

South Dakota Disadvantaged Business Enterprise

Newsletter

August 2025



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Attending Trade Shows: Maximizing ROI



Attending trade shows can be a game-changer for small businesses, offering unparalleled opportunities to network, showcase products, and gain valuable insights into industry trends. However, they require strategic planning to see beneficial returns. This article will explore practical steps you can employ to ensure your small business gets the most out of trade shows. This article assumes you are setting up a physical booth, but that's not required for results.

Have a Goal

Having a presence at a trade show can be a costly and time-consuming endeavor, so before you begin, make sure you have a specific goal that attending a trade show will help you achieve. It might be expanding awareness of your brand within your industry, advertising the launch of a new project, gaining new customers, or something else entirely, but it should be specific and valuable. It should also be measurable, so try to frame your goal in a way that allows you to quantify the results of your trade show attendance.

Pick the Right Shows

Not all trade shows are equally valuable for all businesses. Do research before you commit to attending a specific show to make sure it is worth your time. A good trade show should focus on your industry, suit your business size, be nearby, and attract your target customers. Monitoring the trade shows that your competitors attend can provide valuable insights and pose certain challenges that should be considered in your decision-making process. Many trade shows make information on attendees public, so review the material they provide about past and upcoming events. If there are gaps in information you want answered, don't be afraid to reach out and ask the organizers questions. Doing so can give you information as well as potential opportunities to collaborate with the organizers themselves.

Determine Your Budget

Many business owners are surprised by the cost of attending a trade show and end up spending too much or being disappointed by their offerings. To avoid this, you should decide on your budget before you begin making specific plans, so you can always operate with your funding limits in mind. As a baseline, you will need to account

for the price of attending, the cost of your display as well as the cost of getting your display to the venue, the salaries and travel expenses of personnel, and the cost of extra goodies like freebies and bespoke marketing material.



Develop an Engaging Booth

Your booth will likely be the first impression other attendees will have of your business, so it needs to be good. However, it does not need to break the bank. What's important is that it's easily identifiable and memorable, so do your best to implement your branding into every aspect of your booth. It's also worth making sure that that branding includes interesting shapes and colors rather than just words. People find shapes easier to remember than words, so having a logo that pops can generate a lot of interest, even if the display is just a small table with a tablecloth and a banner. Whatever design you come up with, make sure that it supports your goal. If you want to create connections, adding a lounge area can help by encouraging people who are tired from walking around the trade show to sit down at your display, giving your staff a chance to strike up a conversation. If you want to advertise a new product, including installations that allow customers to interact with that product can make a big impact.

Choose your Staff Carefully and Train them Specifically

Sending your entire company to trade shows is unrealistic, so choosing who goes to shows and who stays behind is a crucial decision. Ideally, the people who are manning your booth should be upbeat, outgoing, and knowledgeable about your business. If possible, you will want at least two or three attendees. This allows your business to cover more ground at the show by letting some of your staff take breaks to recover their energy or walk around and engage with the rest of the trade show without leaving your display unattended. It also increases the feeling of activity around your booth and makes it more likely that your personnel can engage a variety of customers. You can further increase your staff's ability to speak to varied needs by sending personnel from different departments of your business. For example, instead of sending two salespeople, it might be worth sending one salesperson with a developer who is an expert on the technical aspects of a product you want to advertise.

Once you have chosen your team, train them for the specific needs of the trade show. Have them rehearse product demonstrations, or roleplay interactions with potential customers. It can also be useful to have them practice setting up your booth, so that they know how early they need to arrive to get set up before trade show begins.

Advertise your Attendance

Simply attending a trade show relies entirely on people happening upon your booth and being interested. You can significantly increase awareness of your presence by advertising your booth ahead of time. Post your plans to attend on social media and send personal messages to priority customers. Include information on the location of your booth, as well as any times at which your business will be speaking or giving presentations so that customers know when and where to find you.

Be Proactive

Once the event begins, make sure that you aren't just waiting for people to come to you. Move around the event and strike up conversations. Invite people nearby to check out your space. Be liberal about giving out your business cards and freebies to potential customers who pass by. You never know who might become interested in your offerings once they've established a personal connection. When people do approach you, you can be proactive by asking questions and gauging their needs so that you can tailor your pitch to each customer and improve your chances to create a connection.



Follow Up

The people attending trade shows interact with a lot of people over a very small period, so they might be really interested in doing business with you in the moment but forget over the course of the event. If you have been proactive about getting the contact information of people you interact with, taking the time to send a personal message in the form of an email, a phone call, or something else that feels appropriate can go a long way to making you stand out when they return to work and take stock of their new opportunities.

Trade shows can be a powerful investment for small businesses, but success depends on more than simply showing up. By setting clear goals, carefully selecting the right events, managing your budget, creating an engaging booth, training the right staff, promoting your attendance, actively engaging during the event, and following up afterward, you can turn a trade show into a high-return opportunity for growth. With thoughtful preparation and consistent action, your presence at a trade show can strengthen your brand, expand your network, and open doors to lasting business relationships.

Upcoming Training & Events

Aug. 26 **Choosing the Right Business Structure**
Webinar
Tues., August 26, 2025
11:00 A.M. CT | Cost: Free
[Learn More>](#)

Sept. 9 **Mentor Protégé & Empower to Grow Programs**
Webinar
Tues., September 9, 2025
2:00 P.M. CT | Cost: Free
[Learn More>](#)

Aug. 28 **Facility Safety Fundamentals**
Webinar
Thurs., August 28, 2025
1:00 P.M. CT | Cost: Free
[Learn More>](#)

Sept. 10 **Grow Your Contractor Business With Modern Mobile Technology Strategies and Tools**
Webinar
Wed., September 10, 2025
1:00 P.M. CT | Cost: Free
[Learn More>](#)

Sept. 9 **Business Development Essentials**
Webinar
Tues., September 9, 2025
10:00 A.M. CT | Cost: Free
[Learn More>](#)

Sept. 16 **Tracking Your Business Using Spreadsheets**
Webinar
Tues., September 16, 2025
9:00 A.M. CT | Cost: Free
[Learn More>](#)

Upcoming Bid Lettings

For Bid Letting on 08/27/2025

1. PT 0905(117)261 (PCN 080A); Lyman SWPPP = 3.46 AC; Partial Pipe Replacement & Pipe Cleanout; I90 L - 1 E of Oacoma

For Bid Letting on 09/03/2025

1. EM 0295(45)130 (PCN 0A3L); Brookings SWPPP = 0.37 AC; Grading, Curb & Gutter, Storm Sewer, PCC Pavement, Asphalt Concrete Pavement, Sidewalk, Signals, Lighting & Signing; 20th St S & 22nd Ave S Intersection - in Brookings
2. BRO-B 8041(184) (PCN 0854); Lawrence SWPPP = 1.17 AC; Structure (29.2' Rigid Frame Bridge) & Approach Grading; Structure 0.12 W of US14A on Elmore Rd over Spearfish Creek SN 41-079-199
3. BRO-B 8049(25) (PCN 09AN); Miner SWPPP = 0.62 AC; Structure (2-13x5 CIP RCBC) & Approach Grading; Structure in the Carthage City Park over Redstone Creek (City Owned) SN 49-063-018

Announcement

Coming Soon to sddbe.com: On-Demand Business Trainings!

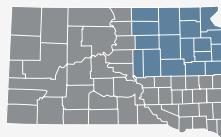
We're excited to announce that new on-demand trainings will be launching soon at sddbe.com. Coming this August and September four new trainings will be available to help you strengthen your operations and achieve sustainable growth. Upcoming topics include:

- Talent Magnet: How to Recruit & Retain to Attract Talent
- Booth to Business - Winning Strategies for Attending Trade Shows
- SWOT Analysis for Business Strategy
- From Risk to Ready - Developing a Safety Plan that Works

Each session is packed with practical tools and insights you can apply in your business right away. These trainings are provided at no cost to you as part of the Supportive Services Program offered through the SDDOT DBE Program in partnership with Project Solutions, Inc.

We'll send out announcements as soon as the trainings go live—so stay tuned!

Regional Lettings



Aberdeen Region

09/05/2025

1. 000P-171 | i7C0 | Bookings County | Roadway Lighting on US 14, east of 34th Ave in Brookings
2. 000P-171 | i7Y4 | Brookings County | Signal Detection Replacement on US 14 in Volga



Mitchell Region

09/02/2025

1. 090E-288 | I7Y2 | On 484 Ave over I90 at Str. No. 50-300-166 MRM 408.56 - Minnehaha County | Bridge Repair (SF Area)



Pierre Region

None



Rapid City Region

None

[For listings please visit the SDDOT website's Regional Lettings here](http://sddot.sdbiznet.com)

Welcome New DBE's!

Newly Certified Firms:

Young Gun Construction LLC

Bridge construction, Grading, Earthwork Excavation, Concrete - footings and foundations, Concrete - Flatwork (sidewalks, driveways, drive aprons), Mine Reclamation, Box Culverts (Cast In Place & Precast), Building Construction - Residential, Steel, Post Frame, Road Construction & Reconstruction

CONTACT: younggunconstructionllc@gmail.com | (605)576-3301
10609 South Cave Road, Ludlow, SD 57755

O & O Trucking LLC

Hauling - gravel, sand, top-soil, Trucking - Specialized Freight (except Used Goods)

CONTACT: oandotruckingllc@gmail.com | (308)765-6955
2180 21st St., Gering, NE 69341-2027

Preferred Construction Mgt. Co., Inc.

Construction Management - Industrial Buildings (except Warehouses), Construction Management - Water and Sewer, Construction Management - Mass Transit, Construction Management - Commercial and Institutional Buildings, Construction Management - Multifamily buildings, Construction Management - Oil and Gas pipeline, Construction Management - Highway, road, street and bridge

CONTACT: alexis@pcmcompany.com | (973)853-6060
1395 Route 23, Unit 7, Butler, NJ 07405

Livingston Rail LLC

Engineering Services - CAD system work, signal application design, Computer System Design Services - CAD system customization, custom macro development, Custom Computer Programming Services - CAD tool programming, full-stack development

CONTACT: joanna.franco@livingstonrail.com | (402)201-7146
2027 Dodge St. Suite 300, OMAHA, NE 68102-1229

Metaverse Imaging dba Digital Twin Imaging

Consultant - Management Consulting Services, Consultant - Safety & Security Services, Mapping Services (LiDAR & 3D)

CONTACT: maria.bell@digitaltwinimaging.com | (866)523-4004
2908 W 37th Circle # 603, Sioux Falls, SD 57105

JEC Technical Services, LLC

Temporary Help Services, Payroll Services, Employee, Labor, and Staff leasing services

CONTACT: jackie.pryse@jectechsvc.com | (502)418-8795
8014 Vine Crest Ave Suite 3, Louisville, KY 40222

J.A. Uniforms

Uniform Manufacturing Services

CONTACT: md@jauniforms.com | (305)234-1231
12323 SW 132nd Court, Miami, FL 33158

Chaves Brothers Management, LLC

Supplier - Equipment, vehicles, trailers, tools, etc.

CONTACT: sales@govprocurement.net | (973)224-9955
300 SW 8th St. #17, Boca Raton, FL 33432

Did you know?

Don't forget about the DBE Supportive Services Program

If you are looking to grow your business or are facing challenges that you need just a little help overcoming, remember that the DBE Supportive Services Program, offered by SDDOT and Project Solutions Inc., is here to help. We provide specialized training and business support at no cost to South Dakota-certified DBE firms. Services are tailored to help you grow and succeed, and include:

- Annual Business Reviews
- Capability Statement Assistance
- Website Analysis
- One-on-One Business Support

Whether you're looking to improve visibility, refine your strategy, or expand your reach, the program offers personalized guidance to help you move forward with confidence.

Take advantage of this service at no cost to you and help your business on its path to growth!

Questions or want to learn more? Contact SDDOT DBE Supportive Services at
dbe@projectsolutionsinc.com | 605-630-7061

Building a High-Performing Team

In the fast-paced world of modern business, success often hinges not just on a great product or service, but on the strength of the team behind it. Building a high-performing team isn't a luxury; it's a strategic necessity for sustainable growth and long-term success. In this article, we will explore practical, actionable strategies to attract, develop, and retain a high-performing team that's not only skilled and productive, but also aligned with your mission and values.



Identify Your Values

To develop a high-performing team for your company, you need to have a clear vision of your company's needs and its future. Before you begin building your team - or training your existing team if you already have one - you need to define clear goals for what that team will become. Determine what you want your company to look like, what its goals are, and what kind of people need to be a part of it to make that happen. This will give you a strong starting point from which to develop your team. Remember to make these ideas clear and easy to communicate, because you will need the people around you to buy into them to make them work. This is also the time to think about which soft skills you will want your employees to have so that you can look for them when you begin making new hiring decisions.

Hire for Potential

A high-performing team is built around high-performing people, so smart hiring decisions are the vital foundation of what your team will become. While work experience is an important aspect of a good candidate, when looking at new hires, it is rarely the most important aspect. The candidate with the most direct experience may reduce your team's performance if they don't mesh with your company culture or don't agree with the mentality behind your business. To build a high-performing team, you want to have employees that think in line with your goals, are adaptable and eager to learn, and feature important soft skills for your company in addition to having the qualifications necessary to succeed in the position for which you are hiring them. Remember that you're not hiring them purely to fulfill one specific role, but to contribute to your company's overall growth, and strategize your hiring decisions around that idea.



To find the right candidate, you will need to devote more significant resources to developing job postings, conducting interviews, and testing candidates than you might be used to, so prepare for that additional investment and remember that it is better to spend more time finding the right person now than to hire and then replace several people who don't fit into your company. A couple great ways to learn about the compatibility of candidates with your vision is to include open ended questions that allow them to show broader problem-solving or interpersonal skills, or to present examples of real situations your employees have had to navigate to see if your candidate's instincts align with your ideals.

Invest in Your Employees

Once you have a team full of people who are eager to learn and aligned with your values, foster that potential by investing in their growth. Encouraging your staff to expand their skill set will improve their performance and your profitability, so do your best to create a culture that supports personal improvement. Some great ways to do this are to offer support for continued education and training through flexible scheduling or financial assistance, providing on-the-job training, or simply being supportive of employees who seek to learn new skills outside of work. Another great way to foster growth is by encouraging employees to help each other learn through cross-training within your company, which allows employees to become more well-rounded and adaptable to the company's needs while improving their connections with their colleagues.

Prioritize Communication

A strong team is not a fire-and-forget item on your business checklist. It requires constant attention and guidance to reach its potential, and the cornerstone of that guidance is a commitment to clear and consistent communication. One of the most important aspects of that communication is in providing frequent feedback on employee performance. Your employees should have clear, measurable goals to strive towards just like your company so that they have a clear direction in which to focus their efforts. Progress towards attaining those goals should be measured at regular intervals that come with useful feedback. By providing both goals and feedback, you can encourage employees' growth in the direction that your company needs. However, remember that this feedback should be positive and supportive, not derisive. Praise areas where employees have done well and provide constructive criticism to help them improve in areas where they aren't meeting expectations. Positive feedback can – and should – extend beyond formal reviews, however, and research shows that companies that offer regular recognition for hard work tend to see better employee performance in return. Celebrate wins, compliment progress, and reward the people who help your business succeed.



Communication shouldn't only be a top-down affair. It's important for employees to feel free to speak to each other as well. Whether this is through cross-team training, providing feedback and advice about work, or discussing things unrelated to their jobs, making employees feel like they have the space to speak to each other will improve their performance and their commitment to their colleagues and the company.

Maintain a Sustainable Pace

One of the biggest threats to a high-performing team is employee turnover. It can be tempting, when you hire people for their strong work ethic, to feel like pushing them to work as hard as possible will get you the most out of that investment. In the long term, however, that kind of pressure tends to reduce productivity rather than increase it. Most people simply can't work all the time, and even those who can will perform better if they don't. Putting pressure on your staff to overwork themselves will lead to increased stress and burnout, lower quality work, and reduced productivity overall. It will also increase the rate at which employees leave the company. Remember, these people are investments and losing that investment hurts your business. When you need to replace someone, that means going through the hiring process again, recruiting and training a new hire, putting extra strain on your remaining employees to pick up the slack until that new staff member is integrated into the team. The extra hassle will cost you more time than you gained through overworking the employee that left. To prevent this, you should prioritize developing a pace of work that supports the employees who support you, giving them enough time to do their work well without sacrificing their mental and physical health in the process. Allow them the space to give you feedback if the pace you're setting isn't sustainable for them, and remember that working together to create a work environment that is as healthy as possible for everyone will not only help them live healthier lives, it will increase their productivity and your profitability.

Developing a high-performing team to support your business goals can be a daunting, counterintuitive task, where you don't always hire the candidate with the most expertise, or you give people time off to increase their productivity, but what's important is to remember that by viewing your staff as investments to be nurtured rather than products to be consumed, you're creating patterns that will lead to increased growth for your business over time and stronger employees around which to build that growth.

Invitation to Bid

Invitation to Bid #1

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

Electronic bids will be accepted by the State Engineer on behalf of the South Dakota Game, Fish & Parks at https://www.sd.gov/cs?id=sc_cat_item&sys_id=0117d3fb87766e10b81f0f280cbb35d5 until **August 21, 2025** at 2:30 PM CT for the **Shop Bldg/Cold Storage, Roy Lake Replace Park Shop & Cold Storage, Game, Fish & Parks, Lake City, South Dakota**, OSE# G2125--10X.

There will be an on-site pre-bid meeting on **August 6, 2025 at 11:00 AM CT**. All bidders can meet ¼ mile north of the Roy Lake State Park entrance. This pre-bid meeting is optional but is the bidders only opportunity to review the site. Campus contact is John Bechard, 605.773.3078, John.Bechard@state.sd.us. OSE contact is Steven Palmer, steven.palmer@state.sd.us 605.773.5342.

Copies of the Plans and Specifications may be obtained by bidders at the office of DesignArc Group, 434 5th St Ste 1, Brookings, SD 57006. A/E Contact: Thomas Squires, 605.969.7572, thomas@designarcgroup.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 Game, Fish & Parks of the State of South Dakota. The GFP 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 #2

The Office of the State Engineer on behalf of the South Dakota Department of Public Safety

Electronic bids will be accepted by the State Engineer on behalf of the South Dakota Department of Public Safety at https://www.sd.gov/cs?id=sc_cat_item&sys_id=deeb222547f66a10da219464336d43b7 until **August 21, 2025** at 1:00 PM MT for the **District Office, Phase II Construction, Asphalt Paving, Wildland Fire Hot Springs District Office, Hot Springs, South Dakota**, OSE# W2525--01X.

There will NOT be a pre-bid meeting. Campus contact is Joannah Tornow, 605-381-7256, joannah.tornow@state.sd.us. OSE contact is Camilla Widvey, P.E., 605-910-4799, cami.widvey@state.sd.us.

Copies of the Plans and Specifications may be obtained by bidders at the office of TSP, Inc., 1051 Fairmont Blvd, Rapid City, SD 57701. A/E Contact: Darrell Bren, P.E., 605-343-6102, brendl@teamtsp.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 Department of Public Safety of the State of South Dakota. The DPS 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 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=97fc97cc474f6a10854b61d2e16d43fb until August 27, 2025 at 2:30 PM CT for the Solem Building, Medical & Behavioral Health Remodel, SD Women's Prison, Pierre, South Dakota, OSE# C2024--02X.

There will be an On-Site Pre-Bid Meeting on **August 19, 2025 at 10:00 AM CT**. Background Checks are required to enter to the facility, all background checks need to be submitted and approved prior to the Pre-Bid Meeting. All Bidders can meet in the Lobby of the SD Women's Prison. This Pre-Bid Meeting is optional but is the bidders only opportunity to review the site. Campus Contact is Aaron Miller, 605.773.6636, aaron.miller@state.sd.us. 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 designArc Group LLC, 434 5th Street, Suite 1 Brookings, SD 57006. A/E Contact: Nick Kummer, 605.692.4008, nicholas@designarcgroup.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 Department of Corrections of the State of South Dakota. The DOC 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 Department of Transportation

Electronic bids will be accepted by the State Engineer on behalf of the South Dakota Department of Transportation at https://www.sd.gov/cs?id=sc_cat_item&sys_id=aea82f19878fae10e0410f28cebb35d9 until August 28, 2025 at 3:00 PM CT for the Winner Office, Building Addition, Department of Transportation, Winner, South Dakota, OSE# T2225--01X.

There will be an on-site pre-bid meeting on **August 14, 2025, at 1:00 PM CT**. All bidders can meet at 1200 SD Hwy 44 E, Winner, SD 57580. This pre-bid meeting is optional but is the bidders only opportunity to review the site. Campus contact is Jim Hyde, 605.773.5295, jim.hyde@state.sd.us. OSE contact is Steven Palmer, steven.palmer@state.sd.us 605-773-5342.

Copies of the Plans and Specifications may be obtained by bidders at the office of SEH, 5016 S Bur Oak Pl, Sioux Falls, SD 57108. A/E Contact: Sienna Wegehaupt, 605.330.7013, swegehaupt@sehinc.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 Department of Transportation of the State of South Dakota. The DOT 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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