

North Dakota Department of Transportation

DBE NEWSLETTER

— For the November 15, 2024, Bid Letting —



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Upcoming Bid Letting Meeting

DBE Industry Update Meeting—November 12, 2024, at 9-10 a.m. CT for the November 15, 2024, Bid Opening. **Note:** this meeting will take place on Tuesday instead of Monday because of the holiday on November 11.

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: 274 104 751 935

Passcode: rXLuDp

[Download Teams](#) | [Join on the web](#)

Join with a video conferencing device

teams@join.nd.gov

Video Conference ID: 114 344 766 2

[Alternate VTC instructions](#)

Or call in (audio only)

+1 701-328-0950,,688976027# United States, Fargo

Phone Conference ID: 688 976 027#

[Click here](#) to view the slides from the October 11 DBE Industry Update Meeting.

[Click here](#) to view the upcoming DBE Industry Update Meetings.

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Services Consultant

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701-214-5775

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Advertisements

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

- Friday, November 29, 2024 (for December 13, 2024)

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.

MASTERING THE BASICS: Calculating Labor and Equipment Costs for Small Contracting Companies

For any small contracting company, accurate cost estimation is vital to ensuring profitability and long-term success. Miscalculating expenses can lead to underbidding projects, eroding profit margins, or even incurring losses. To avoid these pitfalls, it's crucial to understand how to calculate labor and equipment costs accurately.

Labor Costs

Labor is often the most significant expense for construction projects. Calculating labor costs involves more than simply multiplying the number of hours worked by the hourly wage of each employee.



First, you need to consider the hourly rates of your workers, which vary based on their skills and roles. Skilled trades like electricians or carpenters typically command higher wages than general laborers. To begin, estimate the number of hours each worker will spend on the project. This can be done by breaking down the project into phases and assigning a realistic timeframe for each phase.

Next, factor in additional costs beyond wages. These include payroll taxes, which vary by location but typically include Social Security, Medicare, and unemployment taxes. Benefits such as health insurance, retirement contributions, and paid time off must also be included. Workers' compensation insurance, which is mandatory in most places, adds another layer of cost. Summing these up will give you the true cost of labor, also referred to as the fully burdened rate.

Calculating Cost Using a Productivity Rate

One way to calculate labor cost for a project is by using internal company data to determine a labor productivity rate. To find productivity rate follow this formula:

$$\text{Productivity Rate} = \frac{(\# \text{ of workers in a crew}) \times (\# \text{ of hours in workday})}{\# \text{ of units crew can install per workday}}$$

The “# of units crew can install per workday” is based on job costing data compiled by the company over several projects or years in business. To see an example of this formula, let's look at an example:

Objective: Install 1,000 feet of fencing | **Crew:** 3 | **Workday:** 8 hours

$$\text{Productivity Rate} = \frac{(3 \text{ workers}) \times \left(8 \frac{\text{hours}}{\text{day}}\right)}{200' / \text{day}} = 0.12 \text{ hours per foot}$$

Based on internal company records, on average, this team can install 200 feet of fencing per day. That includes breaks, lunches, and routine work, corrections, and training. By knowing this information, paired with the number of crew and total hours of the workday, you can calculate a productivity rate of 0.12.

Now that we have the productivity rate, it's time to calculate labor cost by using the formula below:

$$\text{Labor cost} = (\# \text{ of hours to install 1 unit}) \times (\# \text{ of units to install}) \times (\text{hourly pay rate for entire crew})$$

Note that “# of hours to install 1 unit” is the productivity rate. Let's refer back to our example:

Objective: Install 1,000 feet of fencing | **Crew:** 3 | **Workday:** 8 hours

$$\text{Labor cost} = (\# \text{ of hours to install 1 unit}) \times (\# \text{ of units to install}) \times (\text{hourly pay rate for entire crew})$$

$$\$7,920 = 0.12 \times 1,000 \times 66 (\$22\text{hr/ for three people})$$

Multiplying the productivity rate (0.12) by the number of units to install (1,000 feet of fencing) by the total hourly pay rate for the crew (\$22/hr each, multiplied by three people) results in a labor cost of \$7,920 for this project.



Equipment Costs

Equipment costs can vary greatly depending on the project and the type of machinery required. For small construction companies, equipment costs can include both owned and rented machinery.

If the equipment is owned, you must account for its depreciation, maintenance, and operating costs. Depreciation is the gradual reduction in the value of the equipment over time due to wear and tear. To calculate it, divide the purchase price of the equipment by its expected lifespan. This will give you the annual depreciation cost, which can then be apportioned to each project based on the hours the equipment will be used.

Maintenance costs include routine service, repairs, and parts replacements. Operating costs typically involve fuel, lubricants, and other consumables. For rented equipment, the calculation is more straightforward, as you simply multiply the rental rate by the number of days or hours the equipment will be in use.

To calculate the hourly cost of equipment, you'll need to consider several factors that contribute to the total cost of operating and maintaining the equipment. Here's a step-by-step method to determine this:

1. Calculate Total Equipment Cost:

- Purchase Price: The initial cost of buying the equipment.
- Installation Costs: Any expenses related to setting up the equipment.
- Maintenance Costs: Estimated ongoing maintenance and repair costs.
- Financing Costs: If applicable, include interest payments and other financing fees.
- Depreciation: The equipment's loss in value over time.

Total Equipment Cost = Purchase Price + Installation Costs + Maintenance Costs + Financing Costs - Salvage Value

2. Determine Equipment Useful Life:

Estimate how long the equipment will be used, usually in hours. For example, if you expect to use the equipment for 5 years and you anticipate 2,000 hours of use per year, the useful life in hours would be:

Useful Life in Hours = Number of Years × Hours per Year

3. Calculate Depreciation Cost per Hour:

Depreciation helps spread the cost of the equipment over its useful life.

Depreciation Cost per Hour = (Total Equipment Cost - Salvage Value) / Useful Life in Hours

4. Calculate Hourly Maintenance Cost:

Estimate the annual maintenance cost and then divide it by the number of hours the equipment is used per year.

Hourly Maintenance Cost = Annual Maintenance Cost / Hours per Year

5. Calculate Hourly Financing Cost:

If applicable, determine the annual financing cost and divide it by the number of hours per year.

Hourly Financing Cost = Annual Financing Cost / Hours per Year

6. Add All Hourly Costs:

Sum up the depreciation cost per hour, hourly maintenance cost, and hourly financing cost (if applicable).

Total Hourly Cost = Depreciation Cost per Hour + Hourly Maintenance Cost + Hourly Financing Cost

Bringing It All Together

Once you've calculated labor and equipment costs, you'll need to determine your overhead costs and rate and combine them to estimate the total cost of a project. Adding a margin for profit, typically a percentage of the total cost, will give you the final bid price.

Accurate cost estimation is essential for staying competitive in the contracting industry. By carefully calculating labor and equipment, small construction companies can ensure they remain profitable while delivering high-quality work to their clients. With a solid grasp of these calculations, you'll be better equipped to manage your business's finances and secure its long-term success.

Upcoming Events/Training

**Nov.
6**

Workforce Wednesday Hiring Event - Bismarck

Job Service Bismarck Workforce Center

Wednesday, November 6, 2024, 3:00 p.m. – 5:00 p.m. CT | Cost: Free

[Learn More >](#)

**Nov.
7**

Build & Beyond: Transportation & Infrastructure Forum

Astoria Hotel & Event Center, Dickinson or online

Thursday, November 7, 2024, 8:00 a.m. – 3:30 p.m. CT | Cost: \$70 for members, \$125 non-members

[Learn More >](#)

**Nov.
7-8**

OSHA 10 - Dickinson

Location TBD

Thursday, November 7 & Friday, November 8, 2024 | Cost: \$69 for non-members

[Learn More >](#)

**Nov.
12**

Business Builder Workshop: Service with a Song

Webinar

Tuesday, November 12, 2024, 3:30 p.m. CT | Cost: Free

[Learn More >](#)

**Nov.
26**

Talent Tuesday Hiring Event - Fargo

Job Service Fargo Workforce Center

Tuesday, November 26, 2024, 1:00 p.m. - 3:00 p.m. CT | Cost: Free

[Learn More >](#)

NAVIGATING WORKPLACE HOSTILITIES IN SMALL BUSINESS: A PRACTICAL GUIDE

The small business environment, often characterized by close-knit teams and shared goals, is not immune to the challenges of workplace hostilities. These issues, ranging from subtle microaggressions to overt discrimination, can create a toxic work environment, diminish morale and productivity, and even lead to legal repercussions.

While larger organizations often have dedicated human resources departments to manage such matters, small businesses with limited resources must take a proactive and strategic approach to address these challenges head-on. Workplace hostilities encompass a wide range of behaviors that create a hostile, intimidating, or offensive environment for employees. These behaviors can stem from various sources, including personal biases, cultural differences, power imbalances, or plain carelessness.



Overt Signs of Workplace Hostilities

Clearly verbalized, written, or acted-out hostilities are the easiest to recognize—if you're aware of them. Whether subtle or overt, it's in your best interests as a small business owner to be aware of both. Overtly hostile actions not only violate fundamental principles of respect and dignity but can also create a climate of fear and intimidation—leading to high turnover rates and difficulty attracting top talent.

- **Racism, sexism, LGBTQ-phobia:** These forms of discrimination are rooted in prejudice and stereotypes, and can manifest in various ways, from derogatory remarks to unfair treatment.
- **Political arguments:** In today's polarized political climate, heated political discussions can easily escalate into conflicts, creating a hostile work environment.
- **Inappropriate humor:** Jokes that target or belittle certain groups of people can be hurtful and offensive, even if intended as harmless fun.
- **General uncooperativeness and ego-driven behavior:** A lack of teamwork, refusal to compromise, and a focus on personal gain over collective goals can create a toxic work environment. Keep in mind that a healthy ego is polite and assertive, while a damaged ego is uncivil and aggressive.

Subtle Signs of Workplace Hostilities

Workplace hostilities are not always as obvious as blatant harassment or discrimination. They can manifest in subtle ways, making them difficult to identify and address. Seemingly minor comments or actions, while often unintentional, can convey hidden biases and create a hostile environment for marginalized groups.



These subtle slights can accumulate over time, leading to feelings of exclusion, diminished self-esteem, and decreased productivity. In turn, this can fuel aggression or uncooperativeness towards the original aggressor. This creates a feedback loop of bad behavior, hurt feelings, and a loss of a healthy team environment and employee engagement.

- **Microaggressions:** Seemingly minor comments or actions that, whether intentional or not, communicate hostile, derogatory, or negative messages to individuals based on their marginalized group membership.
- **Passive-Aggression:** Indirect resistance to requests or demands, often expressed through procrastination, stubbornness, or deliberate inefficiency.
- **Gaslighting:** Manipulating someone into questioning their own sanity or perceptions, often by denying or distorting reality.
- **Exclusion:** Purposely leaving individuals out of conversations, meetings, or social activities based on personal biases.

The High Stakes of Ignoring Workplace Hostilities

Ignoring workplace hostilities is a dangerous gamble for small businesses. Left unchecked, these issues can lead to a domino effect of negative consequences. Employees who feel unsafe or marginalized are less likely to engage fully in their work, resulting in decreased productivity and innovation. Low morale can spread like wildfire, leading to absenteeism, high turnover rates, and difficulty attracting new talent.

Moreover, workplace hostilities can create a hostile work environment, exposing the business to potential legal action. Discrimination and harassment lawsuits can be costly, both financially and in terms of reputational damage. In the age of social media, news of a hostile work environment can spread quickly, tarnishing the company's image, and making it difficult to attract customers and partners. Thus, ignoring workplace hostilities is not an option. Left unchecked, these issues can lead to:

- **Decreased productivity:** Employees who feel unsafe or uncomfortable at work are less likely to perform at their best.
- **Low morale:** A hostile work environment can breed resentment and dissatisfaction among employees, leading to high turnover rates.
- **Legal issues:** In some cases, workplace hostilities can escalate into harassment or discrimination, exposing the business to potential lawsuits.

Actionable Strategies for Workplace Hostilities

While the challenges of workplace hostilities are real, small businesses are not powerless. By implementing proactive strategies and fostering a culture of respect and inclusivity, they can create a workplace where everyone feels safe, valued, and empowered to contribute their best.

1. **Crafting a Culture of Zero Tolerance:** Establishing a zero-tolerance policy towards workplace hostilities is a crucial first step. This policy should clearly define unacceptable behaviors, outline reporting procedures, and specify consequences for violations. It's important to communicate this policy effectively to all employees, ensuring they understand the expectations and their rights.

- Define what constitutes workplace hostilities.
- Clearly state that such behavior will not be tolerated.
- Outline the consequences for violating the policy.
- Provide a confidential reporting mechanism for employees.

2. **Cultivating a Culture of Open Dialogue:** Open and honest communication is essential for addressing workplace hostilities. Create a safe space where employees feel comfortable raising concerns without fear of retaliation. Encourage regular feedback through anonymous surveys, suggestion boxes, or one-on-one meetings. By actively listening to employees' concerns, you can identify and address potential issues before they escalate. When a complaint is made, take it seriously and investigate it thoroughly. Document all complaints and actions taken. Ensure confidentiality throughout the process. If necessary, involve a neutral third party to mediate disputes.

3. **Leading by Example:** As a business owner, your actions speak louder than words. Demonstrate a commitment to inclusivity and respect in your own behavior. Be mindful of your language, challenge stereotypes, and treat everyone with fairness and dignity. By setting a positive example, you can inspire others to follow suit.

4. **Providing Comprehensive Training:** Invest in training programs that educate employees about different forms of workplace hostilities, their impact, and how to respond to them. Training should cover topics such as unconscious bias, microaggressions, conflict resolution, and bystander intervention. By empowering employees with knowledge and skills, you can create a more inclusive and respectful workplace. Training should cover:

- Different types of workplace hostilities and their impact.
- Bystander intervention techniques.
- Conflict resolution strategies.
- The company's policies and procedures for addressing complaints.

5. **Encouraging Collaborative Problem-Solving:** When conflicts arise, encourage employees to work together to find solutions. Facilitate open dialogue, promote active listening, and emphasize the importance of finding common ground. By fostering a collaborative approach, you can turn conflicts into opportunities for growth and understanding.

6. **Seeking External Expertise:** If internal efforts are not sufficient to address workplace hostilities, do not hesitate to seek external help. Consult with employment law experts, diversity and inclusion consultants, or mediators to gain insights and develop effective strategies for resolving complex issues.

7. Celebrating Diversity: Embrace the diversity of your workforce as a strength. Encourage employees to share their unique perspectives, experiences, and cultural backgrounds. Organize events and activities that celebrate diversity and promote intercultural understanding.



A Final Word on Workplace Hostilities

Managing workplace hostilities is an ongoing journey that requires vigilance, empathy, and a commitment to continuous improvement. By taking proactive steps to prevent and address these issues, small businesses can create a workplace culture that thrives on respect, inclusivity, and collaboration. Not only is this the right thing to do, but it's also a smart business strategy that can lead to increased productivity, innovation, and long-term success. Remember, a harmonious work environment is not just a goal; it's a fundamental building block for a thriving and sustainable business.

DBE Updates from NDDOT...

- The NDDOT will start releasing DBE Commitment Reports for each bid opening sharing information regarding contract award amounts, DBE selection, and DBE goal attainment. These reports will be published to the [NDDOT DBE webpage](#) once all projects for that bid opening have been awarded.
- Primes awarded a federal aid project that intend to use DBEs are required to submit a Utilization Plan (UP) to NDDOT. The UP includes all non-DBE and DBE firms they intend to use on the project, no matter the tier. Starting October 1, 2024, DBEs will be notified when they are added to a UP and must confirm the addition before a Prime can submit it for approval. DBEs will receive an email similar to when payments must be confirmed in the same system. Prompt response to this notification is highly encouraged in order to expedite the process.

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DBE SUPPLIERS: REGULAR DEALERS, DISTRIBUTORS, AND BROKERS

The update to the DBE Rule by USDOT in May of 2024 implemented changes to eligibility of DBE firms to perform as a DBE Regular Dealer/Supplier at 60% DBE credit of the total contract. Some of those changes included requiring an operational establishment where the materials are regularly stocked and sold to the public as well as requiring that 51% or more of the materials provided on a contract to come directly from the DBEs own inventory. An operational establishment would have hours of operation where the public may regularly enter and purchase products as well as clear business signage. It cannot be a home residence or be located with/on another businesses. The only exception to these rules are when a DBE Supplier is providing Bulk or Specialty Items, in those cases the DBE is required to transport the materials using their own distribution equipment that is operated by themselves or their employees to be eligible for the 60% DBE credit. If any Bulk or Specialty Items are transported using distribution equipment not owned and operated by the DBE there will not be 60% DBE credit. Examples of items that qualify as Bulk or Specialty are described in the DBE Special Provisions.

An addition of a DBE Distributor category was also included in the Rule update, which may be counted at 40% DBE credit of the total contract. To be eligible to be counted as a DBE Distributor you must be an established business that engages in the regular sale or lease of the items specified by the contract. A DBE Distributor must also assume ownership and all risk for loss or damage during transportation of the items. Transportation of the items must be arranged using a third party, meaning the business the items are purchased from cannot transport the items with their own distribution equipment. DBE Distributors will be required to provide proof of purchase of the items as well as proof of liability of the items while in transport at the Commercially Useful Function completed for the project.

If the requirements described for both Supplier and Distributor are not met the DBE may only be eligible for brokerage credit, where only the fees or markup of the items within the contract can be counted.

The Rule update requires agencies to determine the amount of credit awarded to a DBE Supplier or Distributor on a contract-by-contract basis. A new Notification of Intent to Use (Form C) – SFN 62503 was created to make this determination in conjunction with additional review by DBE staff. This form is required any time a DBE Supplier or Distributor is to be used towards DBE credit on a NDDOT project that contains federal funding. The form is not due to the Civil Rights office until two business days after the bid opening, however, Prime contractors need to know what percentage to count any DBE Supplier/Distributors prior to submitting their bid. It is highly encouraged that DBEs provide clear and accurate information to Primes with their quote regarding what percentage it is eligible for DBE credit. DBEs self-identify on the form by answering the questions to determine if they are providing materials at a 60%, 40% or brokerage DBE rate. **The questions are to be answered however the DBEs business is structured at time of quote, not how they may hope to have it structured in the future when the project takes place.** For example, if a DBE does not currently have an operational establishment as defined above at the time of quote but intends to have one before the items in the contract are to be provided, they cannot quote as a 60% DBE Supplier. They must have all the requirements in place at the time of quote in order to be counted at 60%. If a DBE is found to be answering the questions on the form falsely it could result in restriction from quoting future bid openings or suspension of certification.

NDDOT identifies some firms in their DBE Directory listings as Suppliers and/or Distributors. Those determinations were made using Commercially Useful Function information from the 2024 season as well as some on-site visits. They are to be used as a guide for Primes in determining eligibility. If a DBE has updated their business structure/practices that they feel qualifies them differently than what their DBE Directory listing indicates they should contact the Civil Rights office and provide proof of those changes. The Civil Rights office will review the information and make updates if appropriate.

Welcome New DBEs

AK Brown Enterprises, LLC dba General Traffic Controls

Traffic signal cabinets, controllers, vehicle detection sensors/equipment, battery pickup, signals, peripheral equipment, and pedestrian safety equipment. Assist agencies and contractors with the final turn on of traffic signal equipment, make sure it is working properly, and make any final software or timing changes that are done on-site.

amanda@generaltraffic.com | 712-262-1521
<http://www.generaltraffic.com>

Alrek Business Solutions, Inc.

Professional Services: Computer Software

hr@absli.com | 847-413-8292
<http://www.absli.com>

Avero, LLC dba Avero Advisors

Provides end to end information technology services for IT assessments, IT Strategies, business process redesign, program management, quality assurance, project management, independent validation and verification, business analysis, professional development, process facilitation, change management, RFP development, procurement support, vendor management, system selection and implementation, telecom (Unified Communications) and managed services.

info@averoadvisors.com | 865-415-3848
<http://www.averoadvisors.com>

CDM Consultants, LLC

Professional Services (Administrative), Configuration & Document Management, Project Controls

sandy.dreier@cdm-consults.com | 715-307-3477
<https://cdm-consults.com/>

Connico, LLC

Professional Services: Cost estimating, scheduling, project management, program management, and constructability planning

db@connico.com | 615-994-1980
<http://www.connico.com>

Lead at Any Level, LLC

Professional Services

amy@leadatanylevel.com | 413-451-3767
<http://www.leadatanylevel.com>

Rare Agricultural Products, LLP

Vendor and wholesaler of agricultural products, including fertilizer, insecticides, fungicides, soil amendments, soil treatment products, greenhouse sanitation products, seeds, and herbicides. We consult clients on nutrient management and integrated pest management, and help to mix, apply, spray, and cultivate plants based on our recommendations.

sales@rareagproducts.com | 303-505-6716
<http://rareagriculturalproducts.com>

Schmitt Strategies, LLC

Provides advice and assistance to businesses and organizations in community and economic development. Including but not limited to strategic and organizational planning, financial planning and budgeting, marketing objectives and policies, human resource policies, new business start-ups, business plan development and implementation.

schmittstrategies@hotmail.com | 701-527-0931

Sensis

Advertising Agency and Website Development
jrvilla@sensisagency.com | 213-341-0171 Ext. 708

<http://www.sensisagency.com>

SRL Enterprises, LLC

Professional Services: Contract Compliance; Integrity Monitoring; Oversight and Reporting DBE, MBE, MWBE, and SBE program development; Certification and management community outreach and marketing services.

rolewis@srjenterprises.com | 877-726-0272
<http://www.srlenterprises.com>

For Trucking Firms...

1:1 DBE Trucking Ratio Eligibility

NDDOT has updated the DBE Directory to include verbiage as to which trucking companies are eligible to quote/use the 1:1 DBE Trucking Ratio. Only firms with ***Eligible to quote DBE 1:1 Trucking Ratio*** in their Certified Business Description section may quote or use the 1:1 DBE Trucking Ratio on any future projects. You can find more information about the eligibility requirements for 1:1 DBE Trucking Ratio in the DBE Special Provision by [clicking here](#).



Announcement...

The North Dakota Department of Transportation Director, Ronald Henke, formally announced the estimated bid for the Department's 2025 construction program. The program includes approximately 57 miles of roadway reconstruction projects, 397 miles of roadway preventative maintenance projects, and six stand-alone bundled structure projects. To view the 2025 NDDOT construction program estimated bid announcement, [click here](#).

Quoting Opportunities

November 15, 2024, 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) 24126, 24165 for the November 15, 2024 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) 24165, 24219, 24228, 24232, 24414 for the November 15, 2024 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) 24126, 24219, 24414 for the November 15, 2024 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) 22957, 23277, 23560, 23760, 23945, 24113, 24126, 24165, 24302 for the November 15, 2024 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, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22957, 23560, 23653, 23760, 24126, 24165, 24302 for the November 15, 2024 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 Becci Smith at 320-762-7289. Any and all disadvantaged businesses are encouraged to submit a quote. CENTRAL SPECIALTIES, INC. is an Equal Opportunity Employer.

DENNY'S ELECTRIC LLC - PO BOX 1406 1661 I-94 BUSINESS LOOP EAST, DICKINSON, ND 58602, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 23277 for the November 15, 2024 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. DENNY'S ELECTRIC LLC will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to skip@dennyelectricnd.com or fax your quotes to 701-227-0712. To speak to someone in our office regarding quoting please contact Skip Rapp at 701-227-0601 extension 1009. Any and all disadvantaged businesses are encouraged to submit a quote. DENNY'S ELECTRIC LLC 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) 23277, 23745 for the November 15, 2024 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.

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) 23560, 23653 for the November 15, 2024 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.

GOWAN CONSTRUCTION, INC. - PO BOX 228, OSLO, MN 56744, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22957, 23653, 23669 for the November 15, 2024 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. GOWAN 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 steve@gowanconstruction.com or fax your quotes to 701-699-3400. To speak to someone in our office regarding quoting please contact Steve Mack at 701-699-5171. Any and all disadvantaged businesses are encouraged to submit a quote. GOWAN CONSTRUCTION, INC. 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) 22957, 23653, 23745, 24113 for the November 15, 2024 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.

KEY CONTRACTING - 245 7TH AVE NE, WEST FARGO, ND 58078, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 23945, 24113 for the November 15, 2024 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. KEY CONTRACTING will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to tmartin@keycontracting.com. To speak to someone in our office regarding quoting please contact Thomas Martin at 701-238-8192. Any and all disadvantaged businesses are encouraged to submit a quote. KEY CONTRACTING is an Equal Opportunity Employer.

KNIFE RIVER CORPORATION - NORTH CENTRAL - 3303 ROCK ISLAND PLACE, BISMARCK, ND 58504, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22957, 23277, 24026 for the November 15, 2024 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 CORPORATION - NORTH CENTRAL will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to KRWND.Subquotes@kniferiver.com. To speak to someone in our office regarding quoting please contact Cody Bennett at 701-774-2066 extension 3755. Any and all disadvantaged businesses are encouraged to submit a quote. KNIFE RIVER CORPORATION - NORTH CENTRAL 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) 22957, 23653, 23760, 24165, 24302 for the November 15, 2024 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) 24302 for the November 15, 2024 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) 22957 for the November 15, 2024 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 Matt Church 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) 23653, 23760, 24126, 24165, 24302 for the November 15, 2024 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 271ST 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) 23560 for the November 15, 2024 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) 24165, 24219, 24414 for the November 15, 2024 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](mailto: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) 22957, 23277, 23745, 23945, 24026, 24113, 24126, 24165, 24228 for the November 15, 2024 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.

PCI ROADS - 14123 42ND ST NE, ST MICHAEL, MN 55376, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22957, 23277, 23653, 23745 for the November 15, 2024 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. PCIROADS will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to estimating@pciroads.com. To speak to someone in our office regarding quoting please contact Kim Michels at 763-497-6100. Any and all disadvantaged businesses are encouraged to submit a quote. PCIROADS 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) 24302 for the November 15, 2024 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.

REEDE CONSTRUCTION, INC. - 5237 HIGHWAY 12 E, STE 1, ABERDEEN, SD 57401, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 22957, 23277, 23745 for the

November 15, 2024 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. REEDE 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 jbruns@reededeconstruction.net. To speak to someone in our office regarding quoting please contact Jesse Bruns at 605-225-7082 extension 27. Any and all disadvantaged businesses are encouraged to submit a quote. REEDE CONSTRUCTION, 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) 22957, 23277, 23653, 23669, 23745, 23760, 24113, 24165 for the November 15, 2024 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) 23745, 24113 for the November 15, 2024 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, INC. - 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) 23277, 23669, 23745, 23945, 24026, 24113 for the November 15, 2024 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, INC. 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 Jeremy Gibbs or Chris Hartwig at 507-412-9589. Any and all disadvantaged businesses are encouraged to submit a quote. TI-ZACK CONCRETE, INC. is an Equal Opportunity Employer.