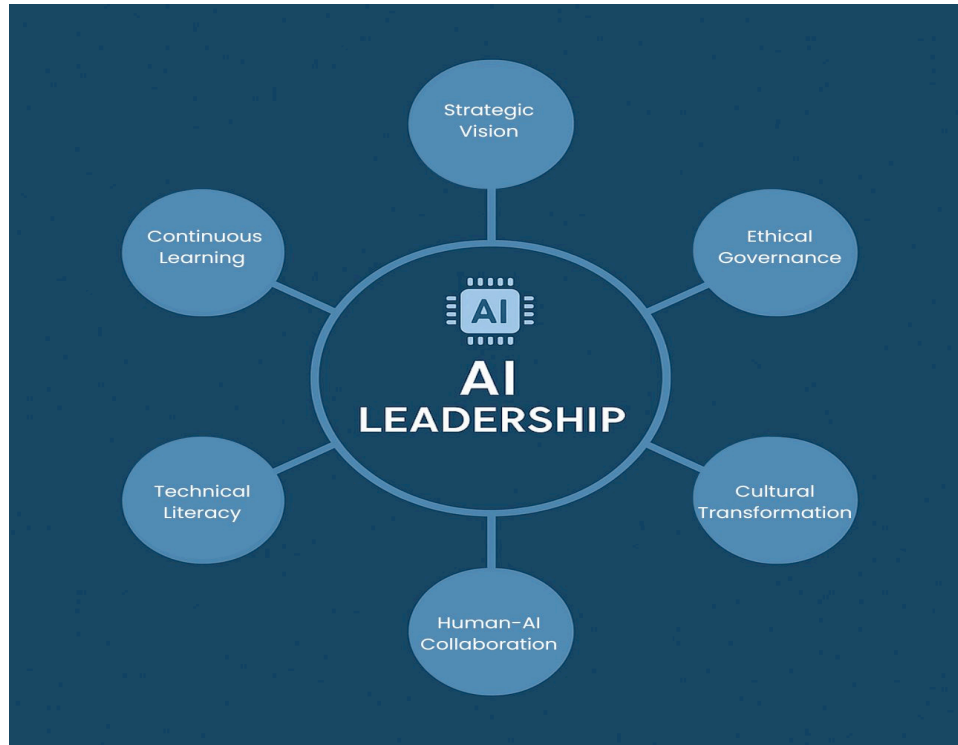
Mid-sized construction firms are at a critical juncture: Digital transformation is moving fast, and AI has shifted from buzzword to bottom-line necessity. Yet many mid-sized, often family-owned firms still lack defined AI leadership, costing them time, margin and market position.

THE COST OF WAITING

AI adoption in construction often starts strong but stalls. Project teams test scheduling tools, finance explores forecasting models. But, without strategy or leadership, these pilots rarely scale or deliver measurable ROI.

Waiting on AI leadership exposes firms in three ways:

- **Wasted investment**—Disconnected pilots and redundant tools burn time and budgets without improving performance.
- **Increased risk**—AI can spot safety, cost and scheduling issues before they escalate. Without leadership, these insights stay buried in data silos.
- **Lost advantage**—Early adopters gain efficiency and lower implementation costs. Late movers pay more to catch up and often need to rebuild what others already optimized.



The reality is that most construction firms aren't seeing real results from AI. Industry experience shows that without a clear strategy and strong governance, digital transformation efforts and AI pilots frequently fail to deliver value. Firms that jump in without a roadmap end up with fragmented tools, missed opportunities and higher costs down the line. The lesson: Success with AI comes down to readiness, not speed.

A structured IT and AI readiness assessment creates a clear path to quick wins and scalable value. By identifying where technology can move the needle and ensuring every initiative is aligned with business goals, firms can avoid wasted investment and build a foundation for sustainable innovation.

LEADERSHIP THAT DRIVES OUTCOMES

Hiring a full-time chief AI officer may feel out of reach, but leadership doesn't require a new C-suite title. Mid-sized firms can scale AI leadership to fit their organization. Start with an internal champion, someone who understands both field operations and business goals. They don't need to be data scientists; they just need to be empowered to align pilots, vet vendors and drive ROI.

Fractional leadership is another proven model. External advisors help define strategy, structure governance and guide implementation without full-time overhead. Integrating AI into existing roles—estimating, operations, finance—helps ensure that adoption becomes part of the workflow, not a separate initiative.

Effective AI leadership means starting with a clear business strategy, robust governance and a focus on data quality. Every AI initiative should be scored for feasibility: Does it align with responsible principles? Is the required data available and clean? Are the necessary skills and infrastructure in place? Is there leadership buy-in? When these fundamentals are in place, firms can prioritize the right use cases, avoid wasted effort and drive measurable outcomes.

PRACTICAL SIGNS IT'S TIME TO ACT

How do you know it's time to step up AI leadership? Watch for these signs:

- Teams are testing tools independently with no shared direction

■ Continued on page 5

Even California's iconic industries are cutting back in this sluggish economy

[Article originally appeared in
<https://calmatters.org>]

By Dan Walters, CalMatters

As Gov. Gavin Newsom ramps up what appears to be a 2028 White House bid, a mainstay of his pitch during television interviews and social media appearances is California's economy.

As Newsom tells it, the state's \$4-trillion-plus annual economic output is not only the fourth largest in the world, were it a nation, but it's a model of entrepreneurial vigor and programs advancing equity.

Were it only true.

A year ago, the Legislature's budget analyst, Gabe Petek, indirectly blew the whistle on Newsom's braggadocio.

"California's economy has been in an extended slowdown for the better part of two years, characterized by a soft labor market and weak consumer spending," Petek wrote while outlining the state's deficit-ridden budget dilemma.

"While this slowdown has been gradual and the severity milder than a recession, a look at recent economic data paints a picture of a slug-

gish economy. Outside of government and health care, the state has added no jobs in a year and a half."

Nothing has changed since then. Employment has been stuck at virtually the same level for a couple of years. At 5.5%, California's unemployment rate is the highest of any state, with more than a million workers lacking jobs.

Meanwhile, the state has been overspending its revenues, creating what budget experts call a "structural deficit," meaning spending programs locked into law are greater than the reliable income to fund them.

California really can't afford those compassionate services Newsom boasts about creating. He and the Legislature, amid great fanfare, extended state-paid medical care to undocumented immigrants, only to be forced to roll it back after costs turned out to be double their estimate.

It should be noted that what Petek saw a year ago, and remains fundamentally true today, pre-dates Donald Trump's becoming president, so blaming him, which Newsom attempted earlier this year, is groundless.

One of the most troubling aspects of California's wheel-spinning economy is the turmoil in two revered sectors, high technology in the San Francisco Bay Area and Southern California's movie and television production industry.

Silicon Valley has been shedding jobs for the past several years as it shifts emphasis to artificial intelligence. This week's announcement that Amazon is cutting 14,000 jobs — and may eventually double that number as it focuses on AI — was a jolt.

Not all of those cuts are in California, of course, but the online seller has been heavily involved in California, operating multiple warehouses.

"We expect to continue hiring in key strategic areas while also finding additional places we can remove layers, increase ownership, and realize efficiency gains," Beth Galetti, Amazon's senior vice president of people experience, said in a memo to employees.

Meanwhile, the Paramount production conglomerate, a mainstay of the Southern California entertainment industry for decades, also announced payroll cuts as new owners took over.

Paramount on Wednesday began cutting about 1,000 employees, the initial cohort of what could be much deeper cuts. David Ellison, Paramount's new boss, said the reduction is aimed at "building a strong foundation for the future."

The layoffs hit not only Paramount's movie production, but also staff at its CBS television subsidiary, MTV and Comedy Central. The Los Angeles Times reported that another 1,000 jobs are expected to be cut later, bringing the total reduction to about 10% of Paramount's workforce.

Movie and TV production in Southern California has been declining for years as companies have coped with high costs and been lured to other states or nations with lower costs and subsidies. Another iconic movie company, Warner Bros. Discovery, is currently for sale.

Despite California's budget woes, Newsom and the Legislature increased state tax credits — in effect, cash subsidies — for in-state TV and movie productions to \$750 million this year. But the hemorrhage has continued.

SOURCE:

<https://calmatters.org/commentary/2025/10/california-sluggish-economy-cutbacks/>



CALIFORNIA SUB-BID REQUEST ADS



REQUEST FOR SUBCONTRACTORS/SUPPLIERS/SERVICE PROVIDERS

Caltrans Contract 03-3H51U4
FOR CONSTRUCTION ON STATE HIGHWAY IN NEVADA COUNTY NEAR GRASS VALLEY FROM 0.2 MILE SOUTH OF LA BARR MEADOWS ROAD TO 0.1 MILE NORTH OF SOUTH GRASS VALLEY OVERCROSSING
(General work description: Rdwy excavation, place HMA, trenchless culverts, and retaining walls.)

Bid Date: November 6, 2025 at 2:00 PM

Engineers Estimate: \$83M

****This is an Electronic bid submittal****

****Quotes not received by 11:00 AM on bid day may not be reviewed/evaluated****

Flatiron Dragados Constructors, Inc. (FDCI) requests subcontractor/supplier/service participation for the following Items of work, but not limited to: Construction Area Signs & Roadway Signs, Clear & Grub, Erosion Control, AC Paving, Cold Plane AC, Rebar, Tie Back Anchors, Overhead Signs 60" CIDH Sign Foundation, Painting/Concrete Staining, Asphalt Dike/Curbs, Underground Utilities, Fences & Gates, Metal Railing, MBGR, Bridge & Roadway Concrete Barrier, Striping & Markings, Electrical, Minor Concrete, Jack & Bore, Abandon Well, Traffic Control, Aggregates including: CL2 AB, Rip Rap(20lb to ½ ton), Ready Mix Concrete, Concrete Pumping Services, Steel Soldier Pile, Misc. Metals, Iron & Steel, Trucking Services, SWPP Plan & SWPP Materials, Lead Compliance Plan, Geotextile Materials, Form Liner, Underground Precast, QC Testing, Street Sweeping, Treated Wood Waste.

Refer to Caltrans new Spec Section 2-1.11 IN-USE OFF-ROAD DIESEL-FUELED VEHICLE LIST.

100% performance/payment bonds will be required for the full amount of the subcontract price. Please contact FDCI for any assistance to this solicitation, including obtaining bonding, insurance, equipment, materials and/or supplies. Provide subcontractor/supplier scopes/quotes as early as possible to enable estimators to perform a thorough evaluation of all quotes received. Quotes will be broken down into comparable packages as reasonably necessary to facilitate participation. Quotes must be valid for the same duration as specified by the Owner for Contract Award. We are signatory to Operating Engineers, Laborers, Cement Masons, Carpenters and Pile Drivers Unions. Non-signatory subs will be required to sign an agreement for trades covered under our union agreements. Flatiron intends to work cooperatively with subcontractors and suppliers for all bid items you are licensed and qualified to perform. Bid items can be split to facilitate participation from all firms. FDCI will reimburse for bond premium up to 2%. **Firms must possess & provide current contractor's license number & DIR Registration number on the quote.** Firms must possess insurance and workers compensation coverage meeting project requirements. Waiver of Subrogation is required. Please contact FDCI for any assistance required by your firm. Subcontractors/Suppliers will be required to execute our standard agreements and agree to the standard general terms & conditions. Copies are available for review on our Box.com ftp site upon email request.

To view and download projects docs for FREE from the Caltrans website you will need to "Create an Account" with Caltrans Bidding Connect. Use the following link: **DES-PPM&OE - Advertised Projects (ca.gov)** (<https://ppmoe.dot.ca.gov/des?q=03-3H5604>) select Advertised Projects page and enter the Contract number: 03-3H51U4. Sign in is required to access project plans.

To access **FREE** project documents from our Flatiron BOX ftp site, please send an email request to NorCalBids@flatironcorp.com. You will be provided with a BOX link to view & download plans and specs for **FREE** from our BOX.com ftp site. Please send an email if you would like to schedule an appointment to review project docs virtually or meet with an estimator in our office. These services are offered by appointment only.

Please send all quotes by email to NORCALSIDS@flatironcorp.com

Flatiron Dragados Constructors, Inc.
1200 Concord Avenue, Suite 465 Concord, CA 94520
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HANFORD APPLIED RESTORATION & CONSERVATION

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Project: Upper Llagas Flood Protection Project Phase 1 Mitigation Maintenance • ITB No. VW0618
Scope of work: Maintain 55 acres of riparian and upland mitigation and restoration for Phase 1 of the Upper Llagas Flood Protection Project.
Location: Morgan Hill and Gilroy, CA
Owner: Santa Clara Valley Water District
Bid Date & Time: November 12, 2025 @ 2:00 p.m.

Hanford is requesting the following trades including but not limited to: Water Truck, Irrigation Materials, Erosion Control Materials, Equipment Rental, Plants and Seeds.

David Leyva is the estimator this project, he can be reached at d.leyva@hanfordarc.com or 707-782-3454. Contact him with any questions regarding the scope of work, interpretation of plans or specifications, or if you need assistance in obtaining bonding, lines of credit or insurance. Prevailing wages and certified payroll reports are required. You must be registered with the Dept. of Industrial Relations. Please submit a copy of your current DIR certification, a current copy of your contractor's license (if applicable) and a current copy of your SBE certification with your quote. Please send all quotes by end of business November 11, 2025.

Plans and specs can be downloaded for free at <https://www.valleywater.org/contractors/doing-businesses-with-the-district/construction-administration> or at local builder's exchanges. You can also send an e-mail to our estimating dept. (estimating@hanfordarc.com) for an e-mailed copy of the plans and specs.

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REQUEST FOR PROPOSALS

Request for Proposals – The Residences at Liberation Park GC Bid

Black Cultural Zone CDC, in partnership with Eden Housing, Inc., invites qualified General Contractors to submit proposals for general contracting services for the Residences at Liberation Park development. Our mission is to ensure an equitable, inclusive, and community-driven process that aligns with local and funding requirements.

Please review the Request for Proposals by visiting:
<https://edenhousing.org/request-for-proposals-the-residences-at-liberation-park-gc-bid/>

Important Dates
RFP Questions Due: Monday, November 3, 2025
FAQ / RFI Responses Published: Monday, November 17, 2025
RFP Responses / Submissions Due: Monday, December 1, 2025
RFP Shortlist Interviews (in-person): Monday, December 15, 2025
GC Selection Announced: Monday, January 5, 2025
Contract negotiation / execution: Through April 2026

OSHA’s 2025 Rules Tighten Safety Requirements: Why Recordkeeping Software Is Now Essential

[Article originally appeared in www.forconstructionpros.com]

By OSHA30Construction Group

Construction remains one of the most hazardous industries in the U.S., and OSHA’s new 2025 regulations raise the bar for compliance. With the industry still accounting for more than one in five workplace deaths, safety is no longer a back-office task — it’s a core business function.

OSHA’s recent updates reflect a shift toward prevention and real-time verification. Inspectors are now prioritizing proactive documentation and continuous monitoring through wearable tech and smart helmets. Falls, still the leading cause of construction fatalities, are regulated at lower heights, and new heat illness prevention programs are required in hot climates. Crews must also complete documented hazard analyses before beginning high-risk work such as excavation or steel erection.

Beyond physical hazards, OSHA has expanded its focus to include worker mental health, acknowledging the growing crisis of suicide in the construction industry. Companies are now expected to demonstrate efforts that address both physical and emotional well-being through toolbox talks, training logs and documented prevention programs.

At the same time, penalties have increased again in 2025 — with serious violations now exceeding \$16,500 and willful ones surpassing \$165,000. These escalating fines make proactive safety documentation not just a regulatory requirement but a financial safeguard.

Documentation as Defense

When inspectors arrive, they expect to see proof of safety planning, enforcement and worker training — often on short notice. Paper systems can make this difficult. Records get misplaced, handwriting is unclear and gathering complete documentation can take weeks.

McInnis Construction learned this lesson firsthand. After a fall incident, the company quickly produced comprehensive digital records showing the worker’s training, toolbox talks and attendance. The inspector was impressed by the speed and completeness, and the company avoided fines altogether. The takeaway: strong documentation can mean the difference between compliance and costly citations.

The Role of OSHA Recordkeeping Software

Digital platforms such as HCSS Safety make it easier for contractors to stay compliant. Field teams can record inspections, meetings, and incidents in real time from any device. Data is time-stamped, securely stored and easily retrievable during audits. A safety manager can instantly generate OSHA 300 logs, confirm certifications or review safety trends to prevent future accidents.

These features also improve accuracy and foster a culture of safety across jobsites. By integrating documentation into daily routines, companies reduce risk, improve insurance ratings, and demonstrate accountability to both regulators and employees.

Compliance as Strategy

The 2025 regulatory environment leaves little room for outdated processes. With new focus areas including fall protection, heat safety, and mental health, compliance must be proactive and fully documented. Digital recordkeeping tools offer a practical way to stay ahead — streamlining safety workflows, protecting workers and keeping projects moving.

In today’s construction industry, compliance isn’t just about avoiding fines. It’s about building safer, more resilient businesses where documentation, prevention and accountability are part of every job.

SOURCE: <https://tinyurl.com/28bs4l69>

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Publisher of Small Business Exchange weekly newspaper

CALIFORNIA SUB-BID REQUEST ADS



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

Project: FY 2021 Onsite and Young's Farmland Non- Potable Water Pipeline Projects
Specification No. 2024-03
Owner: Coachella Valley Water District
Revised Bid Date: November 12th, 2025 @ 2:00 p.m.

Please note this is an electronic bid, to ensure your quote has been received and reviewed please have all quotes to MCI by 12pm *

We are requesting quotes from all qualified Subcontractors and Suppliers but not limited to:
AGGREGATES, ASPHALT, CONCRETE MATERIAL, SLURRY, PIPE SUPPLIERS, AC OILS, ADJUST MH/WV, ASPHALT GRINDING, CATHODIC PROTECTION, ELECTRICAL-STREET LIGHTS/TRAFFIC SIGNALS/LOOPS, EROSION CONTROL, LANDSCAPING/IRRIGATION, SAWCUTTING, SWPPP, TRAFFIC CONTROL, TRUCKING, CPM SCHEDULE, DIP.

The project consists of onsite non-potable water pipelines in the facilities: Annenberg Estates, Jack Ivey Ranch, Palm Royale Country Club, Southwest Church, Suncrest Golf Course, Tamarisk Country Club and Young's Farmland. The work includes installing approx.. 14,450 lf. of C900 PVC pipe and installing zinc coated DIP with V-Bio Polyethylene encasement, including valves, fittings, restrained joints.

Additional facilities include:

1. Five meter vaults with electromagnetic flow meters & electronic pressure regulating valves
2. Six control valve vaults
3. Six lake discharge structures

Engineers Estimate: \$2,010,000

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.

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California License # 422496

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



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

Project: Sedco Hills to Septic Sewer Conversion Package 3
Owner: Elsinore Valley Municipal Water District
Bid Date: November 6, 2025 @ 2:00 p.m.

Please note this is an electronic bid, to ensure your quote has been received and reviewed please have all quotes to MCI by 12pm *

We are requesting quotes from all qualified DBE Subcontractors and Suppliers but not limited to:
AGGREGATES, ASPHALT, SLURRY, PIPESUPPLIERS, PRECAST MATERIALS, CCTV, ELECTRICAL-BUILDING, ELECTRICAL-STREET LIGHTS/TRAFFIC SIGNALS/LOOPS, SAWCUTTING, STRIPING, TRUCKING.

The Project consists of installing approximately 12,930 linear feet of gravity sewer to serve about 127 residences. In addition to the gravity main system, the project includes on-site lateral installation, grinder pump installation where required, connections to each property, and septic tank destruction. The project includes all work located on private property to complete conversion of each address opted into the program.

Project information, including plans & specifications can be found by contacting:
<https://vendors.planetbids.com/portal/32069/bo/bo-detail/133451> or: 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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Mountain Cascade Inc.
555 Exchange Court, Livermore, CA 94550
(925) 373-8370, Fax (925) 373-0940

Project: Construction on State Highway in Fresno County in and Near Clovis at Various locations from 0.1 mile east of Fowler Avenue overcrossing to 0.1 miles east of Warbler Lane
Contract No. 06-0X2204
Owner: Caltrans
Bid Date: November 5th, 2025 @2:00 PM ELECTRONIC BID

DBE Goal: 19%

We are requesting quotes from all qualified DBE Subcontractors and Suppliers but not limited to:
AGGREGATES, ASPHALT, CONCRETE MATERIALS, CURIED IN PLACE PIPE, SLURRY PIPE SUPPLIERS, DRAINING SYSTEMS PIPE SUPPLIERS, PRECAST MATERIALS, AC DIKES, AC OILS, ANALYTICAL TESTING, COCNETRE FLATWORK, CONCRETE STRUCTURES, CONSTRUCTION AREA SIGNS, DEMOLITION, EROSION CONTROL, FENCING, METAL BEAM GUARDRAIL, HYDROSEEDING, REINFORCED CONCRETE PIPE, CORRUGATES METAL PIPE (CSP), REINFORCING STEEL, SAWCUTTING, STRIPING, SWPP PLAN ONLY, TRAFFIC CONTROL, TRUCKING, RUMBLE STRIP.

Project Description:
The project includes, but not limited to, RCP culverts, CIPP, structural concrete (DI), and HMA (Type A).

Engineers Estimate: \$8,900,000

Plans and specs can be obtained at: <http://ppmoe.dot.ca.gov/des/oe/weekly-ads>
Or contact: estimating@mountaincascade.com

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

Project: Ventura-Santa Barbara Counties Intertie
Specification No. 22-451
Owner: Casitas Municipal Water District
Bid Date: November 12, 2025 @ 2:00 p.m.

We are requesting quotes from all qualified DBE Subcontractors and Suppliers but not limited to:
AGGREGATES, ASPHALT, CONCRETE MATERIAL, SLURRY, LOW DENSITY CELLULAR GROUT, PIPE SUPPLIERS, PRECAST MATERIALS, EROS MATERIALS, AC DIKES/OILS, ADJUST MH/WV, ASPHALT GRINDING/PAVING/ STAMPED, BORE & JACK, BYPASS-PUMPING, CATHODIC PROTECTION, CCTV, CDS UNITS, CHIPSEAL/SLURRY SEAL, CONCRETE FLATWORK/PAVEMENT/PUMPING/STRUCTURES, DEMOLITION, DEWATERING, DIREC- TIONAL DRILLING, HDD, ELECTRICAL-BUILDING, ELECTRICAL-STREET LIGHTS/TRAFFIC SIGNALS/LOOPS, ENVIRONMENTAL SERVICES, EROSION CONTROL, FALSEWORK/SCAFFOLDING/FORMWORK, GEOTECH ENGI- NEERS, GUARDRAIL, HANDRAILING, HYDROSEEDING, PIPE LINING (CEMENT MORTAR), CAST-IN-PLACE CON- CRETE PIPE, REINFORCED CONCRETE PIPE, JACKED REINFORCED CONCRETE PIPE, CORRUGATED METAL PIPE, PLASTIC PIPE, JOINT SEAL, K-RAIL, LANDSCAPING/IRRIGATION, MASONRY, MICROTUNNELING, SAW- CUTTING, SHORING SUBS, SOIL REMEDIATION, STRIPING, STRUCTURAL STEEL, SURVEYING, SWPPP, TRAF- FIC CONTROL, TREE REMOVAL/ARBORIST, VIBRATION MONITORING, WELDED STEEL/JACK WELDED STEEL PIPE, CRANE RENTAL, CONVEYOR/EQUIPMENT RENTAL, TRUCKING, ACCESS DOORS/HARDWARE, ACOUS- TICAL, BATHROOM FIXTURES, BLDG. MASONRY, BLDG. CONSTRUCTION, PUMPING PLANT ELECTRICAL EQUIPMENT, DRYWALL, EARTHWORK, FIRE PROTECTION, GENERATORS/SWITHC GEAR, HVAC/MECHANICAL, DRAINAGE PUMPING EQUIPMENT, PAINTING/COATINGS, PIPE INSULATION, PLUMBING, ROOFING, STUCCO, TANKS, WATERPROOFING, HAZMAT, GRATE,B-DECKING, WOOD TRUSS, ROAD SIGNS/SIGNAGE, VALVES/WA- TER MAIN/TEMP FACILITIES, BLDG. INSULATION.Project Description:

The project includes:

- Open trench pipeline installation and horizontal directional drill (HDD) pipeline installation in both Ventura County and Santa Barbara County;
- Two pipeline relocation segments;
- Installation of two booster pump stations; and
- Bypass piping at the Rincon Control Reservoir, Rincon Chlorine Station and Rincon Pump Plant. The work location spans Highway 192 near Highway 150 and multiple sites along the District's existing Rincon Main

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.

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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 Monterey County at Various Locations, from 0.1 Mile North Paris Valley Road overcrossing to 0.4 mile south of Mallory Canyon Road
Contract No. 05-1J8904
Owner: Caltrans
Bid Date: November 06th, 2025 @2:00 PM ELECTRONIC BID

DBE Goal: 22%

We are requesting quotes from all qualified DVBE/SBE Subcontractors and Suppliers but not limited to:
AGGREGATES, ASPHALT, CONCRETE MATERAILS, SLURRY, LOW DENSITY CELLULAR GROUT,PIPE, SUPPLI- ERS, PRECAST MATERAILS, AC OILS, ASPHALT GRINDING, CIDH PILES, CONCRTETE FLATWORK, CONCRETE PAVEMENT, CONCRET EPUMPING, CONCRETE STRUCTURES, CONSTRUCTION AREA SIGNS, DEMOLITION, ELECTRICAL- STREET LIGHTS/ TRAFFIC SIGNALS/LOOPS, EROSION CONTROL, FENCING, GUARDRAIL, HYDROSEEDING, REINFORCED CONCRETE PIPE, CORRUGATES METAL PIPE (CSP), JOINT SEAL, K-RAIL, LANDSCAPING/ IRRIGATION, REINFORCING STEEL, SAWCUTTING, STRIPING, SWPP PLAN ONLY, TRAFFIC OCNTROL, CONVEYOR/EQUIPMENT RENTAL, TRUCKING, ACCESS DOORS/ DOORS & HARDWARE, PUMPING PLANT ELECTRICAL EQUIPMENT, DRAINAGE PUMPING EQUIPMENT, PAINTING/ COATING, HAZMAT, GRATE, ROADSIGN/ SIGNAGE, VALVES/ WATER MAIN/ TEMP FACILITIES, MISC METALS

Project Description:
The project includes, but not limited to, Repair and replace drainage culverts, and modify pump plants.

Engineers Estimate: \$18,900,000

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 SUB-BID REQUEST ADS



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

Project: IIGC Downtown Water and Sewer Improvements
Bid File No. 12600298
Owner: City of Fresno
Bid Date: November 4th, 2025 @ 3:00 P.M.

*** THIS IS AN ELECTRONIC BID PLEASE HAVE ALL QUOTES TO ESTIMATING BY 12PM ON BID DAY TO ENSURE THEY HAVE BEEN RECEIVED AND REVIEWED***

We are requesting quotes from all qualified Subcontractors and Suppliers but not limited to:
AGGREGATES, ASPHALT, CONCRETE MATERIAL, PIPE SUPPLIERS, PRECAST CONCRETE MATERIALS, AC OILS, ASPHALT GRINDING/PAVING/STAMPED, BYPASS PUMPING, CATHODIC PROTECTION, PIPELINE CLEANING & CCTV INSPECTION , CONCRETE FLATWORK/PAVEMENT, CONSTRUCTION AREA SIGNS, ELECTRICAL – STREET LIGHTS/TRAFFIC SIGNALS/LOOPS, EROSION CONTROL, GEOTECH ENGINEERS, REINFORCED CONCRETE PIPE, PLASTIC PIPE, MANHOLE REHAB & COATINGS, REINFORCING STEEL, SAW CUTTING, STRIPING, SURVEYING, SWPPP, TRAFFIC CONTROL, REINFORCED CONCRETE DRAINAGE PIPE, DIP & FITTINGS, TRUCKING, CIPP/CURED IN PLACE PIPE LINING.

Project Description:
The scope of work includes but is not limited to; Installation of 12-inch, 16-inch and 24-inch ductile iron water mains and installation of 10-inch and 12-inch sewer mains within the Downtown area bounded by State Routes 41, 180 and 99. Project Bid alternate work provides the potential for installation of additional 8-inch, 12-inch, and 16-inch ductile iron water main, as well as fire hydrants, water service transfers and 30-inch and 36-inch Cured-in-Place sewer main rehabilitation, 10-inch Cured-in-Place pipe liner with Vinyl Ester Resin and all pertinent street furniture.

Project information, including plans & specifications can be found by contacting:
<http://www.fresno.gov/>
or
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



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

Project: City of Parlier Wastewater Treatment Plant Improvements (REBID)
Owner: City of Parlier
Bid Date: December 3rd, 2025 @ 2:00 P.M.

We are requesting quotes from all qualified DBE Subcontractors and Suppliers but not limited to:
PIPE SUPPLIERS, PIPE SUPPORTS, PRECAST MATERIALS, MISC. METALS, CONCRETE STRUCTURES, ELECTRICAL, HANDRAILING, STEEL PIPE, MASONRY, ROLL-UP DOORS/ACCESS DOORS/DOORS & HARDWARE, PUMPING PLANT ELECTRICAL EQUIPMENT, GENERATORS/SWITCHGEAR, HVAC/MECAHNICAL, DRAINAGE PUMPING EQUIPMENT, PAINTING/COATINGS, ROOFING, GRATE, WOOD TRUSS, VALVES/WATER MAIN/ TEMP FACILITIES, LINER.

Project Description:
The major work consists of the replacement of an existing aerated lagoon wastewater treatment plant with a new extended aeration treatment facility. The new treatment facility will provide aeration via turbo blowers and floating aerator chains with motorized butterfly valves. Secondary treatment will be provided by two circular clarifiers with spiral blade scrapers, density current baffles, and fiber glass weirs. Sludge will be pumped by three self-priming chopper pumps and either recirculated to the plants new influent structure or directed to the high-rate textile media sludge drying beds for dewatering. Polymer will be injected prior to the discharge of the sludge into the sludge drying beds. Scum collected by the secondary clarifiers will also be pumped via submersible pumps to the sludge drying beds. The water collected by the sludge drying beds will be directed to a drain pump station where two submersible pumps will recirculate the drain water back into the plant. Plant effluent will be collected within existing storage ponds and distributed to four new reclamation fields via two mixed flow impeller vertical turbine pumps.

All new equipment will be housed in CMU buildings.

Project information, including plans & specifications can be found by contacting:
estimating@mountaincascade.com

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555 Exchange Court, Livermore, CA 94550
(925) 373-8370, Fax (925) 373-0940

Project: Sun City Palm Desert Water Main Replacement
Phase 2B Project
Specification No. 2025-7
Owner: Coachella Valley Water District
Bid Date: November 20th, 2025 @ 2:00 P.M.

*** THIS IS AN ELECTRONIC BID PLEASE HAVE ALL QUOTES TO ESTIMATING BY 12PM ON BID DAY TO ENSURE THEY HAVE BEEN RECEIVED AND REVIEWED ***

We are requesting quotes from all qualified Subcontractors and Suppliers but not limited to:
AGGREGATES, ASPHALT, CONCRETE MATERIAL, SLURRY, LOW DENISTY CELLULAR GROUT, PIPE SUPPLIERS, AC OILS, ADJUST MH/WV, ASPHLAT GRINDING, CCTV, CONCRETE FLATWORK, CONSTRUCTION AREA SIGNS, DEMOLITION, EROSION CONTROL, LANDSCAPING/IRRIGATION, SAW CUTTING, STRIPING, SURVEYING, SWPPP, TRAFFIC CONTROL, CONVEYOR/EQUIPMENT RENTAL, TRUCKING, FLOWABLE FILL, DIP.

Project Description:
The scope of work includes but is not limited to; furnish and install all labor, material and equipment to construct approximately 19,164 linear feet of 8-inch diameter ductile-iron watermain pipe, 542 linear feet of 12-inch ductile-iron watermain pipe and 990 linear feet of 18-inch ductile-iron watermain pipe, including water service connections, fire hydrant assemblies, valves (including air & vacuum and blow-off), flanged fittings.

Project information, including plans & specifications can be found by contacting:
<http://www.planetbids.com>
or
estimating@mountaincascade.com

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555 Exchange Court, Livermore, CA 94550
(925) 373-8370, Fax (925) 373-0940

Project: Milliken Raw Water Pipeline Hardening HMG
Owner: City of Napa
Bid Date: November 20th, 2025 @ 3:00 P.M.
Engineers Estimate: \$5,000,000

We are requesting quotes from all qualified DBE/ HUD Subcontractors and Suppliers but not limited to:
AGGREGATES, CONCRETE MATERIAL, PIPE SUPPLIERS, EROSION CONTROL, FENCING, PLASTIC PIPE, WELDED STEEL PIPE, TRUCKING, PAINTINGS/ COATINGS, VALVES/ WATERT MAIN/ TEMP FACILITIES

Project Description:
The Project is located at 630 Chaparral Circle, Napa, CA 94558 and is described as follows: Installation of approximately 6,200 feet of 16-inch Steel Raw Water Pipeline on a narrow canyon trail from the Milliken Diversion Dam to the Milliken Water Treatment Plant, approximately 3,500 feet of which will be buried, and 2,700 feet of which will be above ground with a shield cover.

Project information, including plans & specifications can be found by contacting:
estimating@mountaincascade.com

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555 Exchange Court, Livermore, CA 94550
(925) 373-8370, Fax (925) 373-0940

Project: Skyview Reservoir Replacement Project
WT7099
Owner: City of Vallejo
Bid Date: November 20th, 2025 @ 2:00 P.M.

We are requesting quotes from all qualified Subcontractors and Suppliers but not limited to:
PIPE SUPPLIERS, PRECAST MATERIALS, CONCRETE TANK, ELECTRICAL- PUMPING PLANT, PLASTIC PIPE, HATCHES, ACCESS DOORS/DOORS & HARDWARE, HVAC/MECHANICAL, PAINTING/COATINGS, WATER PROOFING, DEMOLITION, DEWATERING, FENCING, GEOTECH ENGINEERS, GUARDRAIL, STEEL PIPE.

Project Description:
The scope of work includes but is not limited to: construction of a new 6.0 MG AWWA D110 Type I, strand-wound, prestressed concrete reservoir; demo of existing reservoir, erosion & dust control, SWPPP, dewatering, earthwork, prestressed concrete steel reinforcement

Project information, including plans & specifications can be found by contacting:
<http://www.planetbids.com>
or
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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Mountain Cascade Inc.
555 Exchange Court, Livermore, CA 94550
(925) 373-8370, Fax (925) 373-0940

Project: Sedco Hills to Septic Sewer Conversion Package 1
Owner: Elsinore Valley Municipal Water District
Bid Date: November 20, 2025 @ 2:00 p.m.

Please note this is an electronic bid, to ensure your quote has been received and reviewed please have all quotes to MCI by 12pm

We are requesting quotes from all qualified DBE Subcontractors and Suppliers but not limited to:
AGGREGATES, ASPHALT, SLURRY, PIPESUPPLIERS, PECAST MATERIALS, CCTV, ELECTRICAL-BUILDING, ELECTRICAL-STREET LIGHTS/TRAFFIC SIGNALS/LOOPS, SAWCUTTING, STRIPING, TRUCKING.

Project Description:
The Project consists of installing approximately 12,930 linear feet of gravity sewer to serve about 127 residences. In addition to the gravity main system, the project includes on-site lateral installation, grinder pump installation where required, connections to each property, and septic tank destruction. The project includes all work located on private property to complete conversion of each address opted into the program.

Project information, including plans & specifications can be found by contacting:
<https://vendors.planetbids.com/portal/32069/bo/bo-detail/133451> or: estimating@mountaincascade.com

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CALIFORNIA SUB-BID REQUEST ADS



Kiewit
Kiewit Infrastructure West Co.
4650 Business Center Drive • Fairfield, CA 94534
Attn: Julie Bradhurst at norcal.bids@kiewit.com • Fax: 707-439-7301

Requests bids from qualified California Department of General Services (DGS) certified Small Business, Microbusiness, Small Business for the Purpose of Public Works, Subcontractors, Consultants, and/or Suppliers seeking to participate in the following project in San Jose, CA:

PENITENCIA WATER TREATMENT PLANT RESIDUALS MANAGEMENT PROJECT
Project No. 93234044 Contract No. C0711
Owner: Santa Clara Valley Water District
REVISED Bid Date: November 12th, 2025 @ 2:00 P.M.
Scopes are due November 5th, 2025, and Quotes NO LATER THAN November 11th, 2025, at 2 P.M.
Small Business, Microbusiness & Small Business for the Purpose of Public Works
wanted for the following scopes, including, but not limited to: AC Paving • Aggregates • Bird Control Devices • Lockers • Window Blinds • Building Insulation • Toilet Accessories • Casework and Countertops • Clearing & Grubbing • Concrete Paving • Concrete Pumping • Concrete Readymix • Cranes & Hoists • Dampproofing • Demolition • Doors, Frames and Hardware • Electrical • Erosion Control Supplies • Final Cleaning & Janitorial • Fire Alarm • Fire Extinguishers • Fire Suppression • Flooring • Framing and Drywall • FRP Fabrications • FRP Tanks • Glass and Glazing • HVAC • Joint Seal and Firestopping • Landscaping & Irrigation • Masonry • Mechanical Equipment • Metal Roofing • Minor Concrete • Misc. Metals and Structural Steel • Overhead Coiling Doors • Painting and Coating • Piping & Valves • Plaster • Plumbing • Potholing • Precast Concrete • Pre-Engineered Building and Canopy • Quality Control • Rebar • Scales • Sound Absorbing Panels • Tiling • Trucking & Hauling
Bonding, insurance and any technical assistance or information related to the plans or specifications and requirements for the work will be made available to interested DGS certified, Small Business, Microbusiness, Small Business for the Purpose of Public Works, suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested certified suppliers and subcontractors.
Plans are available for viewing through BuildingConnected after completion of a Non-Disclosure Agreement (NDA) provided by Santa Clara Valley Water. Please email norcal.bids@kiewit.com to have your company be able to receive the NDA, bidding information, Plans and Specifications.
Performance and Payment Bonds may be required for Subcontractors, and Supply Bond for permanent material Suppliers on this project. Bond requirements can be waived on a case-by-case basis. Please contact Kiewit for more information. Bond premiums are reimbursable by Kiewit.
Subcontractors must possess & provide current California contractor's license number & DIR Registration number.
Subcontractors and Suppliers will be required to execute Kiewit standard agreements and agree to Kiewit standard general terms and conditions. Copies are available for review through our BuildingConnected site.
An Equal Opportunity Employer CA Lic. 433176
DIR# 1000001147

Sub-Bids Requested from qualified DBE Subcontractors and Suppliers for:
AERATION BASIN AND DUAL MEDIA FILTER INFLUENT PIPING REHABILITATION PROJECT,
CIP #9600
Owner: Silicon Valley Clean Water
Location: Redwood City, CA
Bid Date: November 13, 2025 @ 2:00 P.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, Ready-Mix Concrete, Reinforcing Steel, CFRP Lining System, Carbon Steel Piping, Stainless Steel Piping, Valves & Fittings, and Painting & Coatings**
Plans and Specifications: Email your request to elizabeth.pettus@jfshea.com. 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.



Buhler Commercial
CSLB # 1003262
400 Brannan St., Ste. #204
San Francisco, CA 94107
(415) 610-8650
An Equal Opportunity Employer

Buhler Commercial is preparing a bid as a Prime contractor for the following project:

City of Alameda
Alameda Day Center Relocation Project (25-01)
Women's Business Enterprises, Other Business Enterprises, Minority Business Enterprises, Small Business Enterprises, Local Business Enterprise, Disabled Veteran Business Enterprises Participation Goal
Bid Date: November 05, 2025 @ 2:00 PM
Buhler Commercial is soliciting proposals/quotes from all qualified and certified Women's Business Enterprises (WBE), Other Business Enterprises (OBE), Minority Business Enterprises (MBE), Small Business Enterprises (SBE), Local Business Enterprises (LBE), and Disabled Veteran Business Enterprises (DVBE), for the scopes of work required for the subject project located at 1041 W Midway Avenue Alameda, CA 94501, including but not limited to:
· Install perimeter fencing with man gates and sliding gates
· Provide new striping at parking lot along with site ADA signage and wheel stops
· New glass/glazing/frames for new aluminum windows
· New doors, frames, and hardware
· Removal and replacement of main exterior sanitary line leading to the building
· Provide new exterior concrete walkway, stairs, and ramp along with associated handrails
· Provide new interior signage, bathroom accessories, and window shades.
· Deferred submittal for fire sprinkler and fire alarm system
· New interior and exterior lighting along with updated interior power
· Full new mechanical systems and equipment including but not limited to: ductwork, TAB, heat pumps, fans, fan coils, plumbing lines, plumbing equipment, etc.
· Full interior new finishes including but not limited to drywall, paint, flooring, ceiling, and tile.
· Demolish existing roof down to existing deck and provide new roofing system along with new flashings/sheet metal
· Perform hazardous materials and lead paint abatement as described and specified in Specification Section 00 31 26 and Appendix A
Construction Schedule: Overall Duration: **150 Working Days**
Matthew Anderson(415) 610-8650; matthew.anderson@buhlercommercial.com is the estimator for this project and is available to aid or answer questions regarding the project scope of work, bid requirements, bonding and insurance requirements, or any other questions you may have. Buhler Commercial will provide any assistance it can in helping interested parties in obtaining bonds, lines of credit, and insurance required. All proposals/quotes should be emailed to the Estimator prior to 12:00 PM on the Bid Date. Buhler Commercial is willing to break out any portion of work to encourage MBE/OBE/SBE/WBE/LBE/DVBE participation. All subcontractors are required to execute Buhler standard subcontract agreement and comply with all insurance requirements. Buhler Commercial requires subcontractors awarded on this project to provide Payment and Performance Bonds from a surety at the subcontractor's expense for any contract that exceeds \$300,000. **Project is subject to a Project Stabilization Agreement (PSA) that all subcontractors must agree to in order to work on this project.** Buhler Commercial is signatory to the Carpenters and Labors Union. This is a Prevailing wage project along with Davis-Bacon Wage. All subcontractors must be registered with the DIR. When submitting a bid proposal be sure to acknowledge the projects bid documents (Drawing, Specifications, Addenda, ETC). Project documents such as plans, specifications and addendums can be found at <https://login.onlineplanservice.com/detail.aspx?idwebDB=True&BidPackageID=1314411&HOMEPR=COPS&STATUS=BIDDING&DOCLOC=COPS25-03383&PUNIQ=25-03383>
Project documents can also be obtained by contacting Matthew Anderson at information provided above. Buhler Commercial will also send invites through Building Connected to interested subcontractors which will have all project documents listed on the Building Connected listing.

Why Midsized Construction Firms Need Strategic AI Leadership

■ Continued from page 1

- Data is collected but not used to guide decisions
- Clients expect faster forecasting, digital collaboration and transparency
- Labor shortages are straining productivity

When these symptoms appear, it's time for structure. The right move is to step back and identify where technology delivers the most value, not to chase the latest AI tool. Start with a technology assessment and roadmap that pinpoints opportunities for automation, productivity gains

and better forecasting. Prioritize initiatives that solve real business problems and make sure every project has clear ownership, measurable outcomes and support from leadership. Firms that take this disciplined approach build momentum, avoid wasted effort and position themselves for sustainable growth.

BUILDING A CULTURE OF INNOVATION
AI is a shift in how firms operate and make decisions. Building a culture of innovation starts with leadership that empowers teams to experiment, learn and scale what works. Structured readiness assessments, implementation road-

maps and ongoing training are key to sustained success. Firms that move now gain efficiency and resilience; those that wait face higher costs and deeper disruption later.

Continuous monitoring and improvement are essential: Set measurable KPIs, schedule regular reviews, collect user feedback and adjust strategies as new opportunities and risks emerge. The future belongs to firms that lead with vision, discipline and a commitment to continuous improvement.

Midsized construction firms that want real results from AI must move beyond pilots and

hype. The firms that win are those that get strategic, those that build leadership, governance and data infrastructure before launching pilots. Start with a clear roadmap, empower champions and make every initiative accountable to business outcomes. AI creates value when the fundamentals are strong and it works best as a tool, not a shortcut. The sooner firms get disciplined about strategy and execution, the sooner they'll see measurable impact—and the further ahead they'll be when the next wave of innovation hits.

SOURCE: <https://tinyurl.com/2a5afvb5>