

North Dakota Department of Transportation

DBE NEWSLETTER

— For the March 14, 2025, Bid Letting —

IN THIS ISSUE:

- Upcoming Bid Letting Meeting Pg. 1
- Sustainability Practices Pg. 2
- Announcements Pg. 5
- Upcoming Events/Training Pg. 5
- Conquering Imposter Syndrome Pg. 6
- Welcome New DBEs Pg. 9
- Quoting Opportunities Pg. 10

Upcoming Bid Letting Meeting

DBE Industry Update Meeting—March 10, 2025, at 9-10 a.m. CT for the March 14, 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 February 7 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, March 6, 2025 (for March 21, 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.



Sustainability Practices

FOR SMALL BUSINESSES

In today's rapidly evolving business landscape, sustainability has become more than just a buzzword—it's a crucial component of long-term success. As awareness of global climate change grows, new regulations are being implemented that may require your business to adopt new policies to meet the government's standards, but even if your business is not affected by changing governmental guidelines, sustainability is becoming increasingly important for businesses and their customers and just meeting compliance may not be enough. In this article we'll discuss four reasons why you should care about sustainability and five steps you can take to begin implementing sustainability practices in your small business.



Why You Should Care About Sustainability in Your Business

- 1. Compliance:** With new rules and regulations emerging as we begin to better understand the impacts of human activities on the climate, the most immediate reason to care about sustainability may be compliance. Before you begin developing sustainability plans, it's important to understand the regulations that are relevant to your business so that you can meet non-financial reporting standards. The Environmental Protection Agency's (EPA) website can be a good place to start when researching regulations, but there may be others you should review depending on the nature of your company. While you're there, the EPA also provides sustainability guides that are worth reviewing for those who want to do more than meet compliance.
- 2. Profitability:** Of course, improving the environment has long term benefits on yourself, your business, the people around it, and the generations that will follow in your footsteps, but it can also have immediate and specific benefits for your company. First and foremost, many sustainability practices reduce costs and improve profitability. Reducing plastic use reduces the amount you need to buy, which reduces costs. Lowering energy waste by investing in sustainable energy systems also reduces utility bills. Reducing the distance between manufacturers and customers also reduces the cost of transport. While some sustainability practices do increase costs, in many cases practices that protect the environment also protect your bottom line. Implementing sustainability practices can also qualify your business for government funding and tax breaks.

- 3. Marketability:** Implementing sustainability practices attracts new customers, especially when those practices are celebrated publicly. For many people, especially young people, choosing which companies to support is about their impact as much as their products. Having a positive impact on the environment makes customers who care about the planet more likely to seek you out over competitors who don't take the same steps.
- 4. Health:** Some sustainability practices improve your employees' wellbeing as well as that of the world around them. Steps that improve air quality, reduce the use of harmful chemicals, lower travel time, and otherwise improve the environment of your workspace can improve the mental and physical health of the people who work there, and people who are happy and healthy produce more and higher quality work.



Steps You Can Take to Implement Sustainability Practices in Your Business

- 1. Learn:** Before you start developing a plan, it's important to learn about your impact. Review the relevant regulations to know what the baseline of compliance is for your company and assess how your business's activities impact the environment. At the same time, learn about the ways in which human activities impact the environment where your company can make an impact through sustainability initiatives.
- 2. Plan:** Once you understand what your company is required to do, what impacts your operations are having, and where you can improve, develop a plan to implement changes that matter to you like reducing waste or lowering carbon emissions. When creating your plan, it's important to ensure that your goals are realistic and attainable. If your business involves significant shipping, completely reworking your supply chain probably might not be an option you have the resources for, but changing the way you package your products to reduce waste and lower the number of single use plastic items can be. If your employees work in a shared office space, converting to a more energy-efficient building would take a lot of time and money and cause interruptions in work, but adding plant life into the office to improve air quality and using cleaning supplies that are eco-friendly and non-toxic can

improve the health of your employees with minimal interruption or cost. Setting unrealistic goals and failing to reach them can be demotivating, but successfully reaching a series of smaller goals can snowball into broader, more impactful changes over time. Similarly, it's important to ensure that your goals are specific and measurable. Setting out to "reduce waste" at your company is vague and hard to define, but performing a waste audit to determine the quantity of waste generated by your workplace and setting a specific goal, like moving documents to electronic distribution with the goal of reducing paper waste by a set percentage, can be measured, which allows your business to celebrate a win when that goal is achieved, or gives motivation to look at the causes when the goal is not met.

3. Engage: Implementing sustainability practices in your company is a team effort, so everyone needs to be involved. Educate your employees, suppliers, and customers on your new policies, including your goals, their importance, and the steps they can take to help your businesses succeed. Internally, create initiatives that encourage staff involvement and include rewards like extra time off, bonuses, or verbal praise. Create an environment where people can be active, make suggestions, and improve together, and those individual wins will combine to improve the overall effectiveness of your plan even as it improves the morale of everyone involved. Similarly, by expanding that philosophy to the community that surrounds your business, you can draw in new customers who hear about the steps your company is taking to improve the world.

4. Assess: Building your sustainability plan should not be a one-and-done event. Regular evaluations are important to measure whether goals are being met, if they are having the intended impact, and what can be changed or improved going forward. If your goals are specific and measurable, set up a timeline to perform progress assessments and make changes as needed. It is important to be transparent about these assessments. Communicating your achievements to the community enhances your reputation. However, even if performance does not meet expectations, maintaining transparency fosters trust and support. It allows internal improvements to continue, encourages stakeholders to engage, and for many external customers and community members, it is the act of trying that is important. Making an effort might be more than your competitors are doing, and even less-than-expected improvements are still improvements to be applauded.

5. Repeat: Whether your goals are being met or your efforts are failing to meet your expectations, it's important to follow up on assessments by initiating changes. Reassess your situation, study your previous successes and disappointments, and begin implementing the next steps in a new plan. Sustainability isn't a one-time event. It's a process of continuous improvement that can only make things better for everyone.



Announcements...

Exciting Update: NDDOT DBE Training Reimbursement Program

Great news! The NDDOT DBE Training Reimbursement Program has had a strong start this fiscal year. As of now, \$620 in funding remains available until October 1, 2025. Applications for reimbursement will be processed on a first-come, first-served basis, so be sure to submit your qualified requests as soon as possible!

For more details on how to apply, [visit our website](#) or contact our supportive services team at Project Solutions, Inc. dbe@projectsolutionsinc.com today!

Upcoming Events/Training

**March
4-5**

ND Transportation Conference

Bismarck Event Center

Tuesday & Wednesday, March 4 - 5, 2025 | Cost: \$125

[Learn More >](#)

March 6

The SEO Implementation Blueprint: Tools, Tactics & Techniques

Webinar

Thursday, March 6, 2025, 12:00 P.M. CT | Cost: Free

[Learn More >](#)

**March
12**

OSHA Workplace Safety Inspections: What You Need to Know!

Webinar

Wednesday, March 12, 2025, 1:00 P.M. CT | Cost: Free

[Learn More >](#)

**March
13**

Laying the Groundwork for AP Automation in Construction

Webinar

Thursday, March 13, 2025, 1:00 P.M. CT | Cost: Free

[Learn More >](#)

**March
25**

Davis Bacon Requirements and the Service Contract Act (Wage and Hour) Requirements

Webinar

Tuesday, March 25, 2025, 9:00 A.M. CT | Cost: Free

[Learn More>](#)

CONQUERING IMPOSTER SYNDROME:

A Guide for Small Business Owners to Protect Their Revenue

Imposter syndrome is a pervasive psychological phenomenon that affects individuals across industries and professions. For small business owners, it can be particularly debilitating. The constant pressure to make strategic decisions, lead a team, and maintain financial stability creates fertile ground for self-doubt. However, recognizing and addressing imposter syndrome is not only critical for personal well-being but also for safeguarding the revenue of your business.

What is Imposter Syndrome?

Imposter syndrome is the feeling of being a fraud despite evident success. Those affected may attribute their achievements to luck or external factors rather than their skills and hard work. This mindset can lead to excessive self-criticism, overworking to "prove" worthiness, or hesitating to take calculated risks.



For small business owners, imposter syndrome often manifests in the following ways:

- **Undervaluing Services:** Setting prices too low out of fear that clients won't see the value.
- **Avoiding Leadership:** Hesitating to make decisive calls, leading to inefficiencies.
- **Overworking:** Compensating for perceived inadequacy by working excessively, which can lead to burnout.
- **Missing Opportunities:** Failing to pitch for large contracts or collaborate with influential partners due to a lack of confidence.

The Connection Between Imposter Syndrome and Revenue

When left unchecked, imposter syndrome can directly impact the financial health of your business. Here's how:

- **Underpricing:** Consistently setting prices below market value reduces profit margins.
- **Overdelivering:** Going beyond agreed-upon deliverables to prove value increases costs without additional revenue.
- **Avoiding Growth Opportunities:** Hesitation to expand or diversify restricts revenue streams.
- **Poor Negotiation:** Fear of rejection may lead to accepting unfavorable terms in contracts or deals.



Steps to Overcome Imposter Syndrome

Acknowledging imposter syndrome is the first step toward overcoming it. Below are strategies to combat these feelings and protect your revenue:

1. Recognize Your Achievement

Start by listing your accomplishments—both personal and professional. Reflect on the challenges you’ve overcome and the unique value you bring to your business. Regularly revisiting this list can help ground you in your capabilities.

2. Seek Feedback

Ask clients, employees, and mentors for honest feedback. Positive comments can reinforce your confidence, while constructive criticism helps you grow without succumbing to self-doubt.

3. Set Realistic Goals

Break larger objectives into smaller, actionable steps. Achieving these milestones reinforces your sense of competence and reduces overwhelm.

4. Learn to Delegate

Recognize that you don’t have to do everything yourself. Delegating tasks allows you to focus on strategic priorities and prevents burnout. Trusting your team’s expertise also reinforces the notion that collaboration, not perfection, drives success.

5. Embrace a Growth Mindset

Rather than fearing failure, view mistakes as opportunities to learn. A growth mindset shifts the focus from proving yourself to improving yourself.

6. Reframe Negative Thoughts

Challenge your inner critic by questioning the validity of negative self-talk. Replace statements like “I’m not qualified” with “I’m learning and growing every day.”

7. Invest in Professional Development

Attend workshops, enroll in courses, or join industry networks to enhance your skills and expand your knowledge. Gaining expertise helps build confidence and positions you as a credible leader in your field.

8. Seek Support

Connect with other entrepreneurs who may share similar experiences. Peer support groups provide a safe space to discuss challenges and exchange strategies for overcoming imposter syndrome.

Strategies to Protect Your Revenue

While working on your mindset, implement practical measures to ensure your business remains financially secure:

- **Conduct Market Research** - Understand your industry's pricing standards and customer expectations. This data helps you set fair prices that reflect your value while remaining competitive.
- **Review Pricing Regularly** - Don't undervalue your offerings. Regularly reassess your pricing structure to ensure it aligns with market trends, inflation, and the unique value you provide.
- **Create Clear Contracts** - Define deliverables, timelines, and payment terms in writing. Clear contracts protect your interests and prevent scope creep, ensuring that you are compensated fairly for your work.
- **Develop a Strong Value Proposition** - Articulate what sets your business apart. Highlighting your unique value proposition in marketing materials and sales pitches reinforces your confidence and justifies your pricing.
- **Diversify Revenue Streams** - Explore additional income sources, such as offering new products, hosting workshops, or creating digital content. Diversification reduces dependency on a single revenue stream and mitigates risk.
- **Track Financial Metrics** - Monitor key performance indicators (KPIs) such as profit margins, customer acquisition costs, and revenue growth. These metrics provide a clear picture of your financial health and guide strategic decisions.
- **Automate and Streamline Operations** - Invest in technology to automate repetitive tasks like invoicing, inventory management, and customer communication. Streamlined operations reduce overhead and free up time to focus on revenue-generating activities.
- **Build an Emergency Fund** - Set aside a portion of your revenue for unexpected expenses. A financial safety net provides peace of mind and reduces the fear of making bold business moves.



Overcoming imposter syndrome is not a one-time task; it's an ongoing process that requires self-awareness and consistent effort. For small business owners, the stakes are high, as unchecked self-doubt can stifle growth and undermine revenue.

By combining mindset shifts with practical strategies, you can create a sustainable business model that thrives despite the challenges. Remember, your expertise, dedication, and resilience are the foundation of your success. Trust in your journey and the value you bring to your clients and industry.

In the words of Maya Angelou, "I have written eleven books, but each time I think, 'Uh oh, they're going to find out now. I've run a game on everybody, and they're going to find me out.'" Even the most accomplished individuals face imposter syndrome. What sets successful entrepreneurs apart is their ability to acknowledge these feelings and move forward with determination.

Welcome New DBEs

Austell A Engineering, LLC

PROFESSIONAL SERVICES: Computer-aided design drafting (CADD) services; Highway, street and bridge construction, Other scientific and technical consulting services.

austell.a.engineering@gmail.com | 312-428-1833

<http://www.AustellAeEngineering.com>

Cole's Screen Printing

TRANSIT: Advertising/Marketing. Cole's Screen Printing is a custom branding company specializing in custom apparel, signage, and promotional products.

brian@colesprinting.com | 901-207-6807

<http://www.colesprinting.com>

National Essentials, LLC DBA Sees Candies

ACDBE: Retail, Confectionery stores, packaged, retailing only, Apparel accessory stores, Apparel stores, women's and girls' clothing

karadar76@yahoo.com | 303-807-0298

Paralegal Consultants LLC DBA Prism Consulting

PROFESSIONAL SERVICES: Litigation support and office management consulting services to licensed attorneys and law firms. Business management and consulting services.

Administrative, clerical and consultation services, generally; event planning.

valerie@prismconsultingfl.com | 239-986-4237

<http://www.prismconsultingfl.com>

Sonus Software Solutions Inc.

Custom Computer Programming Services, Computer Systems Design Services, Computer Facilities Management Services, Other Computer Related Services

info@sonussoftwareinc.com | 801-770-3133

<http://www.sonussoftwareinc.com>

Tyler Communications, Inc.

PROFESSIONAL SERVICES

Janitorial equipment and supplies merchant wholesalers, Wholesale Trade Agents and Brokers, Electronics and Appliance Retailers, Office Administrative Services, All Other Support Services,

Computer Training, Professional and Management Development Training,

Apprenticeship Training, Exam Preparation and Tutoring, Full-Service Restaurants

tony.tyler@tylercommunications.net | 404-747-6800

<http://www.tylercommunications.net>

VeAssis, LLC

PROFESSIONAL SERVICES: Office Administrative Services

stephanie.lane@veassis.com | 512-508-3611

<http://www.veassis.com>

Quoting Opportunities

March 14, 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) 23489, 23547, 24029, 24097 for the March 14, 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) 23821, 23848, 24144, 24228, 24332, 24482, 24497 for the March 14, 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) 23821, 23848, 24097, 24144, 24482, 24497 for the March 14, 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) 23489, 23547, 24029, 24091, 24097 for the March 14, 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) 23489, 23547, 24029, 24082, 24091, 24097 for the March 14, 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) 23860, 24223, 24231, 24238 for the March 14, 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.

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) 24091 for the March 14, 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) 24082, 24091 for the March 14, 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) 23547, 23860, 24029, 24082 for the March 14, 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.

INTERSTATE IMPROVEMENT, INC. - 16871 CANBY AVENUE, FARIBAULT, MN 55021, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 24029, 24042 for the March 14, 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. INTERSTATE IMPROVEMENT, INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to PCink@interstateimprovement.com. To speak to someone in our office regarding quoting please contact Paul Cink at 507-333-2677 extension 225. Any and all disadvantaged businesses are encouraged to submit a quote. INTERSTATE IMPROVEMENT, 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) 23489, 23547, 24029, 24082, 24091, 24097, 24484 for the March 14, 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.

MAIN ELECTRIC - 2626 VALLEY STREET, MINOT, ND 58701, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 24238 for the March 14, 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. MAIN ELECTRIC will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to darrenb@main-holmes.com. To speak to someone in our office regarding quoting please contact Darren Bischof at 701-852-4445. Any and all disadvantaged businesses are encouraged to submit a quote. MAIN ELECTRIC 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) 23489, 24029, 24097 for the March 14, 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.

MAYO CONSTRUCTION COMP ANY, 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) 23489, 23547, 24029, 24097, 24484 for the March 14, 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) 24091 for the March 14, 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) 23821, 23848, 24144, 24482, 24497

for the March 14, 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) 23547, 23860 for the March 14, 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.

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) 24029 for the March 14, 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. 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) 23489, 24029, 24484 for the March 14, 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) 23489, 23860, 24029, 24042, 24082, 24223, 24231, 24238, 24484 for the March 14, 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) 23547, 24029, 24082 for the March 14, 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) 23547, 23860, 24029, 24042 for the March 14, 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 Jeremy Gibbs or Chris Hartwig at 507-412-9589. Any and all disadvantaged businesses are encouraged to submit a quote. TI-ZACK CONCRETE, LLC is an Equal Opportunity Employer.

WEBSTER SCALE INC. - PO BOX 127, WEBSTER, SD 57274, is seeking quotes on any and all items or materials within the scope of the project(s) on job number(s) 24091 for the March 14, 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. WEBSTER SCALE INC. will be accepting quotes up until deadlines as specified in the DBE Special Provisions for this letting. You can email your quotes to joelshoemaker@websterscale.com. To speak to someone in our office regarding quoting please contact Joel Shoemaker at 605-345-3881. Any and all disadvantaged businesses are encouraged to submit a quote. WEBSTER SCALE INC. is an Equal Opportunity Employer.