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**Harassment Prevention Training (English)**

**Thursday, September 28th**  
 Employee - 9am - 10:00am  
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**Friday, October 27th**  
 10:00am - 12:00pm  
 NCBE Construction Training  
 Cost: Members \$20

**Harassment Prevention Training (Spanish)**

**Thursday, September 28th**  
 11:30am - 12:45pm  
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**This Week**

**Monday, September 11th, 2023**

**Vol. 69 #31**

EEOC Refreshes Visual Disabilities Guidance..... 3-5

Making 'Cents' of Workplace Safety Programs ..... 6-11

As the Temperature Rises, Employer Obligations Rise Too ..... 12-13

Modular building = fewer jobsite hazards, but isn't without dangers ..... 13-15

Succession Planning for Your Contractor's License ..... 14

The Impact of New Innovation and Materials in Foot Protection .....17-19

Capitol Connection Q&A for Contractors .....21

Classified ads .....23

Advertising Rates .....24

Plan Room.....25- 42

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## EEOC Refreshes Visual Disabilities Guidance

David Sparkman

The Equal Employment Opportunity Commission (EEOC) has issued an updated guidance for employers laying out the proper handling of visual impairments under the accommodations requirements of the Americans with Disabilities Act (ADA).

It is an updated version of its Visual Disabilities in the Workplace and the Americans with Disabilities Act technical assistance document. The document provides guidance to employers on when they may ask employees and applicants questions about a vision impairment, possible accommodations, safety concerns, and harassment prevention.

The revised guidance stresses that many individuals with vision impairments can perform their essential job functions, with or without reasonable accommodation, and warns that employers should not rely on stereotypes or incorrect assumptions, says attorney Fiona W. Ong of the Shawe Rosenthal law firm.

She makes the point that wearing ordinary glasses or contact lenses does not constitute a disability under the ADA. On the other hand, vision tests are considered to be medical examinations, and under the law employees can only be required to take such a test or meet an uncorrected vision standard when it is job-related and consistent with business necessity.

When it comes to dealing with job applicants, employers are not permitted to ask about vision impairments (including history, medications or current conditions) prior to making a job offer. They can ask whether the applicant can perform the essential functions of a job (which could include reading, working in low light, or inspecting small components, for example), with or without reasonable accommodation.

In addition, applicants do not need to disclose visual disabilities unless they are seeking reasonable accommodation for some part of the application process (for example, asking for application materials in larger font or in braille).

If an applicant has an obvious impairment or voluntarily discloses a visual impairment, and the employer reasonably believes they would need an accommodation to perform the job, the employer may ask whether one is required and of what type. “Employers must provide an accommodation during the application process, even if it believes that it will be unable to provide an on-the-job reasonable accommodation,” Ong stresses.

After making an offer, an employer may ask questions about the applicant’s health, including visual disabilities, as long as it is asking the same questions of all those doing the same type of job. Employers also may request additional medical information to follow up on particular responses, as appropriate—but can disqualify only those that are job-related and consistent with business necessity.

### After Applicants Become Employees

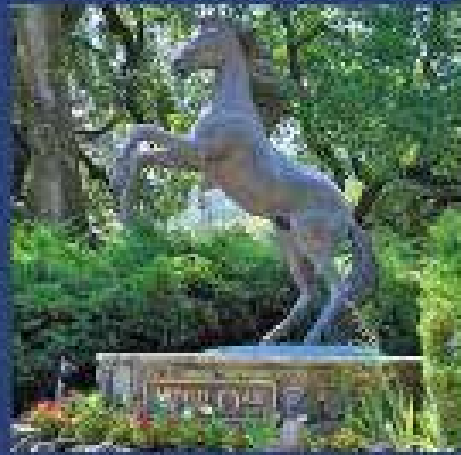
Once applicants become employees, they can be asked questions about a visual disability only if the employer can show there is a reasonable belief that their ability to perform essential job functions is impaired or that they will pose a direct threat in the workplace.

“This can arise where employers observe performance issues that reasonably may be related to a known vision impairment, or where the employer observes symptoms that could indicate a vision impairment,” Ong warns. “Employers should keep in mind, however, that poor performance may be unrelated to a disability, and should not make assumptions.”

Employers may also ask about vision impairments if the employee seeks to participate in voluntary wellness programs, must comply with the terms of federal safety statutes or regulations, and wants use of sick leave related to a vision impairment when all employees are required to provide such information.

**More on Page 5**

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## EEOC Refreshes Visual Disabilities Guidance

From Page 3

Where safety is a concern, an individualized assessment must be conducted to determine whether the person poses a direct threat in the workplace, to find out if they pose a significant risk of substantial harm that cannot be ended by reasonable accommodation. As part of this assessment, employees may be sent for medical examination.

Employers need not hire or retain anyone with a visual disability where it is prohibited by federal law, such as safety sensitive positions like truck driving.

Reasonable accommodations that can be used include assistive technology, such as text-to-speech software, optical character recognition technology, systems with audible/tactile/vibrating feedback, or website modifications, low-vision optical devices, digital apps or recorders, smartphone and tablet apps with built-in accessibility features.

Others are magnifiers or closed-circuit televisions systems, larger and high-contrast monitors, adjustable computer operating system settings, prescription safety goggles, anti-glare shields and filters, large-print or high contrast keyboards, wayfinding tools and tracking devices, talking products like calculators, color identification technology, and accessible maps and other materials (such as braille, large print or recordings).

Accommodations can include modification of workplace/employer policies or procedures (such as verbal introduction protocols, use of personal assistive items, and dress code modifications like sunglasses and filters).

Other accommodations include the use of guide dogs in the work area, work schedule modification to facilitate transportation, telework, leave, alteration of marginal functions, reassignment to a vacant position), ambient adjustments (such as brighter office lights, audible or tactile signs and warnings); sighted assistance or services (such as a qualified reader).

In addition, consider providing sighted assistance or services, such as screen-sharing technology, qualified readers, sighted guides and obtaining assistance, input from orientation/mobility/assistive technology professionals, braille labeler and labels.

Ong also observes that the EEOC, in keeping with federal agencies' recent focus on artificial intelligence in the workplace, specifically notes that employers must provide accommodations in connection with the use of software that uses algorithms or AI as decision-making tools. Employers should take steps to ensure that these tools do not screen out or disadvantage those with disabilities.

"Employers should make clear that they will not tolerate harassment based on disability or any other protected basis," Ong stresses. "They can do this through a written policy, staff meetings and training. They must also respond promptly and effectively to any reports of harassment."



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## Making ‘Cents’ of Workplace Safety Programs

Shawn Gregg

In this time of uncertainty in global markets, organizations are reevaluating their operations and looking to restructure or reduce costs. While many critical investments keep your business running no matter the market conditions, perhaps none are as important as the one you make in workplace safety.

Instead of looking at environment, health, and safety (EHS) programs as cost centers, now is the time to double down on the long-term benefits these programs can bring by measuring and showcasing the robust return on investment (ROI) they can deliver. Seen this way, continuing safety programs is a way to protect the bottom line—not something that adds to it.

### High Stakes, High Costs

Workplace injuries and fatalities cost the U.S. billions of dollars annually, according to the Occupational Safety and Health Administration (OSHA). These events are categorized as direct and indirect costs.

Direct costs can include medical expenses, wage indemnity, claims administration fees and OSHA fines. But they're just the tip of the iceberg. For every dollar a business may lose in direct costs, indirect costs could be double—or more.

Indirect costs can include litigation, schedule delays, damage to reputation, damaged equipment, lost productivity and quality, and retention of talent. That last one can be especially expensive in a tight labor market.

Let's get specific on what these numbers could mean to an individual business. For example, the direct costs of a fatal workplace injury could cost \$1.31 million. The indirect costs of workplace disruptions, loss of productivity, worker replacement, training, increased insurance premiums and attorney fees could total \$1.44 million. This number is calculated by multiplying \$1.31 million by 1.1, which represents the cost multiplier for direct costs of \$10,000 or more when time and materials are taken into consideration. Altogether, a single fatal injury could cost a business \$2.75 million.

In simple, but stark, terms the direct and indirect costs associated with workplace injuries and fatalities can have a major impact on a company's ability to be profitable—or even stay in operations. Put this way, safety programs that can reduce even a single injury or fatality represent significant savings for companies. And, on the whole, there's plenty of opportunity for companies to improve.

There were 4.26 million medically consulted work-related injuries in 2021, according to the National Safety Council's (NSC) analysis of the Bureau of Labor Statistics (BLS) Census of Fatal Occupational Injuries (COFI) report. Each injury cost approximately \$44,000.

In addition, there were 5,190 fatal work injuries in 2021, according to the BLS. That means a worker died every 101 minutes from a work-related injury over the course of the year. But perhaps what's most alarming is that the NSC estimates 4,472 (86.2%) of those fatalities were preventable. Perhaps unsurprisingly, construction is the industry with the most preventable fatalities.

The data clearly shows that prevention is key to avoiding harm to your employees and foregoing increased costs of doing business. If you want to improve your record, you must first invest in your safety program.

### Safety Programs are a Business Imperative

Unfortunately, even today, many companies still view their workplace safety programs as a cost center rather than a business imperative. During times of economic uncertainty, one of the best ways to protect your bottom line is through continued investment into your safety program.

Too often, companies choose to slash workplace safety programs as the first measure taken to reduce costs. What's more, expanding and emphasizing safety programs may be one of the last things companies do when they experience growth.

[More on Page 8](#)



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## Making ‘Cents’ of Workplace Safety Programs

From Page 6

There are expenses associated with offering safety training, but the costs—and subsequent savings—are difficult to see on a profit and loss (P&L) statement. Safety training program expenses can include staff time, consultant fees, equipment purchases and production delays (i.e., employee downtime for attending training sessions). Those are clear, upfront investments.

However, calculating the ROI in response to these services can be difficult for many companies. For example, the only immediate benefit business managers might see is that workers do not receive an injury due to their increased safety awareness. In addition, they might assert nothing can be measured besides expenses related to a hypothetical injury.

Of course, they are wrong.

To show them why, you need to make a compelling argument for the implementation or continued existence of your safety program by linking their EHS functions to your company’s business value objectives, as shown in the chart below. This snapshot is a helpful tool we use at Wesco with customers that combines both our approach and lessons learned as well as various industry metrics:

Making the business case can be as simple as showcasing how safety training is a business imperative, emphasizing its ability to increase productivity while mitigating compliance risk. These business operations function as a direct result of the EHS tasks. For example, demonstrating how the proper personal protective equipment (PPE) can benefit the business by reducing compliance risk, boosting profits and protecting business reputation, all while reducing worker injury or illness, will underscore the very real value these programs can provide to the bottom line.

Once you have made the connections between your safety program’s functions and your company’s business objectives, you can demonstrate ROI to your executives. This is especially relevant given the current state of economic uncertainty and the ongoing labor shortage.

Emphasize to your senior leadership team that safety can no longer be considered a cost center; rather, it is a strategic imperative to the business that not only keeps workers safe on-site but is also a productive conduit to business operations. Speaking to this executive audience in a language they understand—dollars and cents—is the key to building consensus.

[More on Page 10](#)



### Mike Behler

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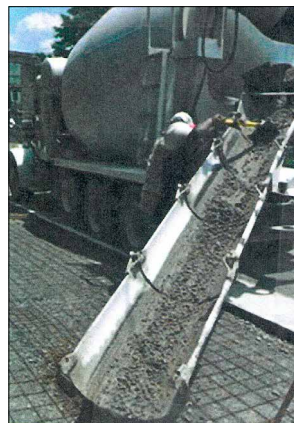
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## Making ‘Cents’ of Workplace Safety Programs

From Page 8

In addition, a strong safety program with a proven track record of excellence is a competitive advantage, both now and in the future. Today’s customers have high expectations regarding corporate social responsibility and workplace safety. For instance, organizations are required by law to dispose of hazardous chemicals properly. The employees tasked with this responsibility must know how to execute the task—and they must also know how to do so safely and ethically.

Having an environmental, social and governance (ESG) strategy that invests in safety programs allows your company to emphasize its employees’ well-being, proven performance record and continued relevance in the market. Perhaps this is why EHS has been credited as the foundation to the success of any ESG program. Safety programs offer tangible tasks and initiatives that can help organizations take concrete steps to align their operations with ESG goals and improve their ESG rating.

### The Evolution of Workplace Safety Programs

The goal for any business focused on creating and maintaining an effective safety culture should always be zero incidents, injuries and illnesses. Your company is responsible for getting your employees home safely every day, no matter where they work or what they do.

However, the process of building and maintaining a world-class safety program remains an arduous one. Thankfully, new technologies have emerged to help further your efforts.

Examples of these solutions and their use cases include:

- Video analytics can identify trip hazards and spills, evaluate occupancy requirements, ensure compliance with regulations, and assess ergonomics and PPE compliance.
- Wearable devices can provide immediate haptic feedback to users based on their unsafe motions, thereby helping to prevent injury and provide critical training in real-time. Wearables can also assist in tracking and managing expensive equipment, such as fall protection devices, and provide notifications for when these items must be taken out of service or inspected.
- Environmental sensor technologies can monitor Indoor Air Quality (IAQ), floor sweat detection (i.e., dew point), leak detection and more.
- Robotics can handle walk-around visual measurements, thermal inspections, toxic atmosphere monitoring and more. They can assist with hazardous or difficult tasks; detect and respond to human movements; and perform repetitive, physically demanding tasks to reduce the risk of injury and fatigue for workers.
- Safety management software helps businesses manage their safety program and assets and track metrics associated with their EHS efforts.

We found the benefit of these technologies in one of our own Wesco warehouses. In 2021, Wesco’s EHS team assessed how wearables could ensure safety and reduce risk within our warehouses. The team focused on movements that can have negative effects and often result in spine strains, such as awkward static posture, poor bending, back twisting, repetition and intense bending.

By working with a third-party vendor, we developed an Internet of Things-based pilot program that provided warehouse employees with a wearable that was placed on the back of their shirt. The device alerted employees via vibrations and beeps any time a hazardous movement was detected. To make the device stop beeping or activating, employees had to adjust their posture and stand, bend or move differently in real-time, providing “active education” for employees.

During the pilot, we observed that in a three-week period, one of our primary warehouses experienced remarkable results: Over 60% of workers lowered their average hazards per hour by at least half. As a global business, we continue to prioritize EHS efforts, such as through pilots, investments in our safety programs and maintaining our safety culture. At Wesco, our employees are safe by choice, not by accident, and we know that our ability to protect our workforce is paramount to our business’s continued success.

More on Page 11



## Making ‘Cents’ of Workplace Safety Programs

From Page 10

As the landscape of workplace safety continues to evolve, many businesses are eager to apply technology within their workplaces to help decrease warehouse hazards, avoid costly fines, and improve employee productivity and well-being. These technologies deliver the much-needed data and analysis that are critical to illustrating and identifying existing gaps in your current safety program. This information can help you make impactful changes and ultimately save your business real dollars and cents.

At the end of the day, companies must do more than talk about a comprehensive safety program. They need to truly walk the walk because employees, shareholders and customers are keeping a watchful eye.

Safety is an iterative process, and there is always room for improvement. While it can sometimes be difficult to calculate ROI, safety always pays dividends to any organization. By working with your management teams to help shift the safety mindset from one of a cost center

to one of strategic business value, you can position your organization for EHS success and benefit the bottom line.

Shawn Gregg is vice president of global safety for Wesco, a multinational supply chain and distribution services company. He started his career as a safety engineer and over the past three decades has focused on producing and delivering innovative safety solutions and programs to keep workers safe. He brings deep experience in key end markets, such as manufacturing, along with first-hand industry knowledge and technical expertise in industrial safety. A Minnesota native, Shawn earned his bachelor's degree at Bemidji State University and his MBA from the Keller Graduate School of Management at DeVry University.



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## As the Temperature Rises, Employer Obligations Rise Too

Abby Warren, Jonathan Schaefer

Across the country, companies are learning they need to ensure employees working both inside and out are adequately protected from heat-related risks. Earlier in the summer, OSHA issued the first-ever Hazard Alert for heat to remind employers of their obligation to protect workers against heat illness or injury in outdoor and indoor workplaces. The alert accompanied an announcement that OSHA would be ramping up enforcement of heat-safety violations and increasing inspections in high-risk industries.

While in the past focus on heat-safety violations may have been limited to the construction and agriculture industries, OSHA is now equally focused on heat-safety violations found in indoor work environments, such as manufacturing facilities. This expanded focus includes the manufacturing and warehouse industries. OSHA emphasized this focus in April 2022 when it established a National Emphasis Program (NEP) on Outdoor and Indoor Heat Hazards that, in part, focused on the manufacturing and warehouse industries. OSHA has also been conducting an annual heat awareness campaign for the last decade and in 2022, began its heat enforcement program.

Despite this enhanced focus on inspections and enforcement, OSHA has yet to put in place a national standard for workplace heat-safety rules. After being pressured to do so for more than a decade, OSHA started working on heat-safety standards in 2021. On August 30, 2023, OSHA released a “Regulatory Framework” meant to outline potential options for the elements of a future OSHA standard. This framework shows that OSHA is focused on a programmatic standard where employers are required to create a plan to evaluate and control heat hazards in their workplaces, but also permit some customization of those plans based on various factors. In the short term, this framework provides employers with an indication of the type of items OSHA may be looking for during a heat illness or injury inspection. However, this framework is far from a final OSHA standard and any final heat-safety standard will almost surely be challenged in the courts, potentially further extending implementation.

### What Can Employers Do Now?

A good place to start is a thorough review of OSHA’s Regulatory Framework. The next step could be to draft and implement a written heat stress prevention program or heat illness prevention plan for your worksite or facility. Regardless of what it is called, the plan/program might include a hot weather plan and set out training for employees about heat stress. OSHA does provide a model or template plan, available [here](#), where OSHA provides several general issues such plans should cover:

- training workers and supervisors on heat-illness prevention strategies;
- monitoring weather and workplace conditions;
- conducting a heat hazard assessment of common environmental and work-related heat stress factors, when appropriate;
- implementing heat-illness prevention strategies to reduce heat stress; and
- planning for heat-related medical emergencies.

When putting together such a program, it is important to focus on the indoor environment as much as the outdoor environment when evaluating employees’ risks to heat-related injuries or illnesses. For indoor environments, it can be important to evaluate the ambient temperature in the facility, ensure proper ventilation, and provide the ability for employees to rotate out of hotter and more strenuous tasks. For outdoor employees, it can be important to provide regular access to shade, paid time to rest, and access to cool water.

Training on avoiding heat-related injuries or illnesses might inform employees about the signs of heat stress, how to acclimate to hot environments, and recommend amounts of water and/or electrolyte-containing beverages and timing for consuming them, as well as the risks of drinking too much ice-cold water too quickly while in the heat.

[More on Page 13](#)



## As the Temperature Rises, Employer Obligations Rise Too

From Page 12

An often-neglected piece of heat-safety for both outdoor and indoor employees, and a focus of the Regulatory Framework, is acclimation. In hot weather, it is crucial to allow employees time to acclimate to the heat. It is also important to allow employees to acclimate as they are exposed to increasingly hot temperatures, as well as when they are exposed to new tasks. OSHA has suggested an employee could need as many as five days to adjust to hot temperatures and employees being acclimated to new tasks may need to work less than a full shift if conditions are too hot. This may not always be feasible for temporary employees or worksites where employees cannot be rotated between hot and cooler tasks on a daily basis. In such cases, other methods for mitigating the dangers of excessive heat can be relied on.

### Additional Employment Considerations

In addition, employers should be cognizant of the fact that in addition to OSHA guidelines and standards, employers are also obligated to address safety concerns under other employment laws. For example, under the Americans with Disabilities Act, and state law equivalents, employers that receive a request for a reasonable accommodation based on a medical condition must engage in the interactive process to determine whether an accommodation should be granted.

Employees may request a cooler environment, equipment for cooling, increased breaks, among other accommodations based on a medical condition. Employers are required to discuss these requests with the individual who has a medical condition. These types of employee requests cannot be summarily denied. Under other laws, such as the National Labor Relations Act, employees can raise concerns about working conditions, including temperature of the environment, and generally they cannot be disciplined or treated negatively for raising the concern.

For manufacturing clients who have safety and heat-related concerns, a competent attorney should be consulted to ensure that guidance is provided under the many laws that may be implicated.

Abby Warren, a partner with Robinson+Cole in their Labor, Employment, Benefits + Immigration Group. Jonathan Schaefer is a partner at legal firm Robinson+Cole in their Environmental, Energy + Telecommunications Group.

## Modular building creates fewer jobsite hazards, but isn't without dangers

Jen A. Miller

Modular or prefabricated building methods are pitched as a way to cut down on labor, material, time and costs. And because most of the construction work is done in a factory setting instead of in the field, it's also presented as a safer option.

But work on modular projects, both in the factory and on site, isn't without hazards. That said, the number of hazards are lower and standards different, experts say.

Work in a controlled factory setting means that employees face less risk for changing site conditions, said Amit Haller, co-founder and chief executive at Hayward, California-based Veev, which builds modular homes.

Veev builds most of its homes — which are about 2,500 square feet — in a factory, where workers aren't subject to heat, wind, rain or storms.

"Whatever we can do in the factory, we move to the factory because it's a much more controlled environment and much easier to deploy safety regulations," Haller said.

A factory setting means it's also easier to cut down on debris and keep the environment clean. Builders can deploy technology like robotics, "which are reducing significantly the number of people interacting with a dangerous task," he added.

Building modules in a factory setting also reduces fall risk simply because employees work from lower heights. Falls killed 390 construction workers in 2021, according to the most recent OSHA data, more than any other cause.

"In the factory everything we do is at grade," said Vaughan Buckley, CEO of Philadelphia-based Volumetric Building Companies, which has five factories across the world and builds for a variety of sectors, including housing and hospitality.

[More on Page 15](#)

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### Modular building creates fewer jobsite hazards, but isn't without dangers

From Page 13

In addition, fall protection is easier to install and maintain in an environment that doesn't change much vs. the field, where conditions can change constantly.

Buckley said that they have also found more ease with supervision and quality control in a factory setting. The company uses a combination of a safety team and artificial intelligence to "identify when PPE is lacking on the floor, and when folks are doing things that are unsafe," he said.

Of course, no work environment is 100% hazard free. In modular assembly facilities, the majority of common worker injuries mirror those of traditional factory work, such as soft tissue injuries, like strains and sprains, he said.

#### Safety by setting

Once prefabricated units arrive at the jobsite, a new set of safety standards comes into play. Curtis Chambers, certified safety professional and president of OSHA Training Services, said that OSHA regulations differ from the factory to the field.

For example, home-building activities that take place on a construction site would follow OSHA construction standards. But components fabricated in a shop-type environment are regulated by the OSHA general industry standards.

If a builder fabricates in a factory and then assembles components in the field, then both apply to their relative environments, he said.

"You have to make sure you understand which set of rules apply," he said. For example, the threshold for needing a fall protection system in the shop is 4 feet, whereas the threshold for construction is generally 6 feet or higher, depending on the jobsite.

Chambers added that workers should be trained and skilled up for the environment in which they work. Someone who builds components in a factory may need additional training to then put together those components in the field. "You don't want someone used to climbing up and setting a 2x6 and 2x8 rafters, and all the sudden they're swinging panels," he said.



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## The Impact of New Innovation and Materials in Foot Protection

Kristin Hamilton

In the pursuit of establishing a safe, secure environment for your company's workforce, there are two critical elements: high-quality personal protective equipment (PPE) and strong safety partners. As the market introduces new and innovative PPE options, safety professionals face a plethora of choices and questions. To guarantee the utmost comfort and safety for employees, staying informed about the latest materials in the industry is paramount.

The future of PPE is unfolding before our eyes, and program managers have the opportunity to be at the forefront of this revolution. By embracing the industry's cutting edge materials, they can ensure the present and future well-being of their employees.

### Lightweight is the Future

Today's workers don't want to compromise on comfort or safety when choosing work footwear. Lightweight materials are a key factor in making both realities possible in tandem.

For example, the use of innovative textile materials in footwear can offer workers necessary protection without the weight of a typical heavy leather work boot. Many work brands are offering consumers a lighter, more comfortable option by incorporating durable, high-strength and abrasion-resistant textiles. Further, lightweight outsole materials can provide exceptional traction and protection against environmental hazards without compromising performance. These materials deliver slip and abrasion resistance, ensuring safety in various work environments.

Integrating lightweight materials into current safety footwear is helping to improve employee comfort and reduce fatigue for those who spend long hours on their feet in both indoor and outdoor environments. New styles, such as low-profile products resembling sneakers, not only enhance comfort but also seamlessly adapt to workers' lifestyles, allowing for uninterrupted transitions from work to leisure activities with family and friends.

More on Page 19

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## **The Impact of New Innovation and Materials in Foot Protection**

From Page 17

### Focus on Sustainability

As industries across the board are working to prioritize sustainability, the safety industry is stepping up to do the right thing for both our planet and our workforce. Footwear, in particular, presents an opportunity to incorporate recycled, sustainably sourced and natural materials, all while maintaining the shoe's construction and functionality.

By utilizing materials such as recycled plastic bottles and recycled rubber, it becomes possible to create safety footwear that is not only environmentally-friendly but is also lightweight, versatile and durable. In addition to recycled materials, the use of natural, renewable resources such as sugarcane provide a lower-impact alternative to traditional footwear materials. There have been many advancements in eco-friendly materials that offer high performance with slip and heat resistance while also protecting workers.

PPE that is made with sustainable and responsibly sourced materials offers a way to align your company with environmental, social and governance (ESG) goals while prioritizing employee safety. You can effectively meet your company's sustainability objectives without compromising on the protection and well-being of your workforce.

### Increasing Safety with New Features

New features are being added every day to safety footwear to improve the employee experience, addressing aspects of safety, including temperature regulation, work boot fit and overall worker comfort. Temperature regulation is a challenge on any jobsite, especially those that are open to the elements or operate under fluctuating weather conditions, which is common for industries like construction. These changing conditions create employee needs that evolve constantly throughout the year.

Safety footwear manufacturers are incorporating breathable materials into their products to enhance the comfort of workers in warmer climates or hot work environments. One example within footwear for warm-weather environments is cooling textiles that utilize conductive fibers to effectively dissipate heat. These linings not only improve day-to-day comfort but also contribute to overall safety by regulating temperature and preventing discomfort. Other features such as quick-lacing fit systems, which use a dial to lock in a secure fit, ensure consistent comfort and make on-the-job adjustments easier than traditional laces. From a safety perspective, the quick-lacing system also allows for a precision fit throughout the day.

### Behind-the-Scenes Innovations

There are increasing advantages for safety professionals adopting these advancements. By working with companies that offer head-to-toe PPE solutions and omnichannel fulfillment options, safety professionals can reduce administration time, mitigate risks by assuring the right products are selected for the job, and eliminate costly waste and inaccuracies.

**When searching for a PPE partner, program managers should focus on the following considerations:**

Customization: Online customization features allow you to narrow down the types of footwear that employees can choose from based on what is suitable for their unique work environment. You can even customize this for each worker individually. This can also help to improve safety outcomes by helping to ensure compliant products are used.

Time Savings: Regardless of the products offered, an efficient program should save time for administrators without overcomplicating the process. For instance, if safety professionals can streamline the process of outfitting employees through a digital portal, they can eliminate manual verification and minimize inventory carrying costs.

Convenience: An effective provider should be able to fulfill orders for employees regardless of their location. As more companies seek digital solutions, some are implementing digital vouchers to ensure employees can conveniently redeem them for gear however they like—in stores or online. It's important to select a partner with strategically located stores, manufacturing facilities and distribution hubs, ensuring that PPE is available to employees whenever and wherever needed without supply chain issues.

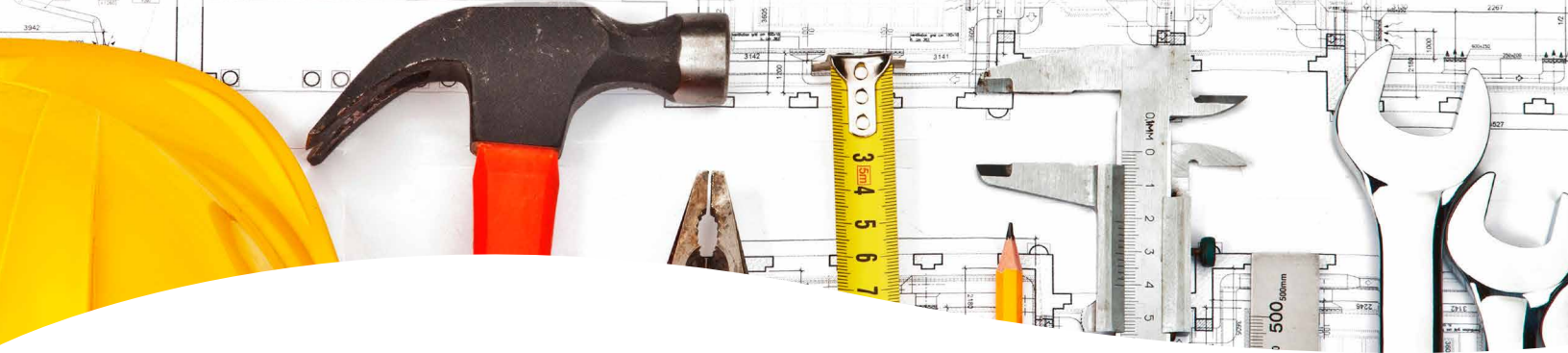




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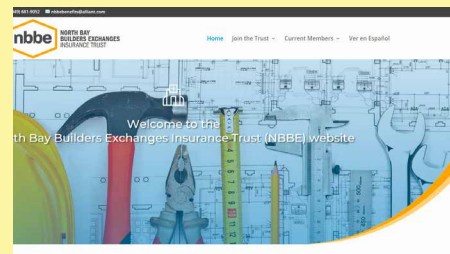
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## Capitol Connection Q&A for Contractors

By Shauna Krause  
*Capitol Services, Inc*

**I will ‘pull-start’ a landscaping question before mowing down a misconception about ongoing changes to worker insurance requirements growing closer every day. Another contractor wants to ‘hedge’ his bet on his RME resigning...**

**Q:** My Partner and I have a contractor’s license in which he is the Qualifying Partner, and I am the General Partner on the license. We are going our separate ways and I’ll need to get my own license. Is there any way I will be able to qualify for a Waiver of the exams?

**A:** You should be able to obtain a Waiver of the exams based on Business & Professions code 7065.1. Of course, the CSLB granting a Waiver is on a case-by-case basis and will be determined by the review of your work experience and such.

**Q:** I have been an electrical contractor for 20 years and have always worked as a subcontract without the need of employees. I incorporated a couple of years ago for tax purposes and added my wife as an Officer/Owner, but she’s not an employee. I was on a job recently where another contractor who is an HVAC license holder, told me that he received a notice from the CSLB recently stating that all ‘C-20’ contractors are required to carry Worker’s Comp even if they don’t employ anyone. He also told me that when he called the CSLB to make sure the notice was accurate, that he was informed that soon all contractors will be required to carry Worker’s Comp insurance. Is that true?

**A:** Yes, that is true. That requirement will take effect January 1, 2026.

**Q:** You recently helped our Company with obtaining a CA license. As you know, we had hired a Responsible Managing Employee (RME) and used his license to obtain our license. Now that we are licensed, we are doing some precautionary planning over here in case our RME were to resign and take the license with him.

What is the process if that happens, do we have to start all over again?

**A:** No, you do not have to start all over again. Licenses are associated with a business entity, and only directly associated with the qualifier if it’s a sole proprietorship license. In your situation, since you are an LLC, the license belongs to the LLC and you will be required to replace your RME. The CSLB gives you 90 days to replace the qualifier, which is usually plenty of time to complete the process.

**Q:** What type of contractor’s license is required for weed and brush clearing/removal for fire prevention purposes?

**A:** It depends on the method being used to clear the weeds and brush and whether it’s strictly brush and weeds you are removing. For example, if you are clearing brush and weeds and there is no altering of the grade of the land, and no trees are trimmed or removed, and no stump grinding is done, then a contractor’s license is not required.

However, if you are using heavy equipment that alter the grade or trimming trees or grinding/removing stumps, and the project is over \$500, you would need either the ‘C-12’ Earthwork and Paving license, or the ‘C-61’/‘D-49’ Tree Service license, or the ‘C-27’ Landscaping license, depending on what tasks and equipment you are using. We should talk!

While knowledge is power, knowing where to go for the answers is half the battle. Get expert assistance immediately when you call 866-443-0657, email [info@cutredtape.com](mailto:info@cutredtape.com), or write us at Capitol Services, Inc., 3609 Bradshaw Rd, Ste H, #343, Sacramento, CA 95827. Search past columns at [www.cutredtape.com](http://www.cutredtape.com).



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- Building Permits
- New Projects
- Legal Notices

### ... NOT A MEMBER?

***Additional NCBE member benefits include:***

Workers' Comp Insurance      Group Health Insurance  
Safety Training      Electronic Plan Room  
Business-focused Seminars & Workshops  
Promotional Opportunities  
Networking Events & Community Service

**If you are interested in becoming a member of the North Coast Builders Exchange, please call:**

**(707) 542-9502.**

# Building Permits

## Sonoma County - In Plan Check

Date	Owner	Contractor	Address	City	Type	Value
6/26/2023	n/a	n/a	329 Del Mar Point	Sea Ranch	sfd	238,172
6/26/2023	n/a	n/a	329 Del Mar Point	Sea Ranch	garage	13,643
6/26/2023	n/a	n/a	555 Shiloh Valley	Windsor	repair	150,000
6/26/2023	n/a	n/a	4412 Daywalt Rd	Sebastopol	accessory building	54,854
6/26/2023	n/a	n/a	1453 Big Plum Dr	Twin Hills	storage	15,786
6/26/2023	n/a	n/a	13386 Harrison Grade Place	Graton	remodel	161,861
6/26/2023	n/a	n/a	42 Sprauer Rd	Petaluma	garage	84,570
6/26/2023	n/a	n/a	18860 7th St East	Sonoma	remodel	139,009
6/27/2023	n/a	n/a	1178 Limerick Lane	Windsor	pool	90,000
6/27/2023	n/a	n/a	9112 Chalk Hill Rd	Windsor	sfd	187,596
6/28/2023	n/a	n/a	5273 Dry Creek Rd	Geyserville	seismic retrofit	7,000
6/30/2023	n/a	n/a	18932 Viewcrest Dr	Sonoma	sfd	120,212

## Mendocino County - In Plan Check

Date	Owner	Contractor	Address	City	Type	Value
8/14/2023	Robert Phillips	n/a	3800 Orr Springs Rd	Ukiah	storage	80,000
8/14/2023	Charles Taylor	Fort Bragg Electric	245 West Fir St	Fort Bragg	generator	3,500
8/15/2023	Robert Acevedo	n/a	361 Sauvignon Ct	Ukiah	remodel	165,300
8/15/2023	Melvin Thompson	n/a	23560 Shady Lane	Fort Bragg	deck	
8/16/2023	Dennis Thurston	n/a	4351 Old River Rd	Talmage	metal building	475,000
8/16/2023	Abraham Cohen	Mendocino Solar Service	840 E Laurel St	Fort Bragg	battery backup	5,000
8/16/2023	Family Properties	Tarbell Wood Works	33200 Jefferson Way	Fort Bragg	prefab windmill	2,000
8/17/2023	Consolidated Tribal H	n/a	6991 No State St	Calpella	office	650,000
8/17/2023	Jose Carrera	Infinity Energy	521 Kenwood Dr	Ukiah	roof solar	
8/17/2023	Matthew Maguire	n/a	51571 no Hwy 101	Laytonville	solar	15,000
8/17/2023	Tony Yu	Chase Shultz Electric	29950 So Hwy 1	Gualala	replace panel	
8/17/2023	Robert Buckle	Fort Bragg Electric	17925 No Hwy 1	Fort Bragg	replace panels	3,000
8/18/2023	Carl Pfeil	Mehls Electric	38600 So Hwy 1	Gualala	generator	6,850
8/15/2023	Kevin Kartes	n/a	32750 Pearl Dr	Fort Bragg	carport	8,366
8/17/2023	Armando Ruiz	Foothill Fire Protection	3301 Madrone Dr	Redwood Valley	fire sprinkler	10,000
8/18/2023	Julie Masterson	Mike Mead	45700 Cypress Dr	Mendocino area	roof solar	15,000

## City of Sonoma - In Plan Check

Date	Owner	Contractor	Address	City	Type	Value
7/27/2023	Diane LeMay	Quality Plastering	570 Verano Ave	Sonoma	lath & plaster	12,000
7/27/2023	Barbara Beaudreau	Home Depot	212 Todd Avenue	Sonoma	replace windows	7,096
7/26/2023	Josh Little	Bertram Pools Inc	100 Chase St	Sonoma	pool	87,400
7/26/2023	Kenwood Investments	Paradigm General Contracto	135 West Napa St	Sonoma	tenant improveme	180,792
7/25/2023	David Detert	SWS Asphalt Services	117 East Napa St	Sonoma	ada parking	13,000
7/24/2023	Andrew Exner	Steven Raffaini Plumbing	670 Curtin Lane	Sonoma	water heater	6,892
7/21/2023	Steve Andres	RA Wilson Construction	553 Second Street East	Sonoma	remodel	124,514
7/20/2023	Donna Ridehour	Sunrun	535 Oregon St	Sonoma	roof solar	24,500
7/20/2023	Pete Sittnick	Adams Pool Solutions	475 Eastin Dr	Sonoma	pool repair	38,000
7/20/2023	Elizabeth Clerou	Henry Construction Corp	473 Fourth Street East	Sonoma	pool	95,000
7/19/2023	Mark D Sutter	Ricardo Moctezuma	171 Guadalupe Dr	Sonoma	repair	33,724
7/18/2023	Kamen Winery Tasting	Boden Plumbing	111 East Napa St	Sonoma	water heater	5,862
7/18/2023	Robyn Sebastiani	EPC Built Inc	261 Macarthur Lane	Sonoma	patio	33,373
7/18/2023	Suzanne Hanson	Better Earth Electric Inc	466 Montini Way	Sonoma	roof solar	28,489
7/18/2023	Linda Jaehrling	Elevated Comfort Inc	48 El Nido Ct	Sonoma	hvac	10,000



7/17/2023	Steven Sullivan	Pure Power Solutions	456 Second Street East	Sonoma	roof solar	15,000
7/13/2023	Mr Norris	Bertram Pools Inc	822 Towne Street	Sonoma	remodel pool	85,600
7/13/2023	Ray Schick	Alden Electric Co	362 East Napa St	Sonoma	battery backup	117,000
7/12/2023	Randy Brooks	Peterson Mechanical Inc	221 MacArthur Lane	Sonoma	hvac	12,300
7/10/2023	Fred Duhning	Ray Richardson	498 First Street East	Sonoma	hvac	13,000
7/6/2023	Mary Janis	Thornley Associates	236 East Spain St	Sonoma	landscaping	67,295
7/6/2023	Peter Hodgson	Stan Good	991 Broadway	Sonoma	remodel	286,783
7/6/2023	David Chapman	n/a	1267 Nash St	Sonoma	remodel	13,582
7/5/2023	Louis Zazzeron	Valley Comfort	811 West Napa St	Sonoma	hvac	14,264
7/5/2023	Michael Braga	Northern Pacific Power	32 Patten St	Sonoma	roof solar	97,989
7/3/2023	Robert Baumann	Roberts Sanders & Co	801 Broadway	Sonoma	sign	3,000
7/3/2023	Lisa Burnett	Silverado Custom Builders	960 Amedeo Court	Sonoma	remodel	9,695

## Septic Permits

### Sonoma County - 6/26-6/30/2023

Owner	Address	City	Type
n/a	22030 Boness Rd	Sonoma	new
n/a	850 Tilton Rd	Twin Hills	repair
n/a	2920 Bardy Rd	Bennett Valley	repair
n/a	3598 Napa Rd	Sonoma	new
n/a	19434 Lovall Valley Ct	Sonoma	repair
n/a	10039 Sorcerer Wood	Sea Ranch	repair

### Mendocino County - 8/14-8/18/2023

Owner	Address	City	Type
n/a	46550 Iversen Dr	Gualala	new
n/a	13551 point Cabrillo Dr	Mendocino	repair
n/a	43375 Surfwood Dr	Mendocino	new

Project #	Addenda	Bid Date	Bid Time	Project Name	City
23-02604	2	9/11/2023	4:00 PM	Qualified Vendor List for Roofing and Repairs - Additional Contractors	Sacramento
23-02802	2	9/11/2023	2:00 PM	Rodeo Grounds Bathroom and Concession Stand Repair Project	Willits
23-02835	1	9/11/2023	4:30 PM	South Santa Rosa Specific Plan	Santa Rosa
23-02847	0	9/11/2023	5:00 PM	Passenger Boarding Bridge Fall Protection	Sacramento
23-02932	0	9/11/2023	4:00 PM	One 2023 Full Sized Cargo Van	Colusa
23-02980	2	9/11/2023	2:00 PM	Redding Flooring Replacement at Veterans Home of California Redding (Rebid #3)	Redding
23-02993	3	9/11/2023	3:30 PM	Alternative Design-Build Services for PLESD	Olivehurst
23-03180	3	9/11/2023	11:00 AM	Secondary Effluent Line Modifications	San Rafael
23-00338	0	9/12/2023	2:00 PM	CDOT 04-1K7304 Remove and Replace Culverts, and Establish Erosion Control	Sonoma County
23-02570	4	9/12/2023	2:00 PM	HVAC Maintenance	Healdsburg
23-02574	0	9/12/2023	3:00 PM	Metro Airpark Landscape Maintenance Services	Sacramento
23-02750	1	9/12/2023	2:00 PM	Fairfield Police Department Underground Storage Tank Removal Project	Fairfield
23-02759	0	9/12/2023	3:00 PM	Trinity Street Bikeway Project	Redding
23-02813	1	9/12/2023	2:00 PM	Water System Improvement Project Phase I	Paynes Creek
23-02824	1	9/12/2023	2:00 PM	Slurry Seal of Local Streets 2023	Ukiah
23-02855	0	9/12/2023	1:30 PM	Electrical Supplies, Parts, and Lighting	Sacramento
23-02875	1	9/12/2023	2:00 PM	Johnny Cash Pick No. 1 Project	Folsom
23-02906	1	9/12/2023	2:00 PM	2023 ADA Sidewalk Improvement	Rancho Cordova

23-02926	2	9/12/2023	3:00 PM	Burns Valley Development Light Pole Installation	Clearlake
23-02948	1	9/12/2023	2:00 PM	Replacement Drinking Water Wells and Well Development for Feather Ridge Estates	Berry Creek
23-02950	0	9/12/2023	5:00 PM	EMS Maintenance	Sacramento
23-02987	1	9/12/2023	2:00 PM	Annual Striping Project FY 2023-24	Folsom
23-03008	1	9/12/2023	2:00 PM	Arlington Park Improvements Project	El Cerrito
23-03032	0	9/12/2023	1:00 PM	FUEL CELL Back Up System Furnish and Install	West Sacramento
23-03109	1	9/12/2023	11:00 AM	Albert Park Netting and Fencing (August 2023 REBID)	San Rafael
23-00336	2	9/13/2023	2:00 PM	CDOT 04-0K1304 Install Curb Ramps, Pedestrian Hybrid Beacon System & Roadside Signs	Marin, Napa, and Sonoma Counties
23-01938	14	9/13/2023	1:30 PM	FY23 Cured-in-Place Pipeline Renewals - EBMUD	San Leandro, Oakland, Berkeley, Richmond, El
23-02384	5	9/13/2023	2:00 PM	Asphalt Paving for Light and Freight Rail Grade Crossings	Sacramento
23-02646	2	9/13/2023	11:00 AM	Harvest Water West Pipelines	Elk Grove
23-02666	2	9/13/2023	2:00 PM	Walk-In Cooler / Freezer Combination at Existing Bakery, Chico Unified School District (RFQ/P) (Design/Build)	Chico
23-02810	0	9/13/2023	5:00 PM	RFP - Design Services for Emergency Operation Center Structural Seismic Retrofit	Santa Rosa
23-02877	1	9/13/2023	10:00 AM	Utility Cart Maintenance, Inspection and Repair Services	Elk Grove
23-02925	7	9/13/2023	10:00 AM	TASK ORDER - DB PAS System Replacement Travis AFB (Sub Bids Only)	Fairfield
23-02964	0	9/13/2023	2:00 PM	Westshore Park	Sacramento
23-03020	0	9/13/2023	1:00 PM	Biomedical Equipment Maintenance and Repair Services	Napa
23-03022	0	9/13/2023	2:00 PM	CHP Napa Area Office Evidence Tow	Napa
23-00339	0	9/14/2023	2:00 PM	CDOT 04-1K7504 Remove Culvert, RCP, Corrugated Steel Pipe and Concrete Back Fill	Sonoma County



23-01855	5	9/14/2023	2:00 PM	New Septic System at Silverado Fisheries Base	Napa
23-02603	8	9/14/2023	2:00 PM	Wood Duck Pump Station & Pintail Arsenic Treatment System	Woodland
23-02751	6	9/14/2023	2:00 PM	Landscape Architectural Design And Engineering Services for Martin Luther King Jr. Neighborhood Park and Newhall Pedestrian and Bike Trail	Santa Rosa
23-02776	0	9/14/2023	3:00 PM	Lake Redding Park Culvert and Storm Damage Repairs	Redding
23-02814	4	9/14/2023	2:00 PM	Alta Mesa Road Bridge Replacement Over Laguna Creek	Sacramento
23-02846	2	9/14/2023	5:00 PM	RFSOQ for On-Call Services for Various Tasks in the City of Concord	Concord
23-02854	1	9/14/2023	2:00 PM	Foothill Gathering Areas and Parking Lot Improvements	Windsor
23-02867	2	9/14/2023	4:30 PM	Basewide Paint, FY23 Travis AFB	Fairfield
23-02878	0	9/14/2023	11:00 AM	Tree Trimming Services	Vacaville
23-02893	4	9/14/2023	5:00 PM	City College Reservoir Platform Replacement	Sacramento
23-02902	2	9/14/2023	3:00 PM	State Route 29 Bike and Pedestrian Undercrossing Riparian Restoration and Monitoring Program	Napa
23-02942	0	9/14/2023	2:00 PM	Howe Avenue at Franco Lane Storm Drain Improvement	Sacramento
23-02946	0	9/14/2023	2:00 PM	Reservoir R2 Recoating Project	Benicia
23-02960	0	9/14/2023	3:00 PM	Furnishing Six 115kV Circuit Switchers with Custom Support Structures to Fit Existing Foundation	Redding
23-02962	1	9/14/2023	2:00 PM	FLC 2023 Brick Repair	Folsom
23-02968	3	9/14/2023	2:00 PM	Fall Protection for Airport Jet Bridges	Sacramento
23-02992	2	9/14/2023	2:00 PM	Hood Cougar Landing Tank Replacement Project	Santa Rosa
23-03055	0	9/14/2023	10:00 AM	Sewer Improvement Project 2023-2024	Tiburon
23-03059	0	9/14/2023	10:00 AM	USCG Sta Rio Vista Gate Component Replace/Repair	Rio Vista

23-03145	2	9/14/2023	4:00 PM	Roof Repairs	Martinez
23-03243	1	9/14/2023	1:00 PM	Fire-Life-Safety Systems - Monitoring & Maintenance	San Ramon
23-02557	4	9/15/2023	2:00 PM	Police Department Generator Replacement	West Sacramento
23-02760	1	9/15/2023	3:00 PM	Surveillance Upgrades for Marysville Joint Unified School District	Marysville
23-02767	0	9/15/2023	5:00 PM	Alley 1 West Sanitary Sewer Replacement Project	Esparto
23-02852	1	9/15/2023	2:00 PM	RFQ Qualified Back Country Trail Contractors	Sonoma County
23-02859	2	9/15/2023	3:00 PM	LD 9 Access Control Project	Yuba City
23-02966	0	9/15/2023	3:00 PM	RCCC & MAIN JAIL CCTV Parts & Installation Labor	Sacramento
23-03009	0	9/15/2023	5:00 PM	350 Masonic Lane Renovation	Weaverville
23-03033	4	9/15/2023	2:00 PM	Changeable Message Sign at Tomales Fire Station	Tomales
23-03039	1	9/15/2023	4:00 PM	Potholing Services for Palermo School Project and Lower Wyandotte Bike Bath Project	Butte County
23-00086	1	9/18/2023	11:00 AM	HSR23-02 - As-Needed Office Moving and Storage Services and Modular Systems Furniture Reconfiguration	Various Counties
23-02909	0	9/18/2023	2:00 PM	RFP Construction Management Services for Water Treatment Plant Filtration Improvements and Hypochlorite Conversion Project	Walnut Creek
23-02980	0	9/18/2023	2:00 PM	RFP for Construction Services for Lease-Leaseback Project Delivery Mill Valley Unified School District - Measure G Bond Projects	Mill Valley
23-03031	1	9/18/2023	4:00 PM	Iron Sponge Media Replacement, Removal, and Disposal Services	Santa Rosa
23-03035	0	9/18/2023	1:30 PM	Millville Elementary School District TK/K Classroom Retrofit Architectural Services (RFQP)	Millville
23-03133	0	9/18/2023	5:00 PM	RFP Heather Farm Park Sports Field Design Services	Walnut Creek
23-03219	2	9/18/2023	2:00 PM	Mercedes Benz - Walnut Creek (Sub-Bids Only)	Walnut Creek
23-02730	2	9/19/2023	2:00 PM	FMD Chiller Repair	Sacramento

23-02822	1	9/19/2023	2:00 PM	Orr Street Bridge Replacement	Ukiah
23-02917	2	9/19/2023	2:00 PM	Ukiah Electric Utility Fire Mitigation Fuel Reduction Project	Ukiah
23-02994	0	9/19/2023	2:00 PM	Gold Country Casino Expansion Project - Interior Finishes Package (No GC Openings / Design-Build / Sub-Bids Only)	Oroville
23-03000	0	9/19/2023	2:00 PM	Clay Bank Road Fencing Project	Fairfield
23-03024	0	9/19/2023	3:00 PM	Shasta College 1800 Bldg Locker Room Remodel	Redding
23-03047	0	9/19/2023	2:00 PM	Style 3 Completed Street Lights	Sacramento
23-03062	0	9/19/2023	2:00 PM	My Place Hotel - Site Work and Utilities Package (No GC Openings / Sub-Bids Only)	Redding
23-03129	2	9/19/2023	2:00 PM	Diablo Avenue/De Long Avenue Corridor Enhancements	Novato
23-03196	3	9/19/2023	2:00 PM	Primrose School - San Ramon (Sub-Bids Only)	San Ramon
23-03233	0	9/19/2023	2:00 PM	Corporation Yard Fueling System Replacement Project	Pittsburg
23-03250	0	9/19/2023	5:00 PM	Knoles Residence Addition (SUB BIDS REQUESTED)	Novato
23-00350	2	9/20/2023	2:00 PM	CDOT 02-3J4404 Install Gateway Monuments	Plumas and Trinity Counties
23-00352	0	9/20/2023	2:00 PM	CDOT 02-4H0204 Place RHMA and HMA, Correct Segments, and Replace AC Surfacing	Tehama County
23-02836	1	9/20/2023	2:00 PM	KFC Remodel (Sub Bids Only)	Woodland
23-02844	0	9/20/2023	4:00 PM	Card Operated Laundry Equipment Services for Public Housing Authority	Sacramento
23-02910	1	9/20/2023	2:00 PM	2023 Pavement Markings	Santa Rosa
23-02998	1	9/20/2023	2:00 PM	Request for Proposals Architectural Services Elkhorn Village School Modernization Project	West Sacramento
23-03002	1	9/20/2023	2:00 PM	Construction Services for Lease-Leaseback Project Delivery Santa Rosa City Schools - Replacement and Repair of Roofing, Replacement of HVAC Equipment and Controls at Three District Sites	Santa Rosa
23-03012	0	9/20/2023	4:00 PM	Electric Submersible Drainage Pump	Santa Rosa



23-03023	0	9/20/2023	2:00 PM	Cedar Lane Elementary Safe Routes to School Project	Olivehurst
23-03049	0	9/20/2023	4:30 PM	West Sacramento Levee Improvement Program for Right of Way Services	West Sacramento
23-03079	1	9/20/2023	1:00 PM	Pest Control and Wildlife Removal Services	Napa
23-03175	2	9/20/2023	10:00 AM	Mid-Day and After-Hours Janitorial Services for the El Cerrito DMV Field Office	El Cerrito
23-02608	3	9/21/2023	2:00 PM	CAF Light Rail Truck and Brake Midlife Overhaul	Sacramento
23-02715	1	9/21/2023	2:00 PM	Diesel Storage Tank Conversion to Gasoline	Sacramento
23-02738	2	9/21/2023	2:00 PM	Septic System Replacement at Tehama Wildlife Area	Paynes Creek
23-02786	4	9/21/2023	4:00 PM	Yuba County Jail Dover Elevator Modernization Project	Marysville
23-02787	4	9/21/2023	4:00 PM	Yuba County Jail Montgomery Elevator Modernization Project	Marysville
23-02899	0	9/21/2023	2:00 PM	CRC Beach Volleyball Facilities REBID	Sacramento
23-02921	0	9/21/2023	2:00 PM	Jack Sheldon Park & Florin Creek Trail Improvements Project	Sacramento
23-02923	1	9/21/2023	11:30 AM	Devlin Road Transfer Station Recycled Waterline Project	American Canyon
23-02927	1	9/21/2023	11:30 AM	Napa County - Airport Terminal Area Redevelopment Phase 1	Napa
23-02929	0	9/21/2023	2:00 PM	RFP: Appraisal Services	Santa Rosa
23-02963	0	9/21/2023	3:00 PM	Replace AC Surfacing 2023	Redding
23-02983	1	9/21/2023	3:00 PM	Slide Gate 2SLG09 Repair Project	Elk Grove
23-03056	1	9/21/2023	3:00 PM	Oceana Marin Wastewater Treatment and Storage Pond Repair Project	Dillon Beach
23-03075	0	9/21/2023	2:00 PM	SAC Building 10318 Exterior Paint	Sacramento
23-03082	0	9/21/2023	4:00 PM	RFB-Inverter Installation & Photovoltaic System Connection to the PG&E Grid	Colusa

23-03087	0	9/21/2023	2:00 PM	RFQ: Architectural Services for Minor Capital Projects	Davis
23-03088	1	9/21/2023	2:00 PM	04A6860 - Architectural Lighting of Portals Project	Various Cities
23-03094	0	9/21/2023	3:00 PM	Alarm Monitoring Services	Santa Rosa
23-02639	4	9/22/2023	5:00 PM	SVS Governance	Sacramento
23-02842	0	9/22/2023	2:00 PM	RFP Landscape Architecture Professional Services for The Bower Park Restoration and Improvement Grant Project	Ukiah
23-03003	0	9/22/2023	2:00 PM	Round Valley Indian Housing Authority: 200,000 Gallon Tank	Covelo
23-03017	0	9/22/2023	3:00 PM	Request for Qualifications Lease-Leaseback Construction Services For Modular Building Design, Construction, and Installation	Elk Grove
23-03050	0	9/22/2023	9:00 AM	Removal and Replacement of Existing Roofs	Lakeport
23-03051	0	9/22/2023	9:00 AM	Landscape Architectural Consulting Services for the Development of a Housing Development Project	Ukiah
23-03060	0	9/22/2023	1:00 PM	Combination Backup Power Installation Project for Burnt Ranch Estates Mutual Water Company	Burnt Ranch
23-03134	3	9/22/2023	4:00 PM	SOQ for 2-Year Construction Management Support Services for Various Contra Costa Water District Construction Projects	Various Cities
23-02889	2	9/25/2023	4:00 PM	RAD Appraisals and Market Studies	Sacramento
23-02928	1	9/25/2023	4:00 PM	Electric Vehicle Fleet Infrastructure Master Plan	Santa Rosa
23-02986	1	9/25/2023	2:00 PM	Fresenius Kidney Care TI (Sub Bids Only)	Elk Grove
23-03001	0	9/25/2023	2:00 PM	General Liability and Workers' Compensation Claims Audit Services	Sacramento
23-03005	0	9/25/2023	2:00 PM	Fire-Damaged Tree Removal-Parks, Open Space, ROW Phase 3	Santa Rosa
23-03054	0	9/25/2023	12:00 PM	Sheldon HS Modernization (Sub Bids Only)	Sacramento
23-03056	0	9/25/2023	11:00 AM	SJUSD Mariemont ES - Modernization (Sub Bids Only)	Sacramento
23-03149	2	9/25/2023	4:00 PM	CANCELLED - RFP for Pre-Construction and Lease-Leaseback Construction Services - Buena Vista Elementary School Modernization Project / Parkmead Elementary School Modernization Project	Walnut Creek

23-00349	0	9/26/2023	2:00 PM	CDOT 02-3H6804 Place RHMA, Paint Traffic Stripe, & Install Fiber Optic Cable System	Shasta County
23-02733	2	9/26/2023	2:00 PM	Tauzer Gymnasium Modernization - (Pre-Qualified Bidders Only)	Santa Rosa
23-02900	2	9/26/2023	2:30 PM	County of Butte 2024 Job Order Contracting Program	Butte County
23-02969	0	9/26/2023	2:00 PM	Clean CA-SR12 Beautification in the City of Fairfield	Fairfield
23-03085	0	9/26/2023	3:00 PM	Heavy Fleet OEM Parts and Repair	Sacramento
23-03089	0	9/26/2023	3:00 PM	Valley High School, Exterior Window Replacement at Building L	Sacramento
23-02482	4	9/27/2023	2:00 PM	ITB Construction of Petaluma North Station Platform, Grade Crossing Reconstruction, and Pathway	Petaluma
23-02947	1	9/27/2023	3:00 PM	Pavement Condition Data Collection and Analysis	Sacramento
23-02973	0	9/27/2023	2:00 PM	Sump 151 Outfall Replacement	Sacramento
23-03037	1	9/27/2023	1:00 PM	Cold Springs Communication Site - Generator Maintenance	Mendocino County
23-03084	0	9/27/2023	2:00 PM	2023 Pre-Selected Consultant Services	Sacramento
23-03182	0	9/27/2023	2:00 PM	Various Asphalt Repairs - Service Cuts	Antioch
23-02819	1	9/28/2023	5:00 PM	Request for Proposals For Engineering Consulting Services - Carillion Blvd Safety Improvements	Galt
23-02915	0	9/28/2023	2:00 PM	DGS - Electric Vehicle Supply Equipment - East End Lot 052	Sacramento
23-02949	0	9/28/2023	1:00 PM	Chiller Inspection Maintenance & Repair Services	Galt
23-03004	0	9/28/2023	2:00 PM	McClellan AFB Radiological Remediation	McClellan Park
23-03015	0	9/28/2023	2:00 PM	HSIP 10 Pedestrian Improvements	Rio Vista
23-03018	0	9/28/2023	2:00 PM	Hidden Valley Lake Community Services District Backup Power Reliability Project	Hidden Valley Lake
23-03033	0	9/28/2023	2:00 PM	Noyo Harbor District - Vessel Destruction	Fort Bragg



23-03055	0	9/28/2023	2:00 PM	Kiefer Treatment Plant Road Refurbishment	Sloughhouse
23-03063	0	9/28/2023	2:00 PM	Regional Housing Authority - Landscaping Services	Yuba/Sutter Counties
23-03092	0	9/28/2023	2:00 PM	Folsom Blvd Utilities Potholing (Starfire Dr to Mayhew Rd)	Folsom
23-03093	0	9/28/2023	4:00 PM	RFP Sacramento City and County of Sacramento Five-Year Consolidated Plan, Action Plan and Federal Programs Support	Sacramento
23-03097	2	9/28/2023	2:00 PM	Contra Costa Regional Medical Center Cooling Tower Replacement	Martinez
23-03138	1	9/28/2023	10:00 AM	Bethel Island Infiltration Reduction Project	Oakley
23-03212	0	9/28/2023	4:00 PM	RFP for Construction Management, Material Testing & Inspection Services (Grant Avenue Bridge Rehabilitation)	Novato
23-03261	0	9/28/2023	4:00 PM	RFP Professional Engineering Services for Odor Control Facility Plan Update Under Process Optimization and Efficiency Project	Martinez
23-00685	4	9/29/2023	2:00 PM	HSIP Cycle 8 Guard Rail Improvements Project - POSTPONED	Trinity County
23-02967	0	9/29/2023	3:00 PM	Sacramento County Sheriff's Evidence Storage	Sacramento
23-03008	0	9/29/2023	5:00 PM	On-Call Geotechnical Design Services	Napa
23-03045	0	9/29/2023	5:00 PM	On-Call Geotechnical Design Services	Napa
23-03057	0	9/29/2023	3:00 PM	On-Call Electrical Services for the City of Chico	Chico
23-02943	0	10/2/2023	5:00 PM	Energy Consumption Evaluation	El Verano
23-02944	0	10/2/2023	5:00 PM	Pump Station Battery Wall Design	El Verano
23-02945	0	10/2/2023	5:00 PM	Altimira Middle School Fire Flow Improvement	El Verano
23-02954	0	10/2/2023	11:00 AM	CHP Red Bluff Area Office - HVAC Maintenance Services	Red Bluff
23-02953	0	10/3/2023	11:00 AM	CHP Northern Division Area Office - HVAC Maintenance Services	Redding
23-03048	0	10/3/2023	2:00 PM	Track Geometry Testing Services	Sacramento

23-03053	0	10/3/2023	2:00 PM	Oasis Recreation Center Play Yard	Elk Grove
23-03065	0	10/3/2023	2:00 PM	Replace Heat Pump	Rancho Cordova
23-03071	0	10/3/2023	2:00 PM	Jepson Parkway - Phase 2	Vacaville
23-03086	0	10/3/2023	3:00 PM	Utility Service Truck	Sacramento
23-03099	0	10/3/2023	4:00 PM	Waste Management Services for Cal Expo	Sacramento
23-03221	0	10/3/2023	2:00 PM	Woodward Avenue Sewer Main Realignment	Sausalito
23-03266	0	10/3/2023	3:00 PM	RFP Job Order Contracting (JOC) Program Management Services for Various Facilities Projects for Contra Costa County	Various Cities
23-00354	0	10/4/2023	2:00 PM	CDOT 04-4A1304 HMA, Widen & Replace Hearn Ave OC	Sonoma County
23-00353	0	10/5/2023	2:00 PM	CDOT 02-4H0504 Place RHMA, HMA, Minor Concrete, and Replace AC Surfacing	Shasta County
23-02873	0	10/5/2023	10:00 AM	Upper Weyand Pipeline Project	Dixon
23-02892	0	10/5/2023	11:00 AM	Replace Correctional Treatment Center Floor at California State Prison, Solano	Vacaville
23-02958	0	10/5/2023	2:00 PM	Water Resources JOCs 241 242	Sacramento
23-02959	0	10/5/2023	2:00 PM	Airport JOCs 236 237 238 239 240	Sacramento
23-02991	0	10/5/2023	2:00 PM	East Hills Ukiah Evacuation Route Planning Consultant	Ukiah
23-03013	0	10/5/2023	2:00 PM	TK/K Classroom Remodel at Lewiston Elementary School	Lewiston
23-03073	0	10/5/2023	4:00 PM	RFQ/P Lease-Leaseback Construction Services for Early Childhood Education Facilities Phase I at Korematsu Elementary School, Montgomery Elementary School, Pioneer Elementary School, and Patwin Elementary School Project	Davis
23-03083	0	10/5/2023	2:00 PM	Rio Linda Elementary School Fire Alarm Project	Rio Linda
23-03184	0	10/6/2023	2:00 PM	Alexander Park Pool Building & Park Renovation	Crockett
23-03213	0	10/6/2023	2:00 PM	RFP for Countywide Integrated Pest Management (IPM) Services	Marin County

23-03100	0	10/10/2023	2:00 PM	DOT - Electric Vehicle Supply Equipment - DPAC Warehouse	Sacramento
23-02953	0	10/11/2023	4:00 PM	RFQ for Consultant Design Services for the Walnut Creek Water Treatment Plant Pretreatment Project Design Services - EBMUD	Walnut Creek
23-03098	0	10/11/2023	5:00 PM	West Sacramento Comprehensive Safety Action Plan	West Sacramento
23-03058	0	10/12/2023	2:00 PM	2 New TK/K (PC) Classroom Wing at Fournoy Elementary School	Fournoy
23-03076	0	10/16/2023	10:00 AM	Roof Replacement Project at Grand Island Elementary School	Grimes
23-03088	0	10/17/2023	2:00 PM	Re-Plumb SOH R2-41	Rancho Cordova
23-03215	0	10/19/2023	10:00 AM	Elderwood Drive & Vicinity Pipeline Replacement Project Phase 2	Concord
23-03016	0	10/24/2023	4:00 PM	RAD Relocation Consultant and Relocation Services	Sacramento
23-03044	0	10/24/2023	3:00 PM	Milliken Trail Repairs	Napa
23-03217	0	10/24/2023	2:00 PM	Contra Loma Estates Park Renovation	Antioch
23-00341	1	10/26/2023	2:00 PM	CDOT 04-3G3644 Electrical Substations, Power Cables, and Power Distribution Systems	Contra Costa and Marin Counties
22-03250	0	10/31/2023	2:00 PM	CUPCCAA Corning Union Elementary School District 2023	Corning
23-03255	1	10/31/2023	10:00 AM	Roofing Project at the Community Education Center	Brentwood
22-03263	0	11/1/2023	2:00 PM	CUPCCAA for Chico Unified School District 2023	Chico
22-03314	0	11/1/2023	2:00 PM	CUPCCAA for Shasta-Tehama-Trinity Joint Community College District 2023	Redding
22-03315	0	11/1/2023	2:00 PM	Shasta-Tehama-Trinity Joint Community College District Measure H Bond Projects 2023 Prequalification	Redding
22-03364	0	11/1/2023	2:00 PM	CUPCCAA Oroville Union High School District 2023	Oroville
22-03382	0	11/1/2023	2:00 PM	CUPCCAA for Tehama County Department of Education 2023	Red Bluff
22-03443	0	11/1/2023	2:00 PM	CUPCCAA for the Shasta County Office of Education 2023	Redding

22-03474	0	11/1/2023	2:00 PM	CUPCCAA for Red Bluff Union Elementary School District 2023	Red Bluff
23-02305	0	11/1/2023	2:00 PM	CUPCCAA City of Oroville 2023	Oroville
22-02946	0	12/1/2023	2:00 PM	CUPCCAA for Burnt Ranch Elementary School District 2023	Burnt Ranch
22-03138	0	12/1/2023	2:00 PM	CUPCCAA for City of Redding 2023	Redding
22-03488	0	12/1/2023	2:00 PM	CUPCCAA for Corning Union High School District 2023	Corning
23-00612	0	12/1/2023	2:00 PM	CUPCCAA for Reeds Creek Elementary School Unified School District 2023	Red Bluff
22-03200	0	12/29/2023	2:00 PM	CUPCCAA for Calistoga Joint Unified School District	Calistoga
22-03391	0	12/29/2023	2:00 PM	CUPCCAA for Maxwell Unified School District	Maxwell
22-03413	0	12/29/2023	2:00 PM	CUPCCAA for Sebastopol Union School District	Sebastopol
22-03415	0	12/29/2023	2:00 PM	CUPCCAA for Woodland Joint Unified School District	Woodland
22-03416	0	12/29/2023	2:00 PM	CUPCCAA for West Sonoma County Union High School District	Sebastopol
22-03417	0	12/29/2023	2:00 PM	CUPCCAA for Washington Unified School District	West Sacramento
23-00086	0	12/29/2023	2:00 PM	CUPCCAA for Solano Community College District	Fairfield
23-00113	0	12/29/2023	2:00 PM	CUPCCAA for Sacramento City Unified School District	Sacramento
23-00168	0	12/29/2023	2:00 PM	CUPCCAA for East Nicolaus Joint Union High School District	Nicolaus
23-00471	0	12/29/2023	2:00 PM	CUPCCAA for Napa County Office of Education	Napa
23-00486	0	12/29/2023	2:00 PM	Dixon Unified School District's 2023 Prequalification of Contractors	Dixon
23-00545	0	12/29/2023	2:00 PM	Request for Qualifications: On-Call Engineering Services	Windsor
23-00592	0	12/29/2023	2:00 PM	CUPCCAA for Tri-County Schools Insurance Group	Yuba City



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23-00593	0	12/29/2023	2:00 PM	CUPCAA for County of Sonoma	Santa Rosa
23-01437	0	12/29/2023	2:00 PM	CUPCAA for Sonoma Valley Hospital Healthcare District	Sonoma
23-02086	0	12/29/2023	2:00 PM	CUPCAA for Sonoma Clean Power Authority	Santa Rosa
23-02831	0	12/29/2023	2:00 PM	CUPCAA for the City of Vacaville	Vacaville
23-03080	0	12/29/2023	2:00 PM	CUPCAA for Wright Elementary School District	Santa Rosa
23-03081	0	12/29/2023	2:00 PM	CUPCAA for Petaluma City Schools	Petaluma
23-01496	0	6/30/2024	2:00 PM	CUPCAA for Sonoma-Marin Area Rail Transit District	Petaluma

# Legal Notices

## Sonoma County - Notice of Completion

Date	Record	Owner	Contractor	Address	City
8/11/2023	2023037428	DR Horton Bay Inc	DR Horton Bay Inc	6142 Orchard Place	Rohnert Park
8/11/2023	2023037500	Sonoma State University	MIK Construction Inc	1801 East Cotati Ave	Rohnert Park
8/11/2023	2023037502	Sonoma State University	Yukon Construction	1801 East Cotati Ave	Rohnert Park
8/11/2023	2023037524	Santa Rosa Junior College	Galaxy Construction	1501 Mendocino Ave	Santa Rosa
8/11/2023	2023037525	Santa Rosa Junior College	Syserco Inc	1501 Mendocino Ave	Santa Rosa
8/11/2023	2023037526	Santa Rosa Junior College	CWS Construction Group	1501 Mendocino Ave	Santa Rosa
8/11/2023	2023037527	Santa Rosa Junior College	Garland DBS	1501 Mendocino Ave	Santa Rosa
8/11/2023	2023037552	Quarry Heights LLC	Quarry Heights LLC	n/a	Petaluma
8/14/2023	2023037779	Roseland Charter School	B T Mancini Co Inc	80 Ursuline Rd	Santa Rosa
8/14/2023	2023037780	Roseland Charter School	Johnston Roofing Inc	80 Ursuline Rd	Santa Rosa
8/14/2023	2023037781	Roseland Charter School	Jacobson Fence Co Inc	1931 Biwana Dr	Santa Rosa
8/14/2023	2023037782	Roseland Charter School	GCCI Inc	80 Ursuline Rd	Santa Rosa
8/14/2023	2023037783	Roseland Charter School	California Bleachers	80 Ursuline Rd	Santa Rosa
8/14/2023	2023037784	Roseland Charter School	North Bay AVS Design	80 Ursuline Rd	Santa Rosa
8/14/2023	2023037810	Quarry Heights LLC	Quarry Heights LLC	2 Lapis Ct	Petaluma
8/15/2023	2023037868	Riverbend Associates LLC	Focus Realty Services Inc	42 Edith St	Petaluma
8/15/2023	2023038010	Brookside Lodge Inc	AK Construction	1681 Kerry Lane	Santa Rosa
8/16/2023	2023038123	Natoli Group 1 LP	MKB Construction	2385 Forse Lane	Santa Rosa
8/17/2023	2023038270	Civic Park Casa Grande	Civic Park Casa Grande	1237 Del Rancho Way	Petaluma
8/17/2023	2023038305	DR Horton Bay Inc	DR Horton Bay Inc	6131 Orchard Place	Rohnert Park
8/17/2023	2023038392	Roseland Charter School	Ahlborn Fence & Steel Inc	950 Sebastopol Rd	Santa Rosa
8/17/2023	2023038393	Roseland Charter School	Ahlborn Fence & Steel Inc	950 Sebastopol Rd	Santa Rosa
8/17/2023	2023038394	Roseland Charter School	North Bay AVS Design	950 Sebastopol Rd	Santa Rosa
8/18/2023	2023038466	Quarry Heights LLC	Quarry Heights LLC	536 Sapphire St	Petaluma
8/18/2023	2023038475	Richmond American Homes	Richmond American Homes	6307 Ocean Place	Rohnert Park
8/18/2023	2023038564	Quarry Heights LLC	Quarry Heights LLC	554 Sapphire St	Petaluma
8/18/2023	2023038602	County of Sonoma	Holly Construction	585 Fiscal Drive # 104f	Santa Rosa
8/18/2023	2023038607	City of Santa Rosa	Argonaut Constructors	Lewrosa Way	Santa Rosa
8/21/2023	2023038701	DR Horton Bay Inc	DR Horton Bay Inc	6142 Orchard Place	Rohnert Park
8/21/2023	2023038798	John Cafaro	Harkey Construction	937 Sundown Trail	Santa Rosa
8/21/2023	2023038799	Arthur Pierce	Harkey Construction	897 Wildwood Trail	Santa Rosa
8/21/2023	2023038801	City of Healdsburg	FRC Inc	133 Matheson St	Healdsburg
8/21/2023	2023038802	City of Healdsburg	BEAM Construction	401 Grove St	Healdsburg
8/23/2023	2023039127	Sonoma State University	Belfor USA Groups Inc	1801 East Cotati Ave	Rohnert Park
8/23/2023	2023039158	Penn Grove Mountain LLC	Willowglen Homes	7416 Wendy Dr	Rohnert Park
8/23/2023	2023039231	City Ventures Homebuilding	City Ventures Homebuilding	353 Semillon Lane	Santa Rosa
8/23/2023	2023039238	City of Petaluma	Dryco Construction Inc	various locals	Petaluma
8/23/2023	2023039263	Quarry Heights LLC	Quarry Heights LLC	543 Sapphire St	Petaluma

## Sonoma County - Claim of Lien

Date	Record	Owner	Value	Claimant
8/14/2023	2023037723	MKB Construction	14,370.00	North Coast Waterproofing Inc
8/14/2023	2023037825	Bill Homen	159,021.16	Marr B Olsen Inc
8/15/2023	2023037955	Kevin Couch	2,506.00	Black Oak Canyon Inc
8/17/2023	2023038388	DesCor Builders	225,975.81	RCX Inc
8/18/2023	2023038636	Da Mai LLC	8,222.83	Luce Excavation Inc
8/21/2023	2023038814	Blue Mountain Const Services	95,520.96	Miller Sheet Metal & Signs
8/22/2023	2023039073	Kendel at Sonoma	85,387.18	Slakey Brothers Inc
8/22/2023	2023039090	Descor Builders	29,085.31	BAM Plumbing
8/23/2023	2023039148	Mark Bartholomew	14,947.47	Greentech Renewables
8/24/2023	2023039372	Scandinavian Design	7,131.21	CWAlIA Building Materials

**Sonoma County - Release of Lien**

<b>Date</b>	<b>Record</b>	<b>Owner</b>	<b>Claimant</b>
8/14/2023	2023037702	2905 Santa Rosa LP	Norman S Wright Mechanical
8/14/2023	2023037703	500 Kawana Springs Rd LP	Norman S Wright Mechanical
8/14/2023	2023037728	Sonoma Real Estate Holding LLC	Newcastle Construction
8/16/2023	2023038091	Tina Heard	Silvermark Construction
8/18/2023	2023038487	James Herbert	Pace Supply Corp
8/18/2023	2023038490	Sonoma Luxury Resort LLC	Samuelson Tingo Construction
8/18/2023	2023038550	BBHVS1 LP	Topcoat Painting Co
8/18/2023	2023038561	BBHVS1 LP	ACS General Contractor
8/18/2023	2023038562	HVS1 Inc	ACS General Contractor
8/22/2023	2023038932	Rainbow Dash LLC	White Cap LP
8/22/2023	2023039119	Hakan Kilccotte	Shamrock Materials