



KIER

May 2021

UNPLUGGED

QUIT or GRIT



There have been many situations in this “human race” where I have thrown in the towel. And then with passing time,

wanted the towel back. Too late.

How do we push through the obstacles without bailing out? How can we keep the momentum when we hit the roadblocks whether they are mental, physical or outside of our control?

At KIER, we work with many individuals who have the desire, as well as the tools, to break through the constraints of run-of-the-mill human endurance. I can tell who some of them are by the size of their biceps (insert smiley emoji here).

I can tell other barrier beating individuals by the way they influence me with their desire to make a positive impact on the world around them - including our KIER world. They have made finishing successfully a habit. Whether that means a first-place finish, or a last, they do what it takes to get it done. They keep looking forward to new starting lines, and new opportunities to do it better.

Fresh from completing a 75-mile bicycle endurance ride with 799 like-minded riders, Steve Kier associated our “quit or grit” subject matter with his personal journey through the “Tour of St. George.” The stages of this tour were broken into aid stations at 22, 42 and 62-miles. The finish line was at mile 75.

Just as it is with the beginning of a project, the pre-ride atmosphere was charged with anxious energy. Blow the whistle! Sign the contract! Let’s GO! And then they’re off.

We can associate the first ten miles with an excavation milestone, twenty miles could be likened to the concrete up to the framing timeline. Everything appears to be going well.

Then panic sets in at mile thirty due to fatigue and leg cramps. On the job it could be a failing subcontractor. What to do? You are not even halfway there. The next aid station for the ride is twelve miles away. It is next to impossible to find replacement help for a project in our crazy construction world right now. Your mind begins to tell you, “It’s only going to get worse.”

At this precarious place in his ride, Steve began to do a mental checklist of all the reasons he was on the brink of a full blown “bonk.” Dehydration is the usual culprit, so he began forcing his fluid intake and gobbling carbs that he had on hand. He rolled into the 42-mile aid station on fumes. Sound familiar? In some form, we have all been there. During this pit stop he walked off what remained of the cramps, upped his carb intake and took two shots of pickle juice, That’s right, pickle juice.



The first key was to get to the root of the problem ***right away*** and begin to maneuver through the solutions...even if it involved pickle juice. Often, we see the time we have left to make up the slack, but that scenario is not accompanied by a crystal ball that reveals what else is coming at us. It’s important to attack the problem at its conception.



After 10 minutes at the aid station Steve was able to climb back on the bike. He treated his arrival ***and*** his departure at the 42nd mile mark as ***a victory!*** That was the second key - celebrating the milestones, not just the final finish line.

QUIT or GRIT...continued



There will always be those moments in the middle of our individual journeys where we question our endurance level. We wonder if we can last another step let alone another mile, or other increment of time, weight, etc. The absent-minded fish, Dori, has lightened my load through a few sleepless nights here at the office with her mantra, ***“Just keep swimming, swimming, swimming.”*** Hard times pass, and when they do, you will be amazed at what you can endure.

The course designer for Steve’s ride saved the most difficult climbs for the end of the tour. I believe we can all relate to the illusion where the finish line appears to sit on a high and oh-so-distant hill.

In Steve’s case his strategies paid off. He kept his mind on the shorter victories. He peddled through the hills one rotation at a time, consumed extra fuel, and didn’t get stuck in the negative. He ended up feeling as good at the end as he did when he began. All good lesson analogies to learn from.

He summed it up with a quote from Einstein who said, “It’s not that I’m so smart [*or strong*], it’s that I stay with the problem longer.” In one word – **GRIT!**



NEW EMPLOYEES



ROBERT SYTZ

Robert is a welcome addition for Paul and Ryan in the Estimating Department. Keep those jobs coming!



KENZIE KIER

Welcome Kenzie to our Project Assistant team! She is currently filling in gaps wherever needed.



MIKE BISHOP

Mike is assisting Roger Graves as Superintendent on the Granary Project. Nice to have you Mike!



KESLI HINCKLEY

Kesli is graduating from WSU with a Marketing degree. She and Lori are sharing Marketing responsibilities. ☺!

JOHN TEDROW

John joined the Marmalade team in the position of Project Foreman. Great team to start with John!

MAX POND

Max is also a Project Foreman. He is supporting the Dixon team as they get that project wrapped up.

Welcome All!

Max Pond

May 03

Bridger Harrop

May 12

Eric Nyre

May 17

Steve Herrscher

May 20

Shane Wayment

May 22

*Celebrate
May Birthdays*





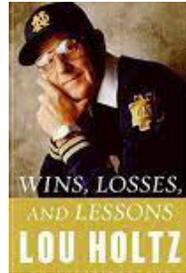
CENTER STAGE



BRETT HARGRAVE

I was drug up in Texas (the Fruitcake Capitol of the world, Corsicana). I joined the Air Force on my 20th B-day after the college I was attending invited me to not come back. I met my wife the second day I was in town after being stationed at Fairchild AFB in Spokane. We raised our family in N Idaho for 15 yrs before moving back to Texas. I have 8 kids with the first 4 being all boys.

LAST THING YOU READ:



"Wins Losses, and Lessons" by Lou Holtz. It was like sitting with my Grandpa while he imparted wisdom especially for me.

FIRST JOB:



Packing shingles up a ladder for my dad who was a roofer in Texas. He used my brother and I as the mechanism for getting bundles of shingles up on the roof. *We hated it!*

BIGGEST IRRATIONAL FEAR:



Sharks! I'm a pretty stalwart dude but not in the ocean. I am terrified of a shark taking a bite!

BEST VACATION:



My wife and I took an Alaskan cruise in 2005. The round-the-clock feasts were ridiculous. The excursions were fantastic. We zip lined with eagles, chartered a flight over glaciers, etc, etc.

CAMPING OR BEACH:

Texas has an incredible remote island/beach along the gulf - Padre Island. It's our family favorite...as long as there is a breeze to keep the biting flies away.

HOW YOUR PERSPECTIVE HAS CHANGED:



My strict standards when I was young impacted how I viewed and interacted with people based the choices they made. Now I realize that we are all on our own journey. Other people's choices rarely phase me, or surprise me now.

BUCKET LIST ITEM:



I would like to jump out of a perfectly good plane.



PAT HARTER

Like Shrek, I have multiple layers to my personality. I absolutely love to learn new things and 100% strive to be the best me. I am family oriented. For me, my career and friends are extensions to my family. Don't be surprised if you get an invite to parties, hikes, etc. Be ready to meet my girlfriend.

MOTIVATE CAREER PATH:



Build a path to success based off of talking/ learning from others that have already achieved success. Develop daily, weekly and monthly goals to keep me on the path I have built.

IDEALLY, HOW WOULD YOU SPEND YOUR BDAY:

Hosting a Halloween themed dance/hangout party surrounded by hundreds of my friends and family would be awesome.



SUPER POWER OF CHOICE:



I think the most usable super-power would be Magneto. I would be a one stop shop to build any steel buildings and would also be able to use my power to literally control the world. (Earth has a magnetic core)

WHO DO YOU ADMIRE MOST?



I proudly proclaim and embrace the fact that I am a momma's boy. My mother is hands down my hero and role model.

INSTANTLY CALMS YOU:



Being out in nature whether hiking, fishing or long-boarding brings me immediately into a state of euphoria.

FIRST THING YOU NOTICE IN A PARTNER:



The first thing I notice is their smile, and then their personality. Does it match the lovely smile?