

Disadvantaged Business Enterprise Newsletter

July 2020



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Paycheck Protection Program has reopened

The Paycheck Protection Program resumed accepting applications July 6, 2020, at 9:00 AM EDT in response to President signing the program's extension legislation. The new deadline to apply for a Paycheck Protection Program loan is August 8, 2020.

Paycheck Protection Program Loan Information

The Paycheck Protection Program is a loan designed to provide a direct incentive for small businesses to keep their workers on the payroll. SBA will forgive loans if all employee retention criteria are met, and the funds are used for eligible expenses. [Click here](#) to read more about PPP loan forgiveness.

How To Apply

You can apply through any existing SBA 7(a) lender or through any federally insured depository institution, federally insured credit union, and Farm Credit System institution that is participating. Other regulated lenders will be available to make these loans once they are approved and enrolled in the program. You should consult with your local lender as to whether it is participating in the program. [View a list of lenders participating in the Paycheck Protection Program by state.](#)

If you wish to begin preparing your application, you can download a copy of the [PPP borrower application form \(revised June 24, 2020\)](#) to see the information that will be requested from you when you apply with a lender.

Welcome new DBE's!

Newly Certified Firms:

Innova Technologies | Las Vegas, NV
innovanv.com

Upcoming Training & Events

July 27

Strategic Planning (webinar)
Monday, July 27, 2020, 4-5pm CDT
[Learn More.](#)

July 30

3 Tips to Publish Your Website with Confidence (webinar)
Thursday, July 30, 2020, 12-1pm CDT
[Learn More.](#)

Aug 13

Business SWOT Analysis Fundamentals - An easy way to ensure your business succeeds (webinar)
Thursday, August 13, 2020, 12-1pm CDT
[Learn More.](#)

Aug 18

South Dakota Virtual Opportunity Zone Summit (webinar)
Tuesday, August 18, 2020, 10am-12:30pm CDT
[Learn More.](#)

Aug 19

3rd Annual Women's Business Conference - Aberdeen
Wednesday, August 19, 2020, 8am-4pm
The Dakota Event Center, Aberdeen, SD
[Learn More.](#)



6 Tips for Staffing Regardless of Market Conditions

How to navigate the challenges of fulfilling local hiring goals

by Gary Klutts

Although many construction projects have been delayed due to COVID-19 restrictions, plenty of projects continue and their staffing needs remain crucial.

Some ongoing construction projects—such as those funded by the government—come with built-in restrictions that make them even more challenging to fulfill. States and other jurisdictions that hire construction contractors often set quotas to ensure that local residents get priority in hiring.

For most construction firms, this demands a two-pronged approach: identifying local workers with the abilities needed to meet local hiring metrics, supplemented by a workforce of remote workers using per diem budgets.

How should your firm navigate these challenges and ensure it's sourcing qualified talent for your project? Below, find six tips to help your firm reach its hiring goals.

1. Get Referrals From Current Employees

Many companies offer financial incentives to current employees who refer successful new hires, operating on the theory that the best workers usually know other good workers. This is a great place to start the recruiting process, since word of mouth is often the most credible marketing technique you can have.

2. Reach Out to Local Students

Local community colleges and technical schools are invested in helping their graduates find jobs. See if you can work with them to conduct mock interviews, offer job shadowing opportunities or otherwise help students prepare to enter the workforce.

In addition to helping you meet potential candidates and find out what they're looking for, it can give you a recruiting advantage over your competition.

3. Look for Skill Adjacencies

Recruit workers who have similar or adjacent skill sets. This approach allows you to “grow your own talent.” You are also upskilling members of the local labor market by helping them become more qualified for a broad range of jobs.

Employers may note that it's difficult to find the time and resources needed to train workers on the job. But having to turn down work, failing to complete a project or suffering a backlog because of understaffing can be even more costly.

4. Emphasize Your Company's Safety Culture

In addition to providing a superior work environment, companies that prioritize safety and health on the jobsite by following Occupational Safety and Health Administration guidelines can build a reputation for valuing their employees. This can be a key differentiator when competing against other employers.

5. Offer Retention Bonuses

Ensuring that your entire workforce stays through the end of your project is crucial to your success. Many employers offer a substantial "project completion bonus" to ensure higher retention. This can also be a smart recruiting move.

6. Outline Career Paths

Most new employees understand the concept of working their way up the ladder, but it can help to explain what that looks like in your world. Someone interviewing for a general labor position may be interested in learning more about project management or field work. Help them see how getting a foot in the door can help them in their long-term career.

Recruiting Qualified Workers From Different Areas

You may face a strictly geographic challenge—there aren't enough specialized workers within commuting distance to fill the required positions. Although contractors may be able to source a certain number of local workers, it is likely that sourcing workers from outside the hiring market will be necessary to fill the volume of positions needed. You may find that some skill sets will be more prevalent in certain areas—concentrate your recruiting efforts there.

One of the biggest challenges for many employers in hiring those workers is the necessity of implementing a complex per diem payment program to reimburse living expenses for those workers. Consider outsourcing this function if your internal resources aren't experienced in per diem programs, since the legal risks for noncompliance can be substantial.

Building a local-first team means uncovering every opportunity to recruit the best workers possible. By tapping new labor pools, training existing workers and being creative with your strategy, you can alleviate any staffing concerns.

Gary Klutts is a strategic initiative executive at Aerotek, specializing in energy and construction. Posted with permission from constructionbusinessowner.com

Bid Letting

August 5, 2020 Bid Lettings

1. BRO 8017(05) (PCN 00Z3) - Custer; SWPPP = 0.71 AC - Structure (21' x 7' Precast RCBC) & Approach Grading - Structure 0.2 miles north of Hermosa over a creek
2. ER 0079(85)160 (PCN 07JR) - Butte; SWPPP = 1.20 AC - Structure (2-12'x12' CIP Box Culvert) & Approach Grading - SD79 - 10 miles NE of SD168 Over Frog Creek
3. NH 0014(222)254 (PCN 05E4) - Hughes - Cold Milling & Asphalt Concrete Resurfacing & Pipe Work - US14 - Fm E of Blunt to the Hughes/Hyde Co Line
4. IM 0294(73)121 (PCN 07T4) - Moody - Rest Area Lighting - I29 - Rest Area at Exit 121 (Ward) - Moody County
5. PH 8052(71) (PCN 04L4) - Pennington - Signing & Delineation - Various County, City, & Township Roads in Pennington County

Invitation to Bid

Invitation to Bid #1 - Project Location: Brookings, SD

Sealed combined bids will be received by the State Engineer on behalf of the South Dakota Board of Regents at the Office of the State Engineer, Joe Foss Building, 523 East Capitol Ave, Pierre, South Dakota 57501-3182 until **July 23, 2020 at 2:00 PM CT for the University Student Union - Student Services Audio Visual Upgrades, South Dakota State University, Brookings, South Dakota OSE# R0320--25X/AV.**

There will be on line pre-bid meeting via Zoom on July 16, 2020 at 1:00 PM CT. This pre-bid meeting is optional. Zoom information: Meeting URL: <https://sdstate.zoom.us/j/92243874439> Meeting ID: 922 4387 4439; Phone one-tap: US: +16699006833,,92243874439# or +12532158782,,92243874439#. Bidders wishing to view the site will need to schedule a walkthrough with Keith Skogstad at SDSU. Campus contact is Keith Skogstad, 605-695-6364, Keith.Skogstad@SDSTATE.EDU. OSE contact is Brandon Carda, 605-295-1570, brandon.carda@state.sd.us.

Copies of the Plans and Specifications may be obtained by bidders at the office of Architecture Incorporated, 415 South Main Avenue Sioux Falls, SD 57104. A/E Contact: Mitchell Aldinger, 605-339-1711, mitchellaldinger@architectureinc.com. Anyone requesting, reviewing, or copying Plans and Specifications for this project agrees that they are doing so for the sole purpose of submitting a bid on the project. Bidder further agrees the Plans and Specifications are the sole property of the State.

Invitation to Bid #2 - Project Location: Pierre, SD

Sealed combined bids will be received by the State Engineer on behalf of the South Dakota Bureau of Information & Telecommunications at the Office of the State Engineer, Joe Foss Building, 523 East Capitol Ave, Pierre, South Dakota 57501-3182 until **July 23, 2020 at 3:00 PM CT for the Becker Hansen Bldg., Room A100 Electrical Switchgear Analysis, Capitol Complex, Pierre, South Dakota, OSE# ACC20--21X.**

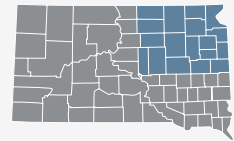
There will be an on-site pre-bid meeting on July 14, 2020 at 10:00 AM CT in the DOT Conference Room A101. All bidders can meet at the front lobby of the Becker-Hansen Building. This pre-bid meeting is optional but is the bidders only opportunity to review the site. Campus contact is Brent Gill, 605-773-3344, Brent.Gill@state.sd.us. OSE contact is Kristine Schlomer, Kristine.Schlomer@state.sd.us.

Copies of the Plans and Specifications may be obtained by bidders at the office of West Plains Engineering, 4609 S. Techlink Circle, Sioux Falls, SD 57106. A/E Contact: Sara Norstrom, 605-362-3753, Sara.Norstrom@WestPlainsEngineering.com. Anyone requesting, reviewing, or copying Plans and Specifications for this project agrees that they are doing so for the sole purpose of submitting a bid on the project. Bidder further agrees the Plans and Specifications are the sole property of the State.

Invitation to Bid #3 - Project Location: Sioux Falls, SD

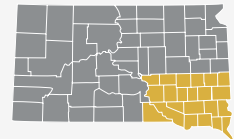
Sealed bids for the construction of airport improvements on the site of the Sioux Falls Regional Airport, Sioux Falls, South Dakota will be received by the **Sioux Falls**

Regional Lettings



Aberdeen Region

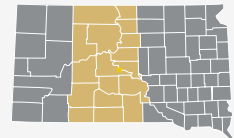
There are currently no lettings in this region.



Mitchell Region

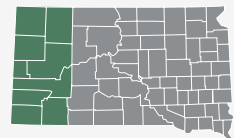
7/21/2020

Project: IM 0908(106)362; PC# 082T; I90 WB Salem Rest Area - McCook County; Sewage Lagoon Grading and Lift Station (Mit Area)



Pierre Region

There are currently no lettings in this region.



Rapid City Region

7/30/2020

Project: 000I-469; PC# i61c; I-90 near Black Hawk; Widen Median Shoulder, Reset Guardrail and Install High Tension Cable Guard-rail between Service Road and Interstate 90.

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

Regional Airport Authority, Sioux Falls, South Dakota until 2:00 PM CT on July 28, 2020. All bids will be publicly opened and read aloud at Sioux Falls Regional Airport Terminal Building, 1st Floor Airport Authority Board Room (across from Subway), 2801 Jaycee Lane, Sioux Falls, South Dakota.

The bid documents are to be mailed or delivered to Dan Letellier, Executive Director, Sioux Falls Regional Airport Authority, 2801 Jaycee Lane, Sioux Falls, South Dakota 57104 and shall be sealed and endorsed, "Airport Improvements, Sioux Falls Regional Airport, AIP No. 3-46-0050-055-2020".

The proposed work includes the following: Reconstruct Runway 3-21 Approach Ends, Construct Runway 3-21 Shoulders, Install New High Intensity Runway Lighting System, Reconstruct Runway 21 MALSR Threshold Bar, and Associated Work Items.

Project work items include, but are not limited: concrete & asphalt pavement removal, unclassified excavation, subbase, crushed aggregate base, concrete pavement, concrete joint sealing, asphalt pavement, pavement marking, pavement grooving, edge drains, seeding, mulching, airfield signage, airfield lighting, airside traffic control and miscellaneous items.

Plans and specifications are on file and may be seen at the office of the Executive Director, Sioux Falls Regional Airport Authority, 2801 Jaycee Lane, Sioux Falls, South Dakota and at the office of KLJ, 5110 E. 57th St, Sioux Falls, South Dakota.

Copies of the plans and specifications and other bidding contract documents may be obtained by payment of \$120.00 from KLJ, Inc., 5110 E. 57th St, Sioux Falls, South Dakota 57108 for each set so obtained. KLJ shall, upon request, furnish at least one copy of the plans and specifications, without charge, to each contractor resident in South Dakota who intends, in good faith, to bid upon the improvement project. KLJ may require the return of the copy at the time of the opening of bids. An optional, complete set of digital project bidding documents are available at www.kljeng.com "Projects for Bid" or www.questcdn.com. You may download the digital plan documents for \$36.00 by inputting Quest project #7102084 on the website's Project Search page. Please contact QuestCDN.com at 952-233-1632 or info@questcdn.com for assistance in free membership registration, downloading, and working with this digital project information. Contact KLJ at 701-355-8400 if you have any questions.

Invitation to Bid #4 - Project Location: Spearfish, SD

Sealed bids for the construction of airport improvements on the site of the **Black Hills Airport / Clyde Ice Field, Spearfish, South Dakota will be received by the City of Spearfish, Spearfish, South Dakota until 1:30 PM MT on July 30, 2020.** All bids will be publicly opened and read aloud in the City Council Chambers, City Hall, 625 North 5th Street, Spearfish, South Dakota.

The bid documents are to be mailed or delivered to Ms. Michelle DeNeui – City Finance Officer; City of Spearfish; 625 N. 5th Street – Second Floor; Spearfish, South Dakota 57783 and shall be sealed and endorsed, "Airport Improvements, Black Hills Airport / Clyde Ice Field, AIP No 3-46-0065-027-2020".

The proposed work includes the following: Construct perimeter wildlife exclusion fence, gates, gate operators and associated items.

Plans and specifications are on file and may be seen at the Office of Building and Development; City of Spearfish; 625 N. 5th Street – Second Floor; Spearfish, South Dakota and at the office of KLJ; 330 Knollwood Drive, Rapid City, South Dakota, 57701.

Copies of the plans and specifications and other bidding contract documents may be obtained by payment of \$65.00 from KLJ, Inc., 330 Knollwood Drive, Suite A, Rapid City, South Dakota, 57701 for each set so obtained. KLJ shall, upon request, furnish at least one copy of the plans and specifications, without charge, to each contractor resident in South Dakota who intends, in good faith, to bid upon the improvement project. KLJ may require the return of the copy at the time of the opening of bids. An optional, complete set of digital project bidding documents are available at www.kljeng.com "Projects for Bid" or www.questcdn.com. You may download the digital plan documents for \$20.00 by inputting Quest project # 7199422 on the website's Project Search page. Please contact QuestCDN.com at 952-233-1632 or info@questcdn.com for assistance in free membership registration, downloading, and working with this digital project information. Contact KLJ at 701-355-8400 if you have any questions.