

South Dakota Disadvantaged Business Enterprise

Newsletter

February 2024



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Three Ways to Keep
Employees Engaged

Conducting a Market Analysis: How to Do it and Why You Should

by Project Solutions Inc. Team

Business owners start companies because they see a need and possess the capabilities or skill sets necessary to address that need. Whether knowing it or not, every business owner has conducted some form of a market analysis during this entrepreneurship. Terms like “market,” “market analysis,” and “marketing” have been used interchangeably for so long that they have started to lose their unique meaning and purpose.

A market analysis is a concentrated effort to learn more about the potential customers, needs, and workspace for your business. Having a thorough understanding of your market will help you predict changes, chart out opportunities, and mitigate threats. As such, it's important to know precisely what you're looking for and how to find it.

Defining Your Market

You offer a service or a product. Is there a need or desire for that service or product? Are there other companies selling the same service or product? What are their costs? Who are their vendors? What trends are occurring around your region and the country that could affect your business or operations?

These are just some of the questions you're striving to find answers to. These answers are what define your market, the space where your business will either succeed or fail. A market can be broken down into three components:

1. Your potential (and actual) customers
2. Your competition
3. Your industry

1. Zero In On Your Target Customers

Cash flow is the life blood of any business, and that comes from customers. The deeper you understand your customers' challenges and needs, the better you can position your company to meet those challenges and needs. Being in tune with your customers' buying habits and knowing when and how they purchase your services will help you define your target customers and your marketing efforts.



If you're a new business or a seasoned business that is struggling to find work, you need to learn if there are enough potential customers and work for your business, also known as demand. There may be ways to expand or tweak your business's capabilities to better serve the needs of your customer base.

During this customer research phase, it's also important to identify the most promising prospects, stakeholders, and key players. As a subcontractor, it's extremely advantageous to know the most commonly used prime contractors and their specific challenges and needs.

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If you're having trouble figuring out where to start when researching customers, it helps to define what your target customer looks like. They may be a general contractor, a government procurement officer, or even a private client. Try to identify specific characteristics of the people and businesses who you believe are most likely to purchase your product or service. Additionally, by homing in on your target customer, you will have a strong focus for your marketing activities.

2. Evaluate the Competition

Knowing your competition is just as essential as understanding your potential customers. The more precisely another business targets your customer base, the more vital it is for you to develop compelling reasons for customers to choose your business instead of theirs. That's only possible when you know what you're up against.



Start your evaluation with your most direct competitors. In other words, the businesses targeting the same customers as you. Find out what services they offer and at what price. What services or products do your competitors provide that you don't or can't?

An effective approach to evaluating your competition is completing a competitive Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis. The process is the same as conducting a SWOT analysis of your own company, but now you're thinking from the perspective of your competitors. By comparing your own SWOT analysis with a competitor's, you'll easily be able to identify the areas to capitalize on and the areas where your weaknesses lie.

Be aware not to fall into the trap of viewing your competition solely as adversaries. You can learn a lot about the industry and best practices from your competition. Take advantage of mentorship and partnership opportunities where possible. More importantly, create those opportunities to meet and partner up. Always forge relationships with contacts before you need help from them.

3. Exist in Your Industry

You should already be familiar with the geographical area you are willing and able to work in. The next step is to identify the needs of that area. What projects are happening and at what level? You can search for federal, state, and local highway construction projects on each respective website. For example, project and bid letting information for highway construction projects in South Dakota can be found [here](#).

If you work in a niche market, there's potential for high profits and little competition. However, all profitable markets will either have competition or will develop competition. To keep competitive, you'll need to stay current on pricing, trends, and customer needs.

There are also external factors that affect your business, which expand well past your region. Business owners need to understand the geographical, economic, and political climate of their industry. Keep track of the general economic conditions in your area. General forecasts for your city or region can give you an idea of whether economic upturns or downturns are on the horizon.

Remain cognizant of how advancement in technology and laws will change how you operate your business and deliver your service or product. Find ways to incorporate foreseen trends that aren't being adopted by your competition.

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Conducting a Market Analysis

Now that you have a firm understanding of what a market is and what you're looking for, let's focus on how to execute a market analysis.

Market research is the process of testing your assumptions about the location, customer base, pricing, and demand for your business. While you can pay firms to conduct sizeable and complicated demographic studies, market research does not have to be an expensive or arduous process. It comes down to defining the basic three components of a market: customers, competition, and industry.

1. Customers

Identify specific characteristics of the people and businesses who you believe are most likely to purchase your product or service. Outside of researching this information on your own through public demographic studies, local business publications, reports, or internet searching, you can go straight to the source – your actual customers.

Networking, attending industry events, meeting with procurement officers and contractors, and scheduling introductions and meetings with customers are all ways you can learn their needs directly. Remember to take advantage of any face time to ask questions that answer the research questions about your market.

Ask yourself:

- Who are your target customers?
- What products or services do they need?
- Where and how do they purchase a product or service?
- What do they typically pay for your type of product or service?

2. Competition

You can apply a lot of the same methods used for customer research to competitor research as well. Be aggressive about finding the threats to your business. Having a knowledge of your competition and what they offer is an integral part of that process. When speaking with your target customers, find out who they typically work with and why.

You can also conduct a competitive SWOT analysis to learn your competition's strengths and weaknesses. Use this information as the basis for your value proposition when soliciting potential customers. Show your customers that you are aware of their available options, and are able to speak on your competitor's merits and specifically where you outperform.



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Ask yourself:

- What do they offer?
- What do they charge?
- Who are their customers?
- What do they provide that I don't or can't?
- What do they do better than I do?
- How many direct competitors are there? How many are DBEs?

3. *Industry*

Learning about your industry can be as simple as subscribing to a business or industry newsletter, becoming a member of a professional organization, watching news coverages, or following pages related to your industry. Subscribing to reputable, national trade journals can be extremely insightful on the trends of your industry, but also expensive. A good tip is to check your local library to see if they subscribe. You may be able to read these journals for free.

Speaking with seasoned contractors and community leaders can also shed a lot of light on industry trends as well. Keep in mind that asking the right questions can garner a lot of useful market information.

Ask yourself:

- What challenges is my industry facing?
- What are the latest trends in my industry?
- What does the future hold for my industry?
- What geographical, economic, or political factors may impact my industry?
- What are the industry standard practices for conducting operations in my business?

Analyzing the Results

Equipped with the right information, you will be in the best position to make strategic decisions about your company. Customer research should help you identify how much demand is actually available for your business. You should also be tracking your most promising clients and be familiar with how they solicit work. The competition research should outline your direct competitors and how many businesses are competing for the same work. You should be able to determine if there's enough demand and space for your company, as well as how your product or service compares to your competition. The industry research should help prepare you for what's to come. Infrastructure developments, population increases, political and legal shifts can all play a significant role in affecting your business, for better or worse.



No matter where your company is at, or how profitable it may be, conducting periodic market analyses is important. A well-executed analysis lets you visualize the whole field and all the players. Armed with that knowledge and insight, you strategize the best way to compete... and win.

Did you know?

There are more bidding opportunities listed on the SDDBE website? The website has expanded the bidding opportunities section to include opportunities that expand beyond transportation projects. Check back often to get the latest!

South Dakota DBE Program

[HOME](#)[BIDDING OPPORTUNITIES](#)[SUPPORTIVE SERVICES & RESOURCES](#)[FAQ](#)[CONTACT US](#)

Current Contracting Opportunities

Bid Openings

1. Capitol Complex, Multiple Buildings Tuck Pointing; Pierre, SD – due 2/14/24
2. Campus Tunnel System, Storm Water Improvements, CAT 5.6, University of South Dakota; Vermillion, SD – due 2/15/24
3. East Hall, Window Replacement, Dakota State University; Madison, SD – due 2/15/24
4. Capitol Building, Roof Replacement, Capitol Complex; Pierre, SD – due 2/20/24
5. Health Laboratory, New DOH Public Health Laboratory, Capitol Complex; Pierre, SD – due 2/21/24
6. Electrical Eng/Physics, EEP Renovation, South Dakota School of Mines & Technology; Rapid City, SD – due 2/27/24
7. School of Law, Interior Renovation, University of South Dakota; Vermillion, SD – due 2/27/24
8. Campus Wide, Tuckpointing & Joint Repair – Masonry Phase 3, South Dakota State Penitentiary; Sioux Falls, SD – due 2/27/24
9. Campus Wide, ARPA Storm Water Renovation, Cat 5.6, Western Dakota Tech; Rapid City, SD – due 2/29/24
10. Sylvan Lake, Game Lodge, Sewer Study, Sewer Repairs CAT 5.2, Custer State Park; Custer, SD – due 3/1/24
11. Add'l Wastewater Lagoon & Dump Station Expansion, Cat 5.18, Angostura Reservoir; Hot Springs, SD – due 3/6/24

Upcoming Training & Events

Feb. 27 **Government Contracting Starter Pack**
Virtual Webinar
Tue., February 27, 2024
4:00 - 5:00 PM CST | Free
[Learn More & Register>](#)

Mar. 12 **4th Annual Women's Small Business Transportation Summit**
Virtual Summit
Tue., March 12, 2024
10:00 AM - 3:30 PM CDT | Free
[Learn More>](#)

Mar. 7 **AI Skills Building Meetup**
Startup Sioux Falls
Sioux Falls | SD
Thur., March 7, 2024
4:30 PM CST | Free
[Learn More>](#)

Mar. 28 **Women's Business Conference**
The DEC
Aberdeen | SD
Thur., March 28, 2024
9:00 AM - 3:30 PM CDT
Cost: \$99 (through February 27)
[Learn More>](#)

Upcoming Bid Lettings

For February 21, 2024

1. P-PH 0025(76)132 (PCN 04KU), Clark, 3 Grading & Interim Surfacing, SD25 - Fm N of the N Jct of SD28 N 6.3.
2. BRO-B 8050(82), BRO-B 8050(83) (PCN 085K, 085L), Minnehaha, Structure (3-12'x7' CIP RCBC, 3-10'x7 CIP or Precast RCBC) & Approach Grading, Structure 1 N & 0.3 W of Renner on 257th St over Silver Creek SN 50-208-130 Structure 2.9 N & 1 E of Corson on 483rd Ave over a Tributary to Split Rock Creek SN 50-290-131.
3. IM 0901(207)29 (PCN 091Q), Meade, Bridge Deck Polymer Chip Seal, I90 E & W - 0.4 W of US14A Interch over Bear Butte Ck, 0.9 NW of Sturgis Interch over Dolan Ck Rd; I90 EF - 2.2 N of Exit 44 over Elk Ck.

For February 27, 2024

1. IM-EM-NH-TA 0909(46)406, NH-P-TA 0011(118)80 (PCN 4433, 062V), Minnehaha, Interchange Reconstruction, Replace Str Bridge ((2) 222' Steel Girder Bridges, 185' Prestressed Girder Bridge), Lighting, PCC Surfacing, Retaining Walls, I90 - Exit 406 (Corson/Brandon); SD11 - Fm Redwood Blvd to Ash St in Brandon & 260th St Intersection in Corson.
2. 18-0022 () (PCN X06E), Minnehaha, Watermain and Sanitary Sewer Line Adjustments, I90 Along the North and South Side from the Railroad Crossing to Exit 406, SD11 Along the West and East Side from Redwood Blvd. to I90.
3. P-PH 0015(76)128 (PCN 04HL, Deuel, Grading, Structure (9x9 CIP or Precast RCBC) & Interim Surfacing, SD15 - Fm SD28 N to Clear Lake.

For March 6, 2024

1. NH 0212(209)346 (PCN 06PF), Clark, Codington, Cold Milling, Asphalt Concrete Resurfacing, Pipe Work & Permanent Vehicle Classification System, US212 - Fm the E City Limits of Clark to the Beginning of the Concrete near Watertown; US212 E & W, EF & WF - Fm 19th St to 458th Ave in Watertown.
2. NH 0033(41) (PCN 08RN), Bennett, Gregory, Tripp, Joint & Spall Repair, Joint Seal, Asphalt Concrete Surfacing of Shoulders, Various Routes in the Winner Area.
3. PH 0040(356) (PCN 09F3), Lawrence, Meade, Pennington, Guardrail Replacement, Various Locations in the Rapid City Region.
4. NH-P 0042(98) (PCN 096V), Butte, Harding, Lawrence, Meade, Perkins, Asphalt Surface Treatment, Various Locations in the Belle Fourche Area.
5. IM-NH-P 0020(224) (PCN 08P7), Aurora, Charles Mix, Clay, Davison, Gregory, Hanson, Hutchinson, McCook, Turner, Union, Yankton, Concrete Penetrating Sealer, Various Location Throughout the Mitchell Region.
6. NH 0115(61)76 (PCN 0950), Lincoln, Traffic Control Signals, SD115 N & S - Tiger Way Jct.
7. IM 0909(104)398, IM 0292(96)73, IM 2292(114)0 (PCN 09HW, 09HX, 09HY), Lincoln, Minnehaha, Chain Link Fence Repair, Clearing, Sioux Falls.

Primes Seeking DBEs



February 7, 2024

To All Participating MBE/WBE/DBE Contractors, T&R Contracting, Inc. is soliciting bids from MBE/WBE/DBE firms for the following project(s), which are being let at **10:00 AM on February 27, 2024.**

SDDOT #1 – INTERSTATE 90 & SD HIGHWAY 11 Brandon, SD - Minnhaha County Project No. IM-EM-NH-TA 0909(46)406 & NH-P-TA 0011(118)80 PCN 4433 & 062V

SDDOT #2 – INTERSTATE 90 & SD HIGHWAY 11 – Watermain & Sanitary Sewer Brandon, SD - Minnehaha County Project No. CIP 18-0022 PCN X06E

If you are interested in quoting any portion of these project(s), we would appreciate your bid in our office by 12:00 PM on February 26, 2024.

You may mail, fax, or email your quote to the address(s) and/or fax number below.

_____ No, we will not be quoting job #1. _____ Yes, we will be quoting job #1.

_____ No, we will not be quoting job #2. _____ Yes, we will be quoting job #2.

Company Name

Signature

Please mark, sign, and email your response to us at the email address below.

Thank you,

Ryan Gulbrandson quotes@tandrcontracting.com

February 9, 2024

To All Participating MBE/WBE/DBE Contractors, T&R Contracting, Inc. is soliciting bids from MBE/WBE/DBE firms for the following project, which is being let at **2:00 PM on February 29, 2024.**

Sioux Falls Regional Airport Sioux Falls, South Dakota AIP #3-46-0050-064-2024

If you are interested in quoting any portion of this project, we would appreciate your bid in our office by 12:00 PM on February 28, 2024.

You may mail, fax, or email your quote to the address(s) and/or fax number below.

_____ No, I will not be quoting. _____ Yes, I will be quoting.

Company Name

Signature

Please mark, sign and fax or email your response to us at the fax or email address below.

Thank you,

Connor Christensen Project Manager connor@tandrcontracting.com

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2915 22nd Avenue South Brookings, SD 57006
Telephone (605) 693-3557 Facsimile (605) 693-3589

REQUEST FOR SUBCONTRACTOR QUOTES

Bid Date: February 27th @ 10:00 AM

Project No: Letting Item #3 P-PH-0015(76)128 PCN-04HL

Location: Watertown Area

Project Description: Hwy 15 – Fm Hwy 28 N. to Clear Lake
Grading & Interim Surfacing

We will be bidding prime on the above project. We would appreciate any quotes on the following items:

1. *Traffic Control*
2. *Erosion Control*
3. *Fencing*
4. *Asphalt Milling*
5. *Asphalt Surface Treatment*
6. *Survey/Staking*
7. *Concrete*

-We will still be accepting any other quotes from any other subcontractor who would like to quote any work on the project listed above.

Plans may be obtained through the SDDOT site:

<https://apps.sd.gov/HC65BidLetting/ebslettingsdetail1.aspx?args=0F03BFE651C4DAE8BD672B735F125432D65DD5280E141469>

Quotes may be emailed to Cole Schneider c_schneider@bowesconstruction.com until 6:00 PM the day before the Bid Letting.

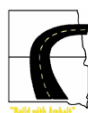
Thank you in advance for your timely response.

_____ Yes, we will be quoting.

_____ No, we will not be quoting.

Name of Firm

Contact Name



Dakota Asphalt Pavement Association Inc.



Invitation to Bid

Invitation to Bid #1:

The Office of the State Engineer on behalf of the South Dakota Bureau of Human Resources and Administration

Electronic bids will be accepted by the State Engineer on behalf of the South Dakota Bureau of Human Resources and Administration at https://www.sd.gov/cs?id=sc_cat_item&sys_id=99e9f0291b3375107471748d9c4bcb25 until **February 20, 2024 at 2:00 PM CT** for the **Capitol Building, Roof Replacement, Capitol Complex, Pierre, South Dakota**, OSE# ACC22--07X/SWMR.

There will be an on-site pre-bid meeting on **February 13, 2024 at 1:00 PM CT**. All bidders can meet at the Capitol State Building in the Buildings & Grounds Conference Room in the Capitol Basement. This pre-bid meeting is optional for any bidders to submit for the project and is the only opportunity to review the site. Campus contact is Brent Gill, 605-773-3344, brent.gill@state.sd.us. OSE contact is Kristine Day, kristine.day@state.sd.us 605-773-2434.

Copies of the Plans and Specifications may be obtained by bidders at the office of ISG, Inc., 101 South Reid Street, Suite 202, Sioux Falls, SD 57103. A/E Contact: Kyle Fisel, 605-910-4732, kyle.fisel@isginc.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.

Each bid in excess of \$100,000.00 must either pre-mail a certified check, cashier's check, or draft in the amount of 5% of the base bid and all add alternates and drawn on a State or National Bank to the Office of the State Engineer, Joe Foss Building, 523 East Capitol Ave, Pierre, SD 57501-3182, or upload a copy of their 10% bid bond to their electronic bid issued by a surety authorized to do business in the State of South Dakota and made payable to the Bureau of Human Resources and Administration of the State of South Dakota. The BHRA reserves the right to reject any or all bids and to waive any irregularities therein. All active bids can be found here: <https://boa.sd.gov/state-engineer/adv-advertisements.aspx>

Office of the State Engineer

Published twice at the total approximate cost of_____.

Invitation to Bid #2:

The Office of the State Engineer on behalf of McGough / Puetz Joint Venture

Electronic bids will be accepted by the State Engineer on behalf of McGough / Puetz Joint Venture via the electronic bidding platform until **February 21, 2024 at 2:00 PM CT** for the **Health Laboratory, New DOH Public Health Laboratory, Capitol Complex, Pierre, South Dakota**, OSE# ACC22--28X. Please see project manual for specific bid times and individual links to the electronic bidding platform for each bid package.

There will be an On-Site Pre-Bid meeting on **February 6, 2024 at 1:00 PM CT**. All Bidders can meet at the Health Lab, 1st Floor Large Conference Room. This pre-bid meeting is optional but is the bidders only opportunity to review the site. OSE Contact is Kristine Day, 605-773-2434, Kristine.Day@state.sd.us.

Copies of the Plans and Specifications may be obtained by bidders at the Office of McGough / Puetz Joint Venture, 114 South Main Ave. Suite 100, Sioux Falls, SD 57104. Contact: Tanner Solberg, 605-595-2995, tanner.solberg@mcgough.com. Anyone requesting, reviewing, or copying Plans and Specifications for this project agrees that

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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.

Each Bid in excess of \$100,000.00 must either pre-mail a certified check, cashier's check, or draft in the amount of 5% of the base bid and all add alternates and drawn on a State or National Bank to the Office of the State Engineer, Joe Foss Building, 523 East Capitol Ave, Pierre, SD 57501-3182, or upload a copy of their 10% bid bond to their electronic bid issued by a surety authorized to do business in the State of South Dakota and made payable to the McGough / Puetz Joint Venture. The McGough / Puetz Joint Venture reserves the right to reject any or all bids and to waive any irregularities therein. All active bids can be found here: <https://boa.sd.gov/state-engineer/adv-advertisements.aspx>

Office of the State Engineer

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Invitation to Bid #3:

The Office of the State Engineer on behalf of the South Dakota Board of Regents

Electronic bids will be accepted by the State Engineer on behalf of the South Dakota Board of Regents at https://www.sd.gov/cs?id=sc_cat_item&sys_id=ee7c6b471b3bf9104794ed39bc4bcb2e until **February 27, 2024 at 3:30 PM CT** for the **School of Law, Interior Renovation, University of South Dakota, Vermillion, South Dakota, OSE# R0621--15X.**

There will be an On-Site Pre-Bid Meeting on **February 13, 2024 at 10:00 AM CT.** All Bidders can meet at School of Law East Entrance along E Cherry St, Vermillion, SD. This Pre-Bid Meeting is optional but is the Bidders only opportunity to review the site. Campus Contact is Jordynne Mart, 605-658-3313, Jordynne.Mart@usd.edu. OSE Contact is Sara Norstrom, 605-280-6606, Sara.Norstrom@state.sd.us.

Copies of the Plans and Specifications may be obtained by Bidders at the office of CMBA Architects, 302 Jones Street, Suite 200 Sioux City, IA 51101. A/E Contact: Courtney Koch, 712-274-2933, Koch.c@cmbaarchitects.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.

Each bid in excess of \$100,000.00 must either pre-mail a certified check, cashier's check, or draft in the amount of 5% of the base bid and all add alternates and drawn on a State or National Bank to the Office of the State Engineer, Joe Foss Building, 523 East Capitol Ave, Pierre, SD 57501-3182, or upload a copy of their 10% bid bond to their electronic bid issued by a surety authorized to do business in the State of South Dakota and made payable to the Board of Regents of the State of South Dakota. The BOR reserves the right to reject any or all bids and to waive any irregularities therein. All active bids can be found here: <https://boa.sd.gov/state-engineer/adv-advertisements.aspx>

Office of the State Engineer

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Invitation to Bid #4:

The Office of the State Engineer on behalf of the South Dakota Department of Corrections

Electronic bids will be accepted by the State Engineer on behalf of the South Dakota Department of Corrections at https://www.sd.gov/cs?id=sc_cat_item&sys_id=660b676687088610c3ea85570cbb3597 until **February 27,**

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2024 at 2:30 PM CT for the Campus Wide, Tuckpointing & Joint Repair - Masonry Phase 3, South Dakota State Penitentiary, Sioux Falls, South Dakota, OSE# C1222--02X/SWMR.

There will be an on-site pre-bid meeting on **February 13, 2024 at 9:15 AM CT**. All bidders can meet at South Dakota State Penitentiary, Garage Conference Room. Refer to project manual for special conditions regarding photos. This pre-bid meeting is optional but is the bidders only opportunity to review the site. Campus contact is Kyle Evans, 605-367-5180 OSE contact is Jennifer Walz, jennifer.walz@state.sd.us 605-367-7163.

Copies of the Plans and Specifications may be obtained by bidders at the office of Michael J Burns Architects LTD, 824 Center Avenue, Moorhead, MN 56560. A/E Contact: Ryan Siggerud, 218-233-6620, Ryan@mjbald.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.

Each bid in excess of \$100,000.00 must either pre-mail a certified check, cashier's check, or draft in the amount of 5% of the base bid and all add alternates and drawn on a State or National Bank to the Office of the State Engineer, Joe Foss Building, 523 East Capitol Ave, Pierre, SD 57501-3182, or upload a copy of their 10% bid bond to their electronic bid issued by a surety authorized to do business in the State of South Dakota and made payable to the Bureau of Administration of the State of South Dakota. The BOA reserves the right to reject any or all bids and to waive any irregularities therein. All active bids can be found here: <https://boa.sd.gov/state-engineer/adv-advertisements.aspx>

Office of the State Engineer

Published twice at the total approximate cost of _____.

Invitation to Bid #5:

The Office of the State Engineer on behalf of the South Dakota Board of Technical Education (BTE)

Electronic bids will be accepted by the State Engineer on behalf of the South Dakota Board of Technical Education (BTE) at https://www.sd.gov/cs?id=sc_cat_item&sys_id=e469258687c482106093bbf6cebb35e4 until **February 29, 2024 at 3:30pm MT** for the Campus Wide, ARPA Storm Water Renovation Cat 5.6, Western Dakota Tech, Rapid City, South Dakota, OSE# TCW23--01X/ARPA.

There will be an on-site pre-bid meeting on **February 15, 2024 at 10:00am MT**. All bidders can meet at the Badlands Building conference Room on campus. This pre-bid meeting is optional but is the bidders only opportunity to review the site. Campus contact is Bob Grimsrud, 605-718-2953, robert.grimsrud@wdt.edu. OSE contact is Steve Mezger, steve.mezger@state.sd.us 605-549-0121.

Copies of the Plans and Specifications may be obtained by bidders at the office of FMG, 3700 Sturgis Road, Rapid City, SD 57702. A/E Contact: Jerry Foster, 605-342-4105, jfoster@fmgengineering.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.

Each bid in excess of \$100,000.00 must either pre-mail a certified check, cashier's check, or draft in the amount of 5% of the base bid and all add alternates and drawn on a State or National Bank to the Office of the State Engineer, Joe Foss Building, 523 East Capitol Ave, Pierre, SD 57501-3182, or upload a copy of their 10% bid bond to their electronic bid issued by a surety authorized to do business in the State of South Dakota and made payable to the Bureau of Human Resources and Administration of the State of South Dakota. The BHRA reserves

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the right to reject any or all bids and to waive any irregularities therein. All active bids can be found here: <https://boa.sd.gov/state-engineer/adv-advertisements.aspx>

Office of the State Engineer

Published twice at the total approximate cost of_____.

Invitation to Bid #6:

The Office of the State Engineer on behalf of the South Dakota Department of Game, Fish & Parks

Electronic bids will be accepted by the State Engineer on behalf of the South Dakota Department of Game, Fish & Parks at https://www.sd.gov/cs?id=sc_cat_item&sys_id=0813698e878482106093bbf6cebb354b until **March 7, 2024 at 2:30 PM MT** for the **Sylvan Lake, Game Lodge, Sewer Study, Sewer Repairs CAT5.2, Custer State Park, Custer, South Dakota**, OSE# G2123--06X/ARPA.

There will be an on-site pre-bid meeting on **February 20, 2024 at 10:00 AM MT**. All bidders will meet at the Custer State Park, Creekside Lodge, 13389 US Hwy 16a, Custer SD 57730. This pre-bid meeting is optional but is the bidders' only opportunity to review the site. Campus contact is Jayme Severyn, 605-910-4379, jayme.severyn@state.sd.us. OSE contact is Cami Widvey, 605-910-4799, cami.widvey@state.sd.us.

Copies of the Plans and Specifications may be obtained by bidders at the office of KLJ Engineering, 18 E. Main Street Suite 125, Rapid City, SD 57701. A/E Contact: Tim Hartmann, 605-872-5004, tim.hartmann@kljeng.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.

Each bid in excess of \$100,000.00 must either pre-mail a certified check, cashier's check, or draft in the amount of 5% of the base bid and all add alternates and drawn on a State or National Bank to the Office of the State Engineer, Joe Foss Building, 523 East Capitol Ave, Pierre, SD 57501-3182, or upload a copy of their 10% bid bond to their electronic bid issued by a surety authorized to do business in the State of South Dakota and made payable to the Bureau of Human Resources and Administration of the State of South Dakota. The BHRA reserves the right to reject any or all bids and to waive any irregularities therein. All active bids can be found here: <https://boa.sd.gov/state-engineer/adv-advertisements.aspx>

Office of the State Engineer

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Invitation to Bid #7:

The Office of the State Engineer on behalf of the South Dakota Department of Game, Fish & Parks

Electronic bids will be accepted by the State Engineer on behalf of the South Dakota Department of Game Fish and Parks (GFP) at https://www.sd.gov/cs?id=sc_cat_item&sys_id=b4c0dd108750c250428042e8cebb3512 until **March 6, 2024 at 3:30 PM MT** for the **Add'l Wastewater Lagoon, & Dump Station Expansions Cat 5.18, Angostura Reservoir, Hot Springs, South Dakota**, OSE# G2123--05X/ARPA.

There will be an on-site pre-bid meeting on **February 21, 2024 at 10:00 AM MT**. All bidders can meet at Main Park Entrance Conference Room. This pre-bid meeting is optional but is the bidders only opportunity to review the site. Campus contact is Andrew Kathman, 605-745-6996, Andrew.Kathman@state.sd.us. OSE contact is Steve Mezger, steve.mezger@state.sd.us 605-549-0121.

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Copies of the Plans and Specifications may be obtained by bidders at the office of AE2S, 1560 Concourse Drive Rapid City SD 57703. A/E Contact: Ron Williams, 605-341-7800, ron.williams@ae2s.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;

Each bid in excess of \$100,000.00 must either pre-mail a certified check, cashier's check, or draft in the amount of 5% of the base bid and all add alternates and drawn on a State or National Bank to the Office of the State Engineer, Joe Foss Building, 523 East Capitol Ave, Pierre, SD 57501-3182, or upload a copy of their 10% bid bond to their electronic bid issued by a surety authorized to do business in the State of South Dakota and made payable to the Bureau of Human Resources and Administration of the State of South Dakota. The BHRA reserves the right to reject any or all bids and to waive any irregularities therein. All active bids can be found here: <https://boa.sd.gov/state-engineer/adv-advertisements.aspx>

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Welcome New DBEs!

Newly Certified Firms:

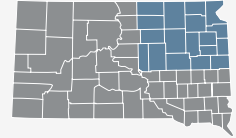
Tran Products, LLC dba Polygon Solutions

Computing Infrastructure Providers, Data Processing, Web Hosting,
and Custom Computer Programming Services

Contact: info@polygonsol.com | (614) 204-4263



Regional Lettings



Aberdeen Region

2/22/2024

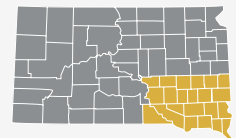
0009-168 | i7e6 | Aberdeen Area (Brown, Day, Edmunds, Faulk, Marshall, McPherson & Spink Counties) | Aberdeen Area Bridge Deck Sweeping.

2/22/2024

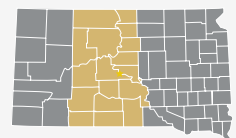
0009-168 | i7e7 | Huron Area (Beadle, Buffalo, Clark, Kingsbury, Hand, Hyde, & Spink Counties) | Huron Area Bridge Deck Sweeping.

2/22/2024

0009-168 | i7e8 | Watertown Area (Brookings, Codington, Deuel, Grant, Hamlin, Moody & Roberts Counties) | Watertown Area Bridge Deck Sweeping.



Mitchell Region



Pierre Region

Three Ways to Keep Employees Engaged

Employee engagement is crucial to business growth and sustainability. Employees that are actively engaged will be more devoted, productive, and fulfilled in their work life. In recent years, employee engagement numbers have exhibited a declining trend, which is a cause for concern for businesses. Research has shown that there is a clear connection between employee engagement and company prosperity. The benefits of higher employee engagement include:

- Greater productivity
- Lower turnover
- Improved performance
- Better recruiting success
- Higher earnings



According to a January 2022 Gallup report, actively engaged employees accounted for 32% of the workforce while actively disengaged employees accounted for 18%. The ratio of engaged to disengaged employees dropped to 1.8-to-1, the lowest ratio in the United States since 2013.

Fortunately, it's not all bad news. According to a recent article by Gallup, employee engagement numbers have made a slow crawl back up, but there is still plenty room for improvement. If employee engagement is so critical to organizational success, what methods can we implement to ensure our team is fully engaged? Before we start looking at employee engagement practices, however, let's look at reasons why employees feel disengaged.

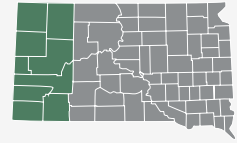


Employee Disengagement

Employee disengagement is not a problem with employees. It doesn't stem from a lack of intelligence or idleness. It's a foundational problem with the workplace culture. Disengagement is often defined by its symptoms, which include slow working tempo, lack of interest in work, easy and prolonged distraction, and minimal output. If these are the recognizable symptoms of disengagement, what is the virus? While there can be many answers to this question, most of them are tied to one of these three root causes:

- Lack of purpose
- Limited growth opportunities
- Lack of recognition

Regional Lettings Continued



Rapid City Region

2/27/2024

000P-471 | i7dj | Hwy 85 south of Belle Fourche | Construct a bus pullout on Hwy 85 south of Belle Fourche.

[For listings please visit the SDDOT website's Regional Lettings here](#)

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Deficiencies in these core engagement pillars lead to disengagement at all levels within an organization. If your organization is experiencing employee disengagement issues, reflect on these three pillars. How does your firm address each one of these? What does that look like from the employee's perspective?

We know the symptoms. We know the virus. Now what's the cure?

Sense of Purpose

Purpose and meaning are important to employees and lead to a successful work environment. Helping employees see the impact of their work on the company and others around them will lead to a purpose-driven mindset. Managers can foster a sense of purpose in the workplace by building a bridge between what they do and the mission, vision, and values of the company. Most employees need to feel and believe that what they do matters. By aligning their work with the success of the company, employers can see an increase in engagement and overall job satisfaction. By making it clear to employees that they are part of the bigger picture, you can connect daily actions with organizational results. To help employees find their purpose at work, ask them:



- How do you want to make a difference in your current role?
- What have you successfully completed that garnered a lot of attention?
- What projects and tasks do you take on because you believe you are the best person to do it?
- What do you like about your job?

Helping employees define and recognize their work purpose will go a long way to engaging them with their role in the company.



Increase Growth Opportunities

Opportunity for growth is a major incentive to engage your team. By investing in training and educational opportunities, employers are demonstrating the value of their team and preparing them for more responsibility. Helping employees grow and develop professionally allows businesses to increase job satisfaction and develop a culture of learning at all levels. Empowering your employees to grow into recognized leadership roles will yield a more equipped pool of employees, ready to take on bigger challenges as they

develop their confidence and knowledge. When employees can visualize a future with the company, they are more likely to stay engaged. To keep on top of how employees feel about their future within your organization, you should routinely ask them:

- Is your promotion path clear to you?
- How much opportunity do you feel you have for professional growth in this organization?
- How well do you feel supported when exploring potential professional opportunities within our organization?
- Do you feel like you'll have the opportunity to reach your full potential at this organization?

Keeping a finger on the pulse and actively listening to the input of your employees and how they feel about their potential in your organization will go a long way in solidifying employee engagement.

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Give Recognition

Without a doubt, employee recognition is an integral part of any employee engagement strategy. Regardless of title or position in a company, everybody deserves recognition, acknowledgement, and appreciation for the daily moments that demonstrate their commitment to excellence. Employees who are noticed, valued, and recognized for their efforts often demonstrate great behaviors and increased engagement. A recognition program doesn't have to be costly or complicated, but it does have to be personal and genuine to be successful. To create a positive culture of recognition that helps drive strong employee engagement, consider for a moment the last time you gave or received recognition at work, then ask yourself:

- Was it meaningful?
- What made it memorable?
- Does recognition happen frequently enough in our workplace?
- Do our employees see it happening, or do they learn about it after the fact?

The answers to these questions should help drive your recognition program. A good program is ongoing and consistent and becomes a permanent fixture in the culture of the organization. By embracing the power of recognition, your team will notice results almost immediately, and your employee engagement will remain strong.

Employee engagement is not just an employer's responsibility. Employees themselves must be an active part of the engagement process. With proper implementation of some of these ideas to combat disengagement, you will be doing your part to help employees stay engaged and productive for your company. By giving them a sense of purpose, growth opportunities, and recognition, your employees will be happier, and your business will prosper.

