

Disadvantaged Business Enterprise Newsletter

April 2018 - Volume 21 Issue 7



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Feature Article

Why You Should Focus on Connecting with Your Employees

by Richard D. Alaniz

How often have we heard a company owner or representative declare, “Our employees are our most valuable asset,” with relative confidence? Certainly more than occasionally. Some companies have even adopted this claim as their byword. In this era of more-than-full employment and a growing shortage of qualified job applicants in virtually every industry, those words have now become a reality for most employers. The unfortunate fact, however, is that few companies, their owners, their managers or supervisors, have taken that claim to heart.

Despite the increasing difficulty and expense of recruiting and retaining suitable employees, little effort has been made by most employers to actually demonstrate that they truly value those “assets.” In all but a few workplaces, it remains work as usual, with little, if any, effort made to show genuine employee consideration.

While wages are finally trending upward, largely due to the competitive job market, the recent tax overhaul, and state-mandated minimum wage increases, it isn’t always a matter of more money that makes employees feel appreciated. Even today, surveys show that most managers and supervisors believe that what matters most to employees are the tangible things, such as wages, benefits and promotions. Yet, years of studies have confirmed that what is actually most important to the majority of employees is having a boss that genuinely cares about them—one that is fair and makes them feel a part of the company.

No doubt, there are some employees who care more about money and benefits than an employer’s thoughtful attention. But, they would be the exception.

What Should Your Company Do?

So how does a small business owner, manager or supervisor create that employee goodwill and a caring workplace culture? Trite as it may seem, an occasional “Good morning,” or “Thank you for staying late yesterday,” or “I really appreciate your extra effort in completing that project so quickly,” and similar sincere remarks can make a world of difference in how employees feel about their company and management. Over the many years that I have worked with employers, the most successful managers I have known were those who made their employees their paramount concern. How is this done? Most of the time, it is easier than you may think.

One particular plant manager that I knew well, who ultimately became the chairman and chief executive officer (CEO) of his Fortune 500 Company, began each workday by walking the plant floor and engaging every employee he encountered in casual conversation. Sometimes it was about how things were running in his/her department. Other times, it was about their family or how they had spent or intended to spend their vacation. Some days, his tour would take him as long as 2 hours to complete. Despite the fact that there were almost 500 employees in his plant, spread over numerous departments, he knew every employee by name.

I once asked him how he could afford to take so much time each day away from the many critical matters that required his personnel attention as general manager. His answer, as you might expect, was, “There is nothing that I do that is more important than talking with our employees.”

One more example demonstrating caring interest in employees comes from the world’s most successful retailer, Sam Walton. Throughout his long career in building Walmart into the retail giant it has become, Walton frequently

Upcoming Training & Events

April
11

**Personalities for Supervisors:
Putting it All Together**
Wednesday, April 11, 2018
1:00 p.m. - 4:00 p.m. Register
here. Holiday Inn-Rushmore Plaza,
Rapid City, SD



April
17

Feeding the Four Tendencies
Tuesday, April 17, 2018
9:00 a.m. - 12:00 p.m. Register
here. Becker-Hansen Bldg, BHR
Training Room, Pierre, SD



April
19

**Two Heads Are Better Than One:
A Teamwork Experience**
Thursday, April 19, 2018
1:00 p.m. - 4:00 p.m. Register
here. Becker-Hansen Bldg, BHR
Training Room, Pierre, SD



April
25-26

**ISO 9001:2015 Internal Auditor
Training**
Wed -Thurs, April 25-26, 2018
8:30 a.m. - 4:30 p.m. Register
here. Yankton, SD



visited the company stores. He almost always walked through the various departments and engaged employees in conversation. Mostly it was small talk about themselves, their families or how they liked their jobs. He also required that every manager and supervisor know all he/she could about each of his/her employees.

He expected them to know about their families, their spouses' names, how many children they had, their interests and similar personal information. He would occasionally walk in to a department and ask the manager to tell him about a specific employee he pointed out. If the manager was unable to respond in detail, it was made clear that the next time it was asked his/her job would depend on knowing that information. The Walmart employees knew that their boss cared. Despite Walton's passing a number of years ago, that employee focus remains at Walmart to this day.

How Else Can You Show Appreciation?

Giving daily attention to your employees and their concerns is critical and requires a sincere effort. But, it is obviously not the only way to show that as their employer, you truly appreciate what they do to make the company a success. Like the daily greeting or occasional thanks, small gestures can pay big dividends. One midsized meat

industry employer made such a gesture at the beginning of 2017 that some might consider trivial and well-worn. They implemented something that has been around



for years—an incentive program rewarding the production line with the best numbers for the month a chicken luncheon for the entire line.

Almost as importantly, the employees were given additional lunchtime to enjoy their meal. They were joined by the entire management team. This simple method of rewarding employee productivity created such a competition between the production lines that by year's end, plant productivity was up over 8 percent. Here, something seemingly small and low cost paid off in a big way. The company was so pleased with the results that it is exploring other, similar steps to demonstrate its gratitude for the employees' efforts in 2018.

The ways in which to show appreciation for your employees and all they do are only limited by your imagination. Any effort you make, large or small, is effort

well spent. Something as simple as resolving to have everyone in management and supervision make a point of regularly and sincerely thanking their employees for what they do can make a real difference. Singling out employees who have made a difference in front of their peers is another small gesture that speaks loudly to the entire team.

A genuine and caring employee focus will go a long way in helping you retain satisfied and productive employees. All that it requires is your decision to make it happen.

About the Author

Richard D. Alaniz is a partner at Cruickshank & Alaniz, a labor and employment firm based in Houston, Texas. He has been at the forefront of labor and employment law for over forty years, including stints with the United States Department of Labor and the National Labor Relations Board. Alaniz is a prolific writer on labor and employment law and conducts frequent seminars to client companies and trade associations across the country. Questions about this article, or requests to subscribe to receive Alaniz's monthly articles, can be addressed to Alaniz at 281-833-2200 or ralaniz@a-c-law.com.

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Bid Letting

April 18th Bid Lettings

1. BRO 8041(00)01 (PCN 02E6) - Lawrence SWPPP = 1.09 AC; Structure (4-12'x12' RCBC) & Approach Grading; Structure 0.9 miles east of US85S on I90 Service Road (Alcorn Ridge Road) over Polo Creek
2. BRF 2306(00)16-3 (PCN05R5) - Brown SWPPP = 0.53 AC; Structure (86' Continuous Concrete Bridge) & Approach Grading; Structure on 3rd Ave. SE over Moccasin Creek in Aberdeen SN 07-126-328
3. NH-P 0031(28) (PCN 0423) - Haakon, Hughes, Jackson, Stanley SWPPP = 25.50 AC; Culvert Lining; Various Locations in the Pierre and Mobridge Area
4. NH 0014(219)414, NH-P 0012(205) (PCN 03U1, 05LJ) - Brookings, Codington; PCC Pavement Repair and Replace Approach Slabs; Various locations in the Watertown Area, and 4 structures on US14E, east of Volga
5. NH 0018(188)320, NH 0046(62)278 (PCN 04EA, 04T8) - Charles Mix, Gregory SWPPP = 23.00 AC; Cold Milling Asphalt Concrete, Asphalt Concrete Resurfacing, Guardrail & Slide Repair; US18 from US281, east to Pickstown & SD46 1.6 miles of US281 at Pickstown

UPCOMING SDDOT BID LETTINGS

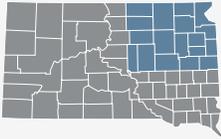
May 2

May 16

May 30



Regional Lettings



Aberdeen Region

4/20/2018

Project: 000P-191 & 000N-191;
PC#i57n & i57q; Beadle County;
Weed Spraying of State Highway
Right-of-Ways in Beadle County.

4/20/2018

Project: 000P-191 & 000N-191;
PC#i57q & i57r; Clark County;
Weed Spraying of State Highway
Right-of-Ways in Clark County.

4/20/2018

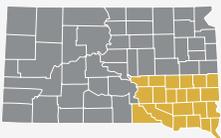
Project: 000P-192 & 000N-192;
PC#i57t & i57u; Buffalo, Hand,
Hughes & Hyde Counties; Weed
Spraying of State Highway Right-
of-Ways in Buffalo, Hand, Hughes
& Hyde Counties.

4/20/2018

Project: 000P-191 & 000N-191;
PC#i57v & i57w; Kingsbury Coun-
ty; Weed Spraying of State High-
way Right-of-Ways in Kingsbury
County.

4/20/2018

Project: 000P-192, 000N-192,
000P-151 & 000N-152; PC#i57x,
i57y, i58a & i58c; Spink County;
Weed Spraying of State Highway
Right-of-Ways in Spink County.



Mitchell Region

No recent additions.

Primes Seeking DBEs



MAINLINE CONTRACTING, INC.

MAINLINE CONTRACTING, INC. requests bids from qualified Disadvantaged Business Enterprises (DBE), Minority Business Enterprises (MBE), and Woman Business Enterprises (WBE), as well as all other subcontractors and suppliers for various items of materials/construction for the East Rapid City Water Expansion Mesa View Estates Subdivision, Radar Hill Road and Morris Lane Water Extensions Project, Rapid City, SD, to be let February 27, 2018 at 2:00 PM MST. Please send, email or call bids to Mainline Contracting, Inc., P.O. Box 3448, Rapid City, SD 57709, Phone (605) 348-7068, Fax (605) 348-8456 or Email jschamber@mainlinecontracting.com.

Mainline Contracting, Inc. is an Equal Opportunity Employer. Plans and specifications may be obtained at the City of Rapid City Engineering Services Office and they may also be obtained at the Construction Industry Center – (605) 343-5252

www.constructionindustrycenter.com
cic@constructionindustrycenter.com



IRON HORSE EXCAVATING / DEAN KURTZ CONSTRUCTION

IHE/DKC TEAM is requesting subcontractor and supplier proposals for, Relocate SPS and Endoscopy, VA Black Hills Health Care System, Ft. Meade, South Dakota. Proposals are due at the office of IHE/DKC Team by 12:00 PM MST, Thursday April 26th 2018. IHE/DKC Team is an Equal Opportunity Employer. We encourage participation by MBE, WBE, DBE, and SDVOSB firms. Any questions concerning this project should be directed to Kasey L. Kurtz at (605) 343-6665. Bids can be faxed to 605-343-5932 or emailed to kasey@deankurtzconstruction.com.

To access the files follow this link: <http://www.deankurtzplans.com/download/2598E89647>, or go to <http://www.deankurtzplans.com>, and enter the Access Key 2598E89647.

Primes Seeking DBEs



SIMON

SIMON CONTRACTORS OF SOUTH DAKOTA, INC.

SIMON CONTRACTORS OF SOUTH DAKOTA INC. will be bidding as a prime contractor on the following SD Department of Transportation project to be let April 4, 2018 at 10:00AM CDT:

Item #5

Asphalt Surface Treatment

Various routes in the Aberdeen Area

NH-P 0011(104) PCN 05KX

We would like to receive a quote from all interested DBE Firms certified with the State of South Dakota on the following contract items.

- Hauling
- Pavement Marking
- Traffic Control

If you have any questions about this project, please contact Dana Coats at 605-394-3300.

A current Certificate of Insurance with (a) Public Liability Insurance, (b) Property Damage Insurance, and (c) Workmen's Compensation coverage per Specifications will be required. Simon is an EEO Employer.



SIMON

SIMON CONTRACTORS OF SOUTH DAKOTA, INC.

SIMON CONTRACTORS OF SOUTH DAKOTA INC. will be bidding as a prime contractor on the following SD Department of Transportation projects to be let April 4, 2018 at 10:00AM CDT:

Item #7

Pierre Area Chip Seal
NH-P0031(34) PCN 05L4

Item #8

Winner Area Chip Seal
P 0073(72)0 PCN 05KN

We would like to receive a quote from all interested DBE Firms certified with the State of South Dakota on the following contract items.

- Hauling
- Pavement Marking
- Traffic Control

If you have any questions about these projects, please contact Dana Coats at 605-394-3300.

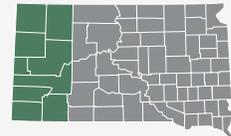
A current Certificate of Insurance with (a) Public Liability Insurance, (b) Property Damage Insurance, and (c) Workmen's Compensation coverage per Specifications will be required. Simon is an EEO Employer.



Pierre Region

4/18/2018

Project: 090WF-391; PC#i4y2;
Jones County; Full Depth Reclamation - Exit 208.



Rapid City Region

No recent additions.

For more information on Regional Lettings please visit the [SDDOT website](#).



S I M O N

SIMON CONTRACTORS OF SOUTH DAKOTA, INC.

SIMON CONTRACTORS OF SOUTH DAKOTA INC. will be bidding as a prime contractor on the following SD Department of Transportation project to be let April 4, 2018 at 10:00AM CDT:

Item #6

Asphalt Surface Treatment – Onida Area
P 6026(07) PCN 04LT

We would like to receive a quote from all interested DBE Firms certified with the State of South Dakota on the following contract items.

- Hauling
- Pavement Marking
- Traffic Control

If you have any questions about this project, please contact Michael Krug at 605-394-3300.

A current Certificate of Insurance with (a) Public Liability Insurance, (b) Property Damage Insurance, and (c) Workmen's Compensation coverage per Specifications will be required. Simon is an EEO Employer.

Open Meeting for DBE Programs

All DBE's and other interested parties are invited to attend an open meeting to provide input prior to developing the DOT's overall DBE goal for the FFY 2019-2021. The meeting will be held in the DOT Commission room at 700 E. Broadway Avenue, Pierre, SD from 10:00 am until 12:00 pm CDT on Thursday May 3, 2018.



Meet a DBE

a people-centered,
asset-based approach to
sustainable mobility and place



community design group

Creating healthy, vibrant and prosperous places through thoughtful planning, design, and implementation.

Real, implementable, and lasting community improvement starts with thoughtful, creative, and inclusive planning. Whether it's bicycle and pedestrian plans and studies, community-led outreach efforts, public engagement, or

placemaking, we understand that solid development must align with the needs of the residents and agencies who call that community home. CDG respects individual communities' unique circumstances and concerns, and actively work with citizens and leaders to craft responsive solutions. Our multi- and inter-disciplinary approach joins urban planning and design, civil engineering, public health, graphic design, communications, and public participation services to solid economic development and policy-making experience. CDG supports the creation of humane, interesting, healthful, and vital environments that allow communities to prosper economically, socially, artistically, and ethically.

WHAT SETS THEM APART

We specialize in sustainable transportation and placemaking. Our productive, community-centered approach engages residents and stakeholders in meaningful consultation and develops consensus around solutions and implementation. Our pedestrian and bicycle planning practice emphasizes the development of safe, connected and inviting non-motorized transportation networks that address the needs of people of all ages and abilities. Our urban design and placemaking approach build on existing assets, mobilize resident participation, and support solutions that improve our communities' urban fabric and built environment.

ADDRESS:

212 3rd Avenue North, Suite 515
Minneapolis, MN 55401

CONTACT PERSON:

Antonio M. Rosell, P.E., AICP | President
arosell@c-d-g.org

WEBSITE:

www.c-d-g.org

PHONE:

(612) 354-2901

CERTIFICATIONS:

- Minority Business Enterprise (MBE)
- Small Business Enterprise (SBE)
- Disadvantaged Business Enterprise (DBE)
- Central Certification CERT Program

SERVICES:

- Bicycle and Pedestrian Planning
- Safe Routes to School
- Placemaking and Urban Design
- Land Use Planning
- Landscape Architecture
- Community Engagement

NAICS CODES:

541320, 541330, 541820

