

South Dakota Disadvantaged Business Enterprise

Newsletter

February 2025



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Employee Retention Strategies for Small Businesses

by Project Solutions Inc. Team



Employee retention is critical to the health and longevity of small businesses, where the turnover of even small numbers of staff members can have a significant impact on productivity and profitability of companies that have limited resources with which to recruit, train, and pay new hires. Frequent turnovers cause a drop in productivity while replacements are training, and reduce consistency and client satisfaction, resulting in lower profits for the company and reduced morale for its staff. With that in mind, establishing employee retention strategies is vital for the growth of small businesses, and these four strategies can dramatically improve the retention rates without requiring many extra resources.

- **Provide Competitive Compensation**

Providing proper compensation is by far the most important thing a company can do to improve employee retention. If employees do not feel that they are being paid what their time and effort is worth, they will leave for other employers. When developing compensation packages for your employees, it's important to research both the cost of living in your area and the industry standard rates for positions you want to fill. If employees are not making enough money to live comfortably in the location from which they are working, they will likely feel like they need to leave to survive. Similarly, if your competitors are providing better compensation, high performing employees will be more likely to feel that those competitors better value their expertise.

Strong initial offerings aren't enough to retain employees forever, though. Costs of living are constantly rising, as are compensation expectations. Research should be done regularly to ensure your offerings aren't slipping in relation to inflation or competitors and raises should be offered where salaries have fallen behind. It's important to remember that it will almost always cost more money to hire and train a new employee than it will to improve the salary and benefits of a current employee, so offering raises to your employees makes them feel valued, improving their commitment and productivity, and saves you money in the long term.

- **Allow Flexible Scheduling Where Possible**

Covid-19's increase in remote work revealed a lot of useful information about the way humans work best. The pandemic saw a rapid rise in remote work, and studies done of that period revealed that, for many people in many positions, remote work improved productivity. The improved work-



life balance, lack of distractions and stressors added by commutes and office environments, and the safety and comfort of the home all have a marked increase on the mental and physical wellbeing of employees, which translates directly to higher quality work. Not every job can be performed remotely, but where possible, offering remote or hybrid work schedules increases employee happiness and commitment, and thereby increases retention.

Flexible work isn't just about working from home, however. Allowing for flexible scheduling of work hours has also been shown to increase productivity and happiness, as it allows employees to choose the hours that best fit their lifestyle and work at times when they are at their most productive. Where possible, reducing the hours or days that employees are expected to work without reducing their pay has also been shown to increase productivity and retention by reducing burnout and improving mental health.

When employees are allowed to choose when and where they work, they feel respected and valued, more committed, and less likely seek other employment.

- **Provide Clear Communication**

Clear and consistent communication is one of the most important things a company can provide to increase employee retention. Unclear expectations, confusing instructions, lack of opportunities for input, and uncertain growth opportunities are some of the most common reasons for departures, and all of them can be mitigated by providing clear communication throughout an employee's time at your company.

A strong onboarding process that sets clear expectations, introduces company culture, and connects new hires with experienced employees and managers can quickly integrate them and make them feel welcomed and respected. This increases their chances of staying long-term. Once the onboarding is complete, ensuring that employees continue to receive clear instructions and expectations while they work has been shown to reduce burnout and improve mental health, as has providing employees with clear and safe avenues to provide feedback on how their time at the company can be improved.

It's also important to foster avenues for communication between employees of the same seniority. Employees that feel connected to those around them and involved in the company culture are more likely to form friendships and less likely to leave the company where they can be around those friends. Giving employees time to socialize and organizing events for your staff can help improve those connections, but it's important not to force participation. Allow staff to participate as they feel comfortable and give them opportunities to provide suggestions on what forms of social interaction work best for them.



Some level of turnover is inevitable in any company, but this can be another opportunity for useful communication. Providing exit surveys and interviews with staff as they leave will help you identify trends in departures and show you where your company can improve in the future.

- **Implement A Human Resource Management System (HRMS)**

Modern HRMS systems generally include turnover risk dashboards which offer insights into retention trends in your company. By tracking trends and patterns in when and why people leave, concerns that may be hard to notice become more obvious. Certain departments might have higher rates of burnout over time, while a lack of clear growth opportunities might be pushing staff in other departments to look for work elsewhere.

Reviewing HRMS information can identify these trends and allow your company to work on reducing those sources of dissatisfaction, while also highlighting employees who are approaching key turnover points. If an employee is in their fourth year in a department where a five-year turnover is common and a lack of internal growth opportunities has been mentioned at several recent exit interviews, scheduling a meeting to discuss that person's career goals and how upcoming opportunities at the company might fit into them can reduce the chances of departure.

Improving employee retention requires a combination of proactive strategies and reactive individual support, but by putting in the work to make their staff feel valued by the company, connected with their coworkers, and respected as human beings, companies can dramatically improve their retention rates and in so doing improve their productivity and profitability as well as the health and happiness of the people that work for them.

Announcement



ACDBE GOALS SET

The Cheyenne - Eagle Butte Airport Association hereby announces its proposed Disadvantaged Business Enterprise (DBE) participation goal of **1.4%** for FAA-funded contracts/agreements.

The proposed goal and its attendant methodology are available for inspection between 8:00 a.m. and 5:00 p.m. Monday through Friday at 209 Main Street, Eagle Butte, SD until February 16, 2025.

The **City of Mobridge** hereby announces its proposed Disadvantaged Business Enterprise (DBE) participation goal of 4% for FAA-funded contracts/agreements. The **City of Mobridge** estimates that in meeting the established overall goal of **4%** it will obtain 0% from RN participation and 4% through RC measures. The proposed goal pertains to federal fiscal years 2024 through 2026. A teleconference will be held **February 25, 2025 at 9:30 a.m.** central standard time for the purpose of consulting with stakeholders to obtain information relevant to the goal-setting process.

Microsoft Teams meeting
Join on your computer, mobile app or room device
<https://tinyurl.com/bdh4x6mx>

Join with a video conferencing device
webexsip@m.webex.com
Video ID: 116 127 684 8 <https://tinyurl.com/mryfzb3>

Or call in (audio only)
+1 701-526-4434,,382413445# United States, Fargo
Phone Conference ID: 382 413 445#

The proposed goal and its attendant methodology are available for inspection between 8:00 a.m. and 5:00 p.m. Monday through Friday at City of Mobridge, 114 1st Ave East, Mobridge, SD, for 30 days from the date of this publication.

Comments on the DBE goal will be accepted for 30 days from the date of this publication and can be sent to the following:

Heather Beck
City Administrator/Finance Officer
114 1st Avenue E
Mobridge, SD 57601
605-845-3509 cityhall@westriv.com

Upcoming Training & Events

Feb. 25 **HR for Small Businesses - Session 3 - Onboarding & Performance Management**
The Joy Center
1351 St. Joe Street, Spearfish, SD 57783
Tuesday, Feb. 25, 2025
3:00 P.M. CT | \$25
[Learn More>](#)

Feb. 27 **Fall Protection Foundations: Goals, Culture, and Programs**
Webinar
Thursday, Feb. 27, 2025
1:00 P.M. CT | Free
[Learn More>](#)

Mar. 4 **Learn the SEO Basics and Boost Your Website Traffic**
Webinar
Tuesday, March 4, 2025
12:00 P.M. CT | Free
[Learn More>](#)

Mar. 5 **5 Ingredients for a Profitable Email Marketing Strategy**
Webinar
Wednesday, March 5, 2025
12:00 P.M. CT | Free
[Learn More>](#)

Mar. 26 **Challenges and Best Practices for Specialty Contractors - Insights from Industry Leaders**
Webinar
Wednesday, March 26, 2025
1:00 P.M. CT | Free
[Learn More>](#)

Invitation to Bid

Invitation to Bid #1:

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=b3ae09ae473e9610701588ff336d435b until **February 24, 2025 at 4:00 PM CT** for the **Delzell, Classrooms 216/217 & Restroom Renovations, University of South Dakota, Vermillion, South Dakota**, OSE# R0625—03X.

There will be an on-site pre-bid meeting on **February 18, 2025 at 11:00 AM CT**. All bidders can meet at the Service Center in Conference Room 111 near E Campus Drive in Vermillion, SD. This pre-bid meeting is optional but is the bidders only opportunity to review the site. Campus contact is Brian Muehlbeier, 605-658-3311, Brian.Muehlbeier@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/advadvertisements.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 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=dd62c5aa47fa9610701588ff336d4383 until **February 26, 2025 at 2:30 PM CT** for the **DakotaDome, Pool Area Renovation, University of South Dakota, Vermillion, South Dakota**, OSE# R0625--02X.

There will be an On-Site Pre-Bid Meeting on **February 18, 2025 at 1:00 PM CT**. All bidders can meet at the Southeast Entrance of the DakotaDome, Vermillion, SD. This pre-bid meeting is optional but is the bidders only opportunity to review the site. Campus Contact is Brian Muehlbeier, 605-658-3311, Brian.Muehlbeier@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 Stone Group Architects, 600 E 7th Street, Sioux Falls, SD 57103. A/E Contact: Beau Fey, 605-271-1144, Beauf@stonegrouparchitects.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>

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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=0350f61347cb5a10854b61d2e16d43ac until **February 27, 2025 at 4:00 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, 2025 at 10:00 AM CT**. All Bidders can meet at the School of Law, Board Room 133 on E Cherry Street in 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>

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Invitation to Bid #4

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=934563e8971fd6106c7db631f053afe1 until **March 4, 2025 at 2:00 PM CT** for the **Barnett Center, Locker Room Remodel, Northern State University, Aberdeen, South Dakota**, OSE# R0124--16X.

There will be an on-site pre-bid meeting on **February 18, 2025 at 11:00 AM CT**. All bidders can meet at Physical Plant building conference room (2nd floor). This pre-bid meeting is optional but is the bidders only opportunity to review the site. Campus contact is Monte Mehlhoff, 605.626.7779, monte.mehlhoff@northern.edu. OSE contact is Steven Palmer, steven.palmer@state.sd.us.

Copies of the Plans and Specifications may be obtained by bidders at the office of COOP Architecture, 1108 S Main Street Suite 102, Aberdeen, SD 57401. A/E Contact: Steven Savonen, 605.725.4852, steven@co-oparch.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>

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Did you know?

Following a review by the Federal Highway Administration, the South Dakota Department of Transportation (SDDOT) has adjusted the triennial goal for its Disadvantaged Business Enterprise (DBE) Program to 5.93%. This adjustment reflects the department's commitment to ensuring fair and equal opportunities for disadvantaged businesses in the transportation sector. You can view the goal methodology used by the state here: [SDDOT Methodology for Determining Overall DBE Goal](#)

Welcome New DBEs!

Newly Certified Firms:

Highway Construction Products, LLC

Supplier - Highway Construction Materials

Contact: delaine@highwayconstructionproductsllc.com

(715) 778-5813

P.O. Box 117, Spring Valley, WI 54767

My3Tech, Inc.

Computer System Design Services, Consultant -

Scientific & technical services, Computer Programming Services,

Other Computer Related Services

Contact: prakash@my3tech.com | (734) 658-7616

1601 N Harrison Ave Suite 2B, Pierre, SD 57501

Paralegal Consultants LLC dba Prism Consulting

Office administrative services, Consultant - Administrative Management,

Consultant - General Management Services, Other Legal Services,

Convention and Trade Show Organizers

Contact: valerie@paralegalconsultant.com

2080 24th Ave NE, Naples, FL 34120

VeAssis, LLC

Office administrative services,

Consultant - Administrative Management,

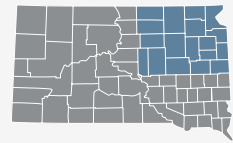
Consultant - General Management Services, Facilities Support Services,

Temporary Help Services, Business Support Services

Contact: stephanie.lane@veassis.com | (512) 508-3611

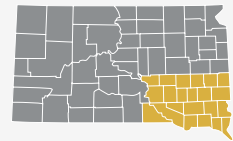
16637 Cordillera Dr., Round Rock, TX 78681

Regional Lettings



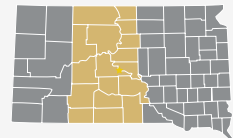
Aberdeen Region

None.



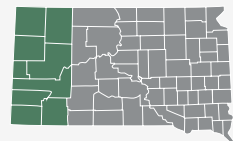
Mitchell Region

None.



Pierre Region

None.



Rapid City Region

None.

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



Building Relationships with Prime Contractors –

Why It's Important and How to Do It Effectively

Disadvantaged Business Enterprises (DBEs) play a critical role within the contracting industry because they bring unique perspectives, drive innovation, and contribute to a more competitive market. However, breaking into large-scale projects and securing sustainable work can be challenging and without strong relationships with Prime Contractors, extremely difficult. Establishing and maintaining these relationships is crucial for DBEs looking to expand their opportunities, increase revenue, and contribute meaningfully to major public and private sector projects.



Why Building Relationships with Prime Contractors Matters

For DBEs, forming strong relationships with Prime Contractors is more than just networking—it is a strategic business necessity. These relationships open doors to larger projects and new markets, providing opportunities for growth and increased revenue. By collaborating with Prime Contractors, DBEs can access valuable resources, expertise, and networks that enhance their competitiveness. Additionally, strong partnerships help DBEs meet regulatory requirements and secure a steady stream of contracts, ensuring long-term business sustainability. Here are some benefits DBEs can gain by these partnerships:

- **Economic Impact:** DBEs contribute significantly to the economy by creating jobs and fostering innovation. By partnering with Prime Contractors, DBEs can access larger projects and markets, leading to increased revenue and business growth.
- **Innovation and Efficiency:** Diverse teams bring different perspectives and ideas, leading to more innovative and efficient project outcomes. This collaboration can result in better problem-solving and project execution.
- **Increased Business Opportunities:** By forming solid relationships with Primes, DBEs increase their chances of being invited to bid on projects and form strategic alliances that lead to long-term work.
- **Access to Larger Contracts:** Many government and corporate contracts require DBE participation. Prime Contractors seek qualified DBEs to meet these requirements, making collaboration a win-win situation.
- **Mentorship and Capacity Building:** Prime Contractors can provide guidance, mentorship, and technical assistance, helping DBEs enhance their capabilities and gain valuable industry insights. Prime Contractors often have access to resources, expertise, and networks that DBEs may lack. By collaborating, DBEs can leverage these assets to enhance their capabilities and competitiveness.
- **Enhanced Credibility and Reputation:** Working with reputable Prime Contractors helps DBEs build credibility. By consistently demonstrating reliability, quality, and professionalism in their work, DBEs can build a strong reputation with Prime Contractors. This trustworthiness not only enhances their chances of securing future contracts but also helps build long-term, mutually beneficial partnerships.

- **Financial Stability:** By consistently securing contracts through Prime relationships, DBEs can maintain steady cash flow and invest in business growth and development.

Building Relationships with Prime Contractors – How to Do it Effectively

Understanding the importance of these relationships is essential and DBEs must take proactive steps to build and nurture them effectively. These key strategies will help DBEs foster meaningful and mutually beneficial relationships with Prime Contractors:

1. Research and Identify the Right Prime Contractors

DBEs should start by identifying Prime Contractors that align with their industry, values, and long-term business goals. This can be done by:

- Reviewing government and corporate bid opportunities that require DBE participation.
- Researching Prime Contractors with a track record of working with DBEs.
- Analyze Competitors: Look at similar companies already working with Prime Contractors. Understanding their operations and partnerships can provide insights into potential opportunities for your business



Identify Key Players: Research the key players in your industry and their subcontracting needs. This can help you target the right Prime Contractors who are likely to need your services

2. Utilize DBE Certification and Market Your Business Effectively

Once certified, DBEs should actively market their businesses by:

- Creating a professional capability statement outlining core competencies, past performance, and differentiators.
- Developing a compelling online presence with a professional website and presence on platforms like LinkedIn. Follow Prime Contractors, engage with their content, and connect with their representatives to stay informed about opportunities.

Engaging in outreach efforts such as email campaigns, networking events, and industry forums.

3. Attend Pre-Bid Meetings and Networking Events

One of the best ways to connect with Prime Contractors is by attending pre-bid meetings, procurement fairs, and matchmaking events hosted by government agencies and industry associations. These events offer DBEs direct access to decision-makers, providing opportunities to:

- Introduce their business and capabilities.
- Learn about upcoming project opportunities.
- Establish direct contacts with procurement officers and Prime Contractor representatives.

4. Build a Strong Reputation Through Performance

Prime Contractors are more likely to work with DBEs that have a proven track record of delivering quality work on time and within budget. To establish a strong reputation:

- Ensure compliance with project specifications and industry standards.
- Demonstrate reliability, professionalism, and adaptability.
- Request testimonials and references from past clients to showcase successful project completion.

5. Foster Relationships Beyond the Initial Contract

Building long-term relationships requires ongoing effort. After securing work with a Prime Contractor, DBEs should:

- Maintain open communication and provide progress updates.
- Be proactive in problem-solving and demonstrating added value.
- Express interest in future opportunities and seek feedback on performance.

6. Collaborate and Partner Strategically

Instead of viewing relationships with Prime Contractors as purely transactional, DBEs should seek to build strategic partnerships that create mutual benefits. This may include:

- Forming joint ventures or teaming agreements to bid on larger projects.
- Offering specialized skills or expertise that complement the Prime Contractor's capabilities.
- Demonstrating a willingness to adapt and expand service offerings based on project needs.

7. Stay Informed About Industry Trends and Opportunities

The construction and contracting industry is constantly evolving, with new regulations, technologies, and best practices emerging regularly. DBEs that stay informed and adapt to industry changes can offer valuable insights and innovative solutions to Prime Contractors. To stay informed, try:

- Subscribing to industry publications and attending relevant training sessions.
- Engaging with trade associations and advocacy groups.
- Participating in professional development programs to enhance skills and expertise.



While DBE certification is a valuable asset, it is not a guarantee of success. Building and maintaining strong relationships with Prime Contractors requires hard work, dedication, and a commitment to excellence. DBEs must go beyond their certification by consistently delivering high-quality work, demonstrating reliability, and maintaining professionalism in all interactions. By doing so, they can build a solid reputation and foster long-term, mutually beneficial partnerships that drive business growth and sustainability. Ultimately, the key to success lies in trust, performance, and strategic collaboration. By consistently demonstrating value and reliability, DBEs can position themselves as indispensable partners to Prime Contractors, which will help expand their opportunities, increase revenue, and contribute meaningfully to major public and private sector projects.

Upcoming Bid Lettings

Letting Date - 03/05/2025

1. IM 0909(92)387 (PCN 06G8); Minnehaha SWPPP = 24.60 AC; Interchange Reconstruction, Structure (258' Steel Girder Bridge), PCC Surfacing, Sidewalk; I90 - Exit 387 (Hartford)
2. P 6353(00) (PCN 08CU); Minnehaha SWPPP = 6.55 AC; Urban Grading, PCC Surfacing, Curb & Gutter, Storm Sewer, Shared Use Path, Sidewalk, Lighting; Western Ave - Fm N of I90 Exit 387 to Mickelson Rd in Hartford
3. BRO 8014(38), BRO 8014(39), BRO 8034(36), BRO 8068(18) (PCN 08NG, 08NH, 08NN, 08NR); Clay, Hutchinson, Yankton SWPPP = 0.32 AC; Structure Removal (91' Steel Thru Truss, 152' Steel Thru Truss, 24.5' Steel Girder, 55' Steel Pony Truss); 314th St. Str. No. 14-088-170; 314th St. Str. No. 14-133-170; Ash St. Str. No. 34-063-072; 429th St. Str. No. 68-010-134
4. BRO-B 8003(39) (PCN 08MG); Beadle SWPPP = 1.63 AC; Structure (5-12x8 CIP RCBC) & Approach Grading; Structure 4.5 N & 4.0 W of Wolsey on 383rd Ave over Cain Ck SN 03-070-104
5. EM-PH-PP 0013(49)121 (PCN 05EX); Brookings SWPPP = 115.00 AC; Shoulder Widening, Cold Milling, Asphalt Concrete Resurfacing, Replace Str (4-12x12 CIP RCBC), Pipe Work; SD13 - Fm SD324 to US14; Str 0.8 S of US14 Over Medary Ck
6. P TAPR(52) (PCN 09G2); Minnehaha SWPPP = 2.50 AC; PCC Shared Use Path; Dell Rapids - Along 474th Ave fm W 7th St to SD115 & Along 474th Ave fm 15th St to W 10th St
7. NH 0041(184) (PCN 09L4; Pennington; Asphalt Surface Treatment; Various Locations in the Rapid City Area
8. NH-P 0032(46) (PCN 09L1); Campbell, Corson, Dewey, McPherson, Walworth; Asphalt Surface Treatment; Various Routes in the Mobridge Area
9. IM-P 0022(96) (PCN 0975); Lincoln, McCook, Minnehaha; Asphalt Surface Treatment; Various Locations in the Sioux Falls Area
10. NH 0042(97) (PCN 0968); Butte, Meade, Ziebach; Rout & Seal; Various Locations in the Belle Fourche Area
11. P 0012(318) (PCN 09KR); Codington, Grant; Rout & Seal; Various Locations in the Watertown Area
12. PH 0020(211) (PCN 06UA); Regionwide; Rumble Stripes; Various locations on the local system in the Mitchell Region
13. NH 0081(114)0 (PCN 07DH); Yankton; ADA, Modify Intersection, Signals; US81 - Fm SD50 to 23rd St in Yankton
14. PH 8048(04) (PCN 04JH); Mellette; Signing & Delineation - Gravel Roads ONLY; Various County, City, & Township Roads in Mellette County

