

North Dakota Department of Transportation

DBE NEWSLETTER

— For the April 11, 2025, Bid Letting —

IN THIS ISSUE:

- Upcoming Bid Letting Meeting Pg. 1
- Building Relationships Pg. 2
- Upcoming Events/Training Pg. 5
- Employee Retention Strategies Pg. 6
- Did You Know Pg. 8
- Quoting Opportunities Pg. 9
- Welcome New DBEs Pg. 15

NORTH
Dakota | Transportation
Be Legendary.

Upcoming Bid Letting Meeting

DBE Industry Update Meeting—April 7, 2025, at 9-10 a.m. CT
for the April 11, 2025, Bid Opening.

[Click Here](#) to access the NDDOT website where you will find the link to join the meeting.

[Click here](#) to view the slides from the March 14 & 21 DBE Industry Update Meeting.

Contacts

Civil Rights Division
Ramona Bernard

Director
701-328-2576

rbernard@nd.gov

Amy Conklin
DBE Program Administrator
701-328-3116

aconklin@nd.gov

Jessica Stadick-Feist
DBE Program Administrator
701-328-1898

jstadick@nd.gov

DBE Supportive
Services Consultant
Project Solutions, Inc.
701-214-5775

dbes@projectsolutionsinc.com

Advertisements

Newsletter advertisements are due to the Civil Rights Office 15 business days prior to each bid opening by noon CDT:

- Thursday, April 10, 2025 (for April 25, 2025)

Submit the required information online at:

<https://apps.nd.gov/dot/cr/csi/login.htm>

The North Dakota Department of Transportation (NDDOT) will consider every request for reasonable accommodation to provide:

- An accessible meeting facility or other accommodation for people with disabilities.
- Language interpretation for people with limited English proficiency (LEP)
- Translations of written material necessary to access NDDOT programs and information.

To request accommodations, contact Heather Christianson, Civil Rights Division, NDDOT at 701-328-2978 or civilrights@nd.gov TTY users may use Relay North Dakota at 711 or 1-800-366-6888.



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.
- 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.

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 Events/Training

**April
16**

BlockBreaking: Hidden Opportunities for Growth

Webinar

Wednesday, April 16, 2025 | 11:00 A.M. CT | Cost: Free

[Learn More >](#)

**April
17**

Managing Construction Payroll Complexities

Webinar

Thursday, April 17, 2025, 1:00 P.M. CT | Cost: Free

[Learn More >](#)

**April
22**

Digital Marketing Strategies to Boost Your Business Growth

Webinar

Tuesday, April 22, 2025, 12:00 P.M. CT | Cost: Free

[Learn More >](#)

**April
23**

Construction & Trades Job Fair

Bismarck Workforce Center

Wednesday, April 23, 2025, 3:00 P.M. CT | Cost: Free

[Learn More >](#)

**April
24**

DOT Policies & Procedures in Construction: Your Blueprint for Compliance

Webinar

Thursday, April 24, 2025, 2:00 P.M. CT | Cost: Free

[Learn More>](#)

EMPLOYEE RETENTION STRATEGIES FOR SMALL BUSINESSES



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.

1. 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.

2. 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.

3. 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.

4. 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.

Did You Know...

The new Comprehensive DBE Trucking Roster is available online!

You access it here > [Comprehensive-DBE-Trucking-Roster.pdf](#)

- DBEs: Check your listing to make sure all information is correct. if you have any changes, contact Jessica at NDDOT jstadick@nd.gov
- Primes: Use this document as a tool to confirm the number and types of trucks that DBEs are certified for.

Quoting Opportunities

April 11, 2025, Bid Opening at 9:30 a.m. CST

ANDERSON WESTERN, INC. - PO BOX 2319 1707 YEGEN ROAD, BISMARCK, ND 58502, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22597, 24039, 24050, 24359, 24480 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. ANDERSON WESTERN, INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to quotes@andersonwestern.com. To speak to someone in our office regarding quoting please contact Jeremy Holt at 701-222-3550. Any and all disadvantaged businesses are encouraged to submit a quote. ANDERSON WESTERN, INC. is an Equal Opportunity Employer.

ASPHALT SURFACE TECHNOLOGIES CORPORATION - P.O. BOX 1025, ST. CLOUD, MN 56302, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 24161, 24166, 24263 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. ASPHALT SURFACE TECHNOLOGIES CORPORATION will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to astechdale@hotmail.com or fax your quotes to 320-363-8700. To speak to someone in our office regarding quoting please contact Dale Strandberg at 320-363-8500. Any and all disadvantaged businesses are encouraged to submit a quote. ASPHALT SURFACE TECHNOLOGIES CORPORATION is an Equal Opportunity Employer.

BITUMINOUS PAVING, INC. - PO BOX 6, ORTONVILLE, MN 56278, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22597, 24035, 24039, 24050, 24161, 24166, 24263, 24359 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. BITUMINOUS PAVING, INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to bpi_subquotes@yahoo.com or fax your quotes to 320-273-2120. To speak to someone in our office regarding quoting please contact Bill Bajari at 320-273-2113. Any and all disadvantaged businesses are encouraged to submit a quote. BITUMINOUS PAVING, INC. is an Equal Opportunity Employer.

BORDER STATES PAVING, INC. - PO BOX 2586, FARGO, ND 58108, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22597, 22640, 24035, 24039, 24050, 24359, 24480 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling

by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. BORDER STATES PAVING, INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to quotes@borderstatespaving.com or fax your quotes to 701-237-0233. To speak to someone in our office regarding quoting please contact JIm Rentz at 701-237-4860. Any and all disadvantaged businesses are encouraged to submit a quote. BORDER STATES PAVING, INC. is an Equal Opportunity Employer.

CENTRAL SPECIALTIES, INC. - 6325 CO ROAD 87 SW ALEXANDRIA, MN 56308, ALEXANDRIA, MN 56308, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22048, 22597, 22640, 23704, 23714, 24035, 24039, 24050, 24359, 24480, 24546 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. CENTRAL SPECIALTIES, INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to quotes@centralspecialties.com. To speak to someone in our office regarding quoting please contact Holly Runnoe at 320-762-7289. Any and all disadvantaged businesses are encouraged to submit a quote. CENTRAL SPECIALTIES, INC. is an Equal Opportunity Employer.

EDLING ELECTRIC, INC. - PO BOX 1456, BISMARCK, ND 58502, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 24222 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. EDLING ELECTRIC, INC will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to james@edlingelectric.com or fax your quotes to 701-255-2835. To speak to someone in our office regarding quoting please contact James Ruud at 701-595-7570. Any and all disadvantaged businesses are encouraged to submit a quote. EDLING ELECTRIC, INC is an Equal Opportunity Employer.

EXCAVATING INC. - 5820 HWY. 2 EAST, MINOT, ND 58701, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22048 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. EXCAVATING INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to minotquotes@excavatinginc.com or fax your quotes to 701-852-4257. To speak to someone in our office regarding quoting please contact Jeff Mitchel at 701-839-1817. Any and all disadvantaged businesses are encouraged to submit a quote. EXCAVATING INC. is an Equal Opportunity Employer.

GLADEN CONSTRUCTION - 40739 US 71 N, LAPORTE, MN 56461, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22048, 22640, 23704, 23714, 23967 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location,

length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. GLADEN CONSTRUCTION will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to bertel@gladenconstructioninc.com or fax your quotes to 218-224-2939. To speak to someone in our office regarding quoting please contact Bertel Jurgens at 218-224-2237. Any and all disadvantaged businesses are encouraged to submit a quote. GLADEN CONSTRUCTION is an Equal Opportunity Employer.

GRATECH COMPANY, LLC - 8201 282ND STREET NW, BERTHOLD, ND 58718, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22640 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. GRATECH COMPANY, LLC will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to estimating@gratechnd.com. To speak to someone in our office regarding quoting please contact Terry Burke at 701-453-3434. Any and all disadvantaged businesses are encouraged to submit a quote. GRATECH COMPANY, LLC is an Equal Opportunity Employer.

INDUSTRIAL BUILDERS, INC. - PO BOX 406, FARGO, ND 58107, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22640, 23714, 23913, 23967 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. INDUSTRIAL BUILDERS, INC will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to quotes@industrialbuilders.com. To speak to someone in our office regarding quoting please contact Kent Sand at 701-282-4977. Any and all disadvantaged businesses are encouraged to submit a quote. INDUSTRIAL BUILDERS, INC is an Equal Opportunity Employer.

JENSEN ROCK & SAND, INC. - PO BOX 609, MOBRIDGE, SD 57601, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 24039, 24263, 24359 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. JENSEN ROCK & SAND, INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to kylej@jensenrockandsand.com or fax your quotes to 605-845-3014. To speak to someone in our office regarding quoting please contact Kyle Jensen at 605-845-7213. Any and all disadvantaged businesses are encouraged to submit a quote. JENSEN ROCK & SAND, INC. is an Equal Opportunity Employer.

KNIFE RIVER MATERIALS - PO BOX 40, BEMIDJI, MN 56619, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22048, 22597, 22640, 23704, 23714, 24035, 24039, 24050, 24359, 24480, 24546 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in

interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. KNIFE RIVER MATERIALS will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to subquotes@kniferiver.com. To speak to someone in our office regarding quoting please contact Josh Weickert at 218-751-5413. Any and all disadvantaged businesses are encouraged to submit a quote. KNIFE RIVER MATERIALS is an Equal Opportunity Employer.

MARK SAND & GRAVEL CO. - PO BOX 458, FERGUS FALLS, MN 56538, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22597, 24039, 24050, 24359 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. MARK SAND & GRAVEL CO. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to estimator@marksandgravel.com or fax your quotes to 218-736-2647. To speak to someone in our office regarding quoting please contact JUSTIN RODEMAN at 218-736-7523. Any and all disadvantaged businesses are encouraged to submit a quote. MARK SAND & GRAVEL CO. is an Equal Opportunity Employer.

MARTIN CONSTRUCTION, INC. - 3685 116TH AVE SW, DICKINSON, ND 58601, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22048 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. MARTIN CONSTRUCTION, INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to mquotes@martinnd.com. To speak to someone in our office regarding quoting please contact Tate Kick at 701-483-3478. Any and all disadvantaged businesses are encouraged to submit a quote. MARTIN CONSTRUCTION, INC. is an Equal Opportunity Employer.

MAYO CONSTRUCTION COMPANY, INC. - BOX 310 13960 HWY 5 WEST, CAVALIER, ND 58220, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22597, 22640, 24035, 24039, 24050, 24359, 24480, 24546 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. MAYO CONSTRUCTION COMPANY, INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to subquotes@mayoconst.com or fax your quotes to 701-265-8044. To speak to someone in our office regarding quoting please contact Trevor Christianson at 701-265-8438. Any and all disadvantaged businesses are encouraged to submit a quote. MAYO CONSTRUCTION COMPANY, INC. is an Equal Opportunity Employer.

MIDWEST CONTRACTING, LLC - 2948 271 ST AVENUE, MARSHALL, MN 56258, is seeking quotes on any and

all items or materials within the scope of the project(s) on job number(s) 23704 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. MIDWEST CONTRACTING, LLC will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to quotes@midwestcontracting.net. To speak to someone in our office regarding quoting please contact JEFF NIELSEN at 507-828-5150. Any and all disadvantaged businesses are encouraged to submit a quote. MIDWEST CONTRACTING, LLC is an Equal Opportunity Employer.

MORRIS SEALCOAT & TRUCKING INC. - 46253 208TH ST., MORRIS, MN 56267, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 24161, 24166, 24263 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. MORRIS SEALCOAT & TRUCKING INC will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to office@mstinc.net. To speak to someone in our office regarding quoting please contact Lucas Banta at 320-589-2844. Any and all disadvantaged businesses are encouraged to submit a quote. MORRIS SEALCOAT & TRUCKING INC is an Equal Opportunity Employer.

NORTHERN IMPROVEMENT COMPANY - 4000 12TH AVENUE NORTH, FARGO, ND 58102, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 24555 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. NORTHERN IMPROVEMENT COMPANY will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to subquotes@nicnd.com. To speak to someone in our office regarding quoting please contact Bruce Thompson at 701-223-6695. Any and all disadvantaged businesses are encouraged to submit a quote. NORTHERN IMPROVEMENT COMPANY is an Equal Opportunity Employer.

PARK CONSTRUCTION COMPANY - 1481 81ST AVENUE NE, MINNEAPOLIS, MN 55432, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22048 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. PARK CONSTRUCTION COMPANY will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to estimating@parkconstructionco.com. To speak to someone in our office regarding quoting please contact Michael Christianson at 763-786-9800. Any and all disadvantaged businesses are encouraged to submit a quote. PARK CONSTRUCTION COMPANY is an Equal Opportunity Employer.

R.J. ZAVORAL & SONS, INC. - PO BOX 435, EAST GRAND FORKS, MN 56721, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22597, 24039, 24050, 24359 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. R.J. ZAVORAL & SONS, INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to SUBQUOTES@RJZAVORAL.COM or fax your quotes to 218-773-6423. To speak to someone in our office regarding quoting please contact JOE ZAVORAL at 218-773-0586. Any and all disadvantaged businesses are encouraged to submit a quote. R.J. ZAVORAL & SONS, INC. is an Equal Opportunity Employer.

STRATA CORPORATION - PO BOX 13500, GRAND FORKS, ND 58208, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 23714, 24222, 24555 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. STRATA CORPORATION will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to quotes@stratacorporation.com. To speak to someone in our office regarding quoting please contact Robert Martens at 701-741-4239. Any and all disadvantaged businesses are encouraged to submit a quote. STRATA CORPORATION is an Equal Opportunity Employer.

SWINGEN CONSTRUCTION COMPANY - PO BOX 13456, GRAND FORKS, ND 58208, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22640, 23913, 23967 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. SWINGEN CONSTRUCTION COMPANY will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to quotes@swingenconstruction.com. To speak to someone in our office regarding quoting please contact Jason Odegard at 701-775-5359. Any and all disadvantaged businesses are encouraged to submit a quote. SWINGEN CONSTRUCTION COMPANY is an Equal Opportunity Employer.

TI-ZACK CONCRETE, LLC - 39352 221 ST AVENUE, LE CENTER, MN 56057, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 24049, 24555 for the April 11, 2025 NDDOT Bid Opening to be held at 09:30 AM. We will assist you in interpreting plans and specifications, preparing proposals, provide advice to obtain bonding and insurance, project scheduling, pit information (location, length of haul, type of road, etc.) method of measurement (seeding by the mile or acre, hauling by the ton-mile or by the hour, etc.), expected overtime, payment schedule, items of work included in the quote or any other project related issues. TI-ZACK CONCRETE, LLC will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to Estimating@TiZack.com. To speak to someone in our office regarding quoting please contact Chris Hartwig or Jeremy Gibbs at 507-412-9589. Any and all disadvantaged businesses are encouraged to submit a quote. TI-ZACK CONCRETE, LLC is an Equal Opportunity Employer.

Welcome New DBEs

CBS Squared Inc.

PROFESSIONAL SERVICES: Firm providing civil engineering services, land surveying, architecture, and planning.
stasker@cbssquaredinc.com | 715-450-6538
<http://www.cbssquaredinc.com>

CoolMinus Creations LLC

ACDBE: BROKER: promotional/advertising products.
Assists with the designing and marketing of products.
info@cmcpromote.com | 803-774-7700
<https://www.cmcpromote.com>

OMG It's Gluten Free, LLC

ACDBE: Commercial bakery, perishable prepared food manufacturer, health foods, bakery products, cookie and cracker manufacturer, bakery, health food, and packaged and prepared food merchant wholesaler.
julie@omgitsglutenfree.com | 815-469-4900
<http://omgitsglutenfree.com>

