



KIER UNPLUGGED

LEAVING A MARK

Every one of us at KIER is called to a specific duty. Whether that duty is accounting, benefits, business development, estimating, information technology, project management, safety enforcement, warehouse management, or keeping us all under a protective umbrella by assuming the responsibility of a multi-million-dollar company - there is a call to action. Every action informs the community of who KIER is, what KIER does, and hopefully, why we do it.

This is how we leave a mark, as in "Mark"eting. We are all connected in the selling of our company's services through our engagement with clients, subcontractors, vendors, as well as with the public. Our work activities represent who KIER is on every level from the way we answer the phone, to the way we drive a company vehicle. Marketing is how others learn the value of our services and how they would benefit from working with us. Every employee is a living, breathing billboard for KIER Construction.

With the addition of our new Marketing Coordinator, Kesli Hinckley, there is, in my words, "An invigorating shot in our Marketing arm." Kesli is one semester away from a Marketing degree from Weber State University. With her education, she brings a new lingo accompanied by analytics that gives us a better understanding of our customers, as well as our public audience.



If you follow us on Facebook, Instagram, Twitter or LinkedIn you have probably noticed new content almost everyday on one or more

of the platforms. Kelsi's calendar of posts is increasing brand awareness and consistently gets our company in the main stream - as in streaming through our audience's social media feeds.

And how can you help you may ask?

- First of all **get excited!**
- Next, **share** KIER's posts to your feeds and add a line, emoji, thought, etc., regarding your experience.
- **Link** your post to the company's media account.
- **List** KIER Construction as your employer in your bios.
- Share your **ideas** with the Marketing team.
- **Remember** that we are **all** in marketing.
- **Represent** the KIER brand well with your behavior and your performance.
- Stay focused on our 2021 theme, **"ONWARD AND UPWARD!"** The rest will follow.

Thank you all for the value you add to our KIER experience. You are the difference that our tagline boasts about.

Every day in
every way we are
leaving our
mark.

THE NEWS

NEW EMPLOYEES



ROBERT SCHRODER

As you can tell our Director of Human Resources, Margo Culwell, and Vice President of Construction, Andrew Smith, have been busy! We introduced five new employees last month and now have three more. **Robert Schroder** has joined our Novel team as a Superintendent. He and Ryan Blanch will take charge of this new 400 unit project. **Jared**



JARED PROVOST

Provost has moved onto the Granary job site in the role of Superintendent. He will manage the tenant finishes for that project. **Garrison Hinckley** is our new PE. He is working with Business Development, Preconstruction and Estimating to procure materials for upcoming projects in our post Covid construction environment. **Welcome!**



GARRISON HINCKLEY

NEW PROJECT in PAYSON



Jake Bird, like Elvis, has left the building. As in the KIER building office remodel. He has packed his gear and moved to the Mountain View Apartment renovation in Payson. This \$7 million rehabilitation project is comprised of 52 units divided between seven

buildings. Two of the units will be reconfigured changing the unit count to 50. Ryan Willcox estimated the project, Roger is performing PM duties, Chris is supporting them as PE, Carol is filling the role of PA and Laura will keep them accountable with her job cost accounting skills. Mountain View is scheduled for completion in February of 2022. Go get it team!



Michael Tolman June 08
Jarrett White June 16
Matt Adolphson June 28
Bill Hanson June 30



CENTER STAGE

KESLI HINCKLEY



I was born and raised in Utah, and will probably never leave because I love it

so much. I was married one week before Covid hit, in March 2020. My long awaited honeymoon is coming this August. I love spending time with family, playing softball, painting, and when there's time, reading. I will graduate from WSU with a Marketing Degree in December.

IF YOU COULD WIN GOLD:



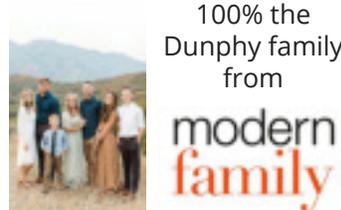
I would love to win a gold medal playing softball. It has been my life since I was six years old!

ONE OF YOUR FAVORITE HOBBIES:



My Mom and I have a small floral business. I love creating all different kinds of arrangements.

TV FAMILY MOST LIKE:



100% the Dunphy family from **modern family**

BEING THE OLDEST CHILD:



Being the oldest, I have been mothering my siblings forever, even if they hate it. I am the designated planner and gift buyer for our parents. My siblings (and usually dad) will then take the credit.

FAVORITE FAMILY TIME:



Pickleball, backyard softball/baseball, or some kind of adventure together.

PET PEEVE:



This is an odd one, but I hate little random touches. I am

not comfortable when someone barely grazes my arms or legs, or lightly touches me when they talk to me.

KENZIE KIER



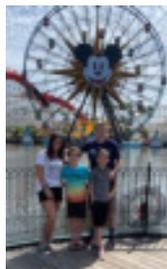
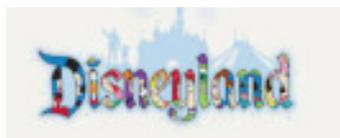
I am a mom of 3 boys, age 17, 13, and 11. That said, I am usually busy running to their various activities, doing homework or making snacks 347 times a day. I love all kinds of outside activity with my family; hiking, swimming, boating, etc. I love to travel and am usually in planning mode for our next trip. I am a "foodie," and love to cook, or find new places to eat. I am most happy playing with kids and babies.

LAST THING YOU READ:



Judy Picoult's, "A Spark of Light." I love to read and am always reading something.

BEST BIRTHDAY PLACE:



It's my Happy Place!

BEACH OR CAMPING:



We go camping a lot, my boys love it, but I would much rather go to the beach.

COOK OR ORDER IN:



I would rather cook. I love cooking and baking. I taught my

oldest son to bake, and now I do the cooking and he bakes. He is now better than me and the things he creates are amazing! See photo.

1ST CELEBRITY CRUSH:



I was 8 or 9 when I fell in love with Luke Perry. "8 Seconds" is still my favorite movie.

MOTTO YOU LIVE BY:

It's not about who they are it's about who I am.

BIGGEST IRRATIONAL FEAR:



BALLOONS