

# KIER UNPLUGGED

## Onward and Upward



**2020** Was the best of years, and the worst of years. The best in regards to KIER Construction's success, and the worst regarding the "sequence of bad dreams from which we could not wake up because we were not asleep." I leave the

sequence of events list to your memory.

It was a relief to say good-bye to the year, but the adventure continues. Our CEO, Steve Kier, has adopted the slogan, "**Onward and Upward**," as our theme for 2021. He put the slogan into action on New Year's day with a hike to Malans Peak which is heavy on the upward. It's a great way to begin the year, and to actualize a mindset.

The slogan reminds us to keep our eyes ahead and to be ready for the climb. It's worth the effort. "Remember that a diamond is merely a lump of coal that did well under pressure."

As a company, we have hit a new peak in spite of the travails and challenges of 2020. Our recipe for success can be summed up in one word — **intentional**. Sound familiar? That word was embraced as our 2020 anthem. We were **intentional** as we navigated throughout the year.

To really get on-board with "Onward and Upward," compare it to the opposite, "Backward and Downward." I am downhearted just typing it.

We must keep moving forward with **optimism**, **empathy** and **curiosity**. Optimism is a choice that soon turns into a behavior that benefits all, including ourselves. Empathy fuels connection and

brings true contentment. We rise by lifting others. The cure for boredom is curiosity. Curiosity leads us to new ideas, new paths and great adventures.

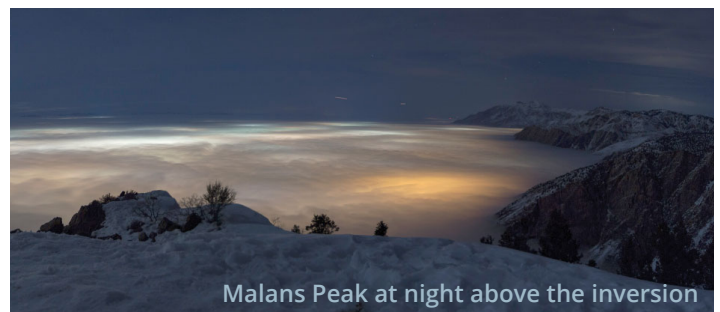
Upward sounds like work, but isn't the act of living work? When climbing physically, the views, the over stimulated endorphins, the accomplishment, and the cheeseburger, fries and chocolate shake afterwards are the reward.

Figuratively, we all have mountains in one form or another that need to be conquered, moved, blown up, etc. One small success, or step upward, pushes us to another. It just feels good to keep growing and improving.

Author, Israelmore Ayivor, sums it up like this, "If you aim upward, you will shoot at higher things. If you aim downwards, you may shoot your feet." That is nutshell philosophy right there.

Intentionality is still our base camp. It has served us well, but will still require intentional footing, as in adherence to budgets, schedules and deadlines. We must continue to work as a team and be willing to adapt as the rules, or route changes.

Let's start the year climbing — and finish the year climbing. The best views come after the hardest climbs. Happy 2021!



Malans Peak at night above the inversion

# THE NEWS

## WELCOME NEW COWORKERS

### PAUL HEARD DIRECTOR OF ESTIMATING



I was born in England and have traveled the world living and working in France, Germany, New Zealand, Florida and Texas. As a result, I am not interested in retiring for the sake of traveling. In fact, thirty odd years after all my peers have asked me when am I going to settle down, we have come to Utah to do just that. Getting married

in 2000 my wife Joni and I have three daughters now in their teens. I like reading, walking, cricket, Formula 1 motor racing, home projects, and trees. I appreciate forests, history, and astronomy. I like "real" things/people that are sincere and genuine. I also value kindness, so be kind to me.

*As Director, Paul oversees the Estimating Department.*

### BRETT HARGRAVE PROJECT MANAGER



I have 20 years of experience in the Construction Industry, from pushing a broom to pushing a 65M hotel project in Dallas TX. Educated from the School of Hard Knocks and patient mentors, I have learned what works and what just looks good on paper. I thrive in pressured environments with

aggressive goals and high expectations. I firmly believe in the idea that there are no bad teams, only bad leaders. When not at work, I enjoy spending time in the mountains and running on trails.

*Brett will be overseeing the Studios on Gordon Avenue and the upcoming Novel at Daybreak Apartments*

## PROJECTS



Studios on Gordon Apts

KIER won the bid for the **Studios on Gordon Apartments**. *Congratulations Will!* Brett Hargrave is the Project Manager. The rest of the details will follow soon.



Residences at Sugar Alley

Shane Wayment, Doug Korth, Mary Ann Smith, and Casie Coggins are working hard at getting the **Residences at Sugar Alley** out of the ground in Sugarhouse. Scott Kier and Aaron Minardi did the estimating.



Extra Space Phase II

Manuel Jr is running the **Extra Space**



Orem City Library Hall

Ben, Mike Riley, and Joey Patino have brought the curtain down on the **Orem City Library Performance Hall**. Casie kept them on task as the PA. Take a bow team.



Ogden Fire Station #4

**Ogden's Fire Station #4**, a historic piece in Ogden's history, is up and running again thanks to our outstanding team. Brayden performed a duo role as PM/PE. Roger Graves was the superintendent with Carl Myler at the finish. Dawn was their P.A.

**Phase II** project in Murray. Brayden is the PM, Mitch is offering support as the PE and Tiffanie is their Project Assistant.



Paul Heard	Jan 01
Ryan Blanch	Jan 01
Austin Raught	Jan 02
Melissa Berrett-Yurth	Jan 10
Cord Skeen	Jan 25

## BUILDING A COMPANY COOKBOOK



Hey guys — I know that November was the deadline regarding submission of recipes for the KIER Cookbook, but it would be nice to have a few more participants. Below is a teaser of what you will find inside Angel's compilation of your favorite dishes. She has received approximately twenty recipes. If you have a moment, please share your go-to-meal ideas with the rest of us. Your best kept *secret dishes* would be great too. I personally am looking forward to having my own copy of your favorite, appetizers, main dishes, desserts, sauces, dips, etc. **And** it will bring fond thoughts of the one who shared the dish.



### Greek Style Shrimp Scampi

- |                                              |                                                         |
|----------------------------------------------|---------------------------------------------------------|
| 1 Tsp olive oil                              | 1 Cup crumbled feta cheese                              |
| 5 Garlic cloves                              | 2 Tbsp Fresh lemon juice                                |
| ½ Cup chopped fresh parsley                  | ¼ Tsp freshly ground black pepper                       |
| 2 28 oz. Cans petite diced tomatoes, drained | 4 Cups hot cooked spaghetti (about 8 oz uncooked pasta) |
| 1 ¼ Lbs large shrimp, peeled and deveined    |                                                         |

1. Preheat oven to 400 degrees
2. Heat oil in a large Dutch oven over medium heat. Add garlic; saute 30 seconds. Add ¼ cup of parsley and tomatoes. Reduce heat, and simmer 10 minutes. Add shrimp; cook 5 minutes. Pour mixture into a 13 x 9-inch baking dish; sprinkle with cheese. Bake at 400 for 10 minutes. Sprinkle with the remaining parsley, lemon juice and pepper; serve over pasta. Yield: 6 servings.

## 5 New Year's Resolution Ideas From the World's Greatest Minds



**Makeuseof.com** turned to the wise and famous to find inspiration for the following list:

1. **Keep a Journal** — it's a good way to keep your mind clear, and in my case, to remember what I did yesterday.
2. **Say "No" More** — "The difference between successful people and unsuccessful people is that really successful people say no to almost everything." Warren Buffet.
3. **Improve Your Self-Discipline** — it's a recipe for success.
4. **Stop Complaining** — "it's not what you look at that matters, it's what you see." Henry Thoreau
5. **Go on an Adventure** — Now we're talking. Here is the link: <https://www.makeuseof.com/tag/new-years-resolution-ideas-worlds-greatest-minds/> It is an interesting read.