

THE KEE BOARD

OFFICIAL NEWSLETTER OF KEE GROUP



Photo: Darren Phillips, Production Supervisor

NEWS IN BRIEF

GOLFING CHAMPIONS

INDUSTRY NEWS

EMPLOYEE PROFILE

Most of you will know that **KEE** Group operates four complimentary business units – **KEE** Surfacing, **KEE** Hire, **KEE** Transport and **KEE** Fuel.

But, did you know that 80% of our top 20 clients engaged with more than one **KEE** division? Our larger customers already know that 'Loyalty has its Rewards' and now **all** our customers can save too.

We offer the whole package. Choose your own scale and combination of **KEE** Group services to maximise beneficial economies. Highly unique. Highly effective. Highly regarded, but most importantly highly focused on our customers.

For example, if you are a customer of **KEE** Hire and **KEE** Fuel, you can get a discount on the delivery fee we charge on fuel. The more you spend in hire, the more the discount on the delivery fee.

Please contact any of us at **KEE** to see how you can save up to 50% on the delivery fee of fuel for your project. And to make it even easier for our Hire customers, we now offer **WET HIRE!** Call Nat or Shane to discuss all your hire requirements.

David Cox, CEO

NEWS IN BRIEF

KEE Hire:

The equipment hire market in Western Australia is currently facing several challenges, including project delays, supply chain constraints, and labour shortages. Despite these hurdles, **KEE** Hire has successfully navigated this landscape through innovation, efficiency, and adaptability, emerging



Photo: Clayton Spiers

Sparring under the Stars

Up in Port Hedland, when the tools are hung up and the sun goes down, our team make time for their own fun.

Instead of putting their feet up, they lace up their gloves and transform the yard into a makeshift boxing ring. With quick jabs, playful banter, and a fierce determination, they spar under the stars, turning their down-time into a high-energy training session. Norm, our mechanic (pictured) has instigated this recreational activity and has been giving a few lessons to the team, keeping them fit and focussed.

Over the weekend, KEE Group was proud to sponsor the Main Roads WA Tognolini Cup. Our golfers were on par with their performance, ultimately sinking the competition and walking away with the Tom Maher Memorial Teams Trophy. This coveted prize is awarded to the team with the best four (4) scores and the highest combined Stableford score of any team. Well done Brett, Bumps, Anthony, James and David C. for putting their way to victory. It was a birdie kind of day—no bogeys in sight!

The administration team celebrated achieving "EOFY" with a lunch at the Epicurean restaurant, at The Crown. L-R Cortz, Swetha, Karthick, Bumpz, Auntie Anita, Mish and Jess, who we sadly have to say farewell to as she welcomes a new addition to her family. We will miss you Jess!



stronger than ever.

You might wonder how we manage to stay ahead of our competitors? The answer is simple: our turnaround time for last-minute jobs is faster, and our dedicated transport division ensures that we can deliver machines to sites quickly. The synergies within our business units allow **KEE Hire** to provide everything needed to get the job done, all in one place.

I firmly believe that the service you provide to your clients sets you apart from the rest. Building strong relationships between suppliers and customers is essential for mutual success. As the industry continues to evolve with advancing technologies and changing regulations, those who prioritize relationship-building will be well-positioned to navigate challenges and seize new opportunities.

At **KEE Hire**, we remain committed to investing in the future of our clients. We have recently taken delivery of four brand-new Bell B45 Articulated Dump Trucks and are actively sourcing the most cost-effective, fuel-efficient machines to aid in our fleet renewal.

Natalie Martin, KEE On-Hire Manager

KEE Surfacing:

Yet another member of the **KEE** family has reached a significant milestone. Peter Speedy, affectionately known as "Speedy the Screedy," has joined the prestigious Ten Year Service Club. Starting his journey with **KEE** as a groundsman and working his way up to a leading hand. Congratulations, Speedy—you're an all round good bloke!

Our manager Rait Sagor headed up the 'Big Guns for Big Runs' spray seal team on a major project in Onslow for new client CSI. The 12-man crew delivered outstanding results, covering an impressive 54 kilometers and 500,000 square meters with spray seal surfacing. Their commitment to excellence continues to set the standard in the industry.

Our success wouldn't be possible without the support of the 'KEE Surfacing Engine Room' who assist our team with inductions, onboarding, flights, medicals and so much more! THANK YOU TEAM!

Bumpy Samuel, KEE Surfacing Mngtr



INDUSTRY NEWS

The Larsen Road pedestrian bridge is making great strides toward connecting the communities on both sides of the rail corridor. KEE Transport has been significant in helping with deliveries of material and iron work for the project. All beams—some weighing up to 129 tonnes and spanning 40 metres—were successfully delivered to the project and lifted into place using two powerful cranes.

With the bridge columns poured and the southern deflection wall completed, this project is moving closer to finalisation, bringing the community one step closer to being fully connected.

Road congestion in WA is more than just frustrating—it's costing the economy over \$2 billion annually. The worst culprits are the intersections that leave drivers stuck, often missing a green light unless luck is on their side.

Beyond the daily commute, congestion cuts into valuable time with family and friends. According to Will Golsby from the RAC, "Our roads are struggling to keep up with demand."

The 2023 RAC Commuting and Congestion survey found that 50% of Perth peak-hour drivers are dissatisfied with their commute. Nearly two-thirds of members believe that fixing busy intersections would be the most effective way to ease congestion on Perth roads.

Source; Main Roads, RAC, Metronet

"Enjoy the little things, for one day you may look back and realise they were the big things"

— Robert Brault, Author

KEE Logistics:

Introducing 'Don' the **KEE** Transport plush-cat, who has been named after the late, great Donald 'Bob' Spiers. For anyone who doesn't know, Don Spiers was the father of our two directors, Damon and Clayton, and he features in this edition's Employee Profile. We are excited to see the wonderful places 'Don the Cat' may visit. Stay tuned to the Chronicles of Don...

KEE Transport has been delivering concrete panels to the Metconnx project for Permacast. This has established **KEE's** presence in the project through Fuel, Hire, and Transport—great work in promoting our strategy of utilising three of our pillars. We are well positioned through the end of September to February, securing a solid run sheet of project work.

KEE Fuel has commenced working with new clients such as Karak, O'Brien Civil, Martin Collins, and EXP Resources. Fuel has also tendered for the Fremantle Bridges project and is in the final stages of contract execution, providing additional litres for this project in partnership with Laing O'Rourke, further strengthening our long-lasting relationship.

Logistics warmly welcomes two new employees: Vanessa 'Ness' Baker, who joins as the Fleet Controller for Logistics, and Tandin Chopel in the Administration Team. Both have embraced the **KEE** culture exceptionally well, and we are fortunate to have them.

Brett Thiele, GM KEE Logistics

EMPLOYEE PROFILE

DONALD 'BOB' SPIERS; ONE-OF-A-KIND



OUR DAD, OUR MENTOR

"He was an exceptional man," says his wife, Cheryl Spiers, "strong in mind, body, and spirit." Anyone who knew our **KEE** director's dad, knew of his larger-than-life character. Donald 'Bob' Spiers was incredibly hard-working, a great motivator and always ready to lend a hand, whether at the gym or on the road with fellow truckers. His dedication to fitness was unsurpassed, always giving 100% and inspiring those around him.

His family has a rich history. His great-grandfather, James 'Jasper' Spiers, was a Scotsman who joined the early settlers from Victoria, crossing the Nullarbor with the bullock train to WA. James was not only a landowner and jockey who won the prestigious Perth Cup, but he also ran for Parliament. He contributed significantly to the transport and infrastructure sectors, building roads and serving as the first president of the Wanneroo Shire. Don's grandfather and father followed in the transporting footsteps, both becoming truck drivers, with Don continuing this family tradition.

Life growing up was not easy for Don. Post-war, his family struggled. His mother, Beryl, worked tirelessly as a cook at Maris Brothers College to ensure there was always food on the table. The family had little, with their house almost bare of furniture. Although his father became a successful truck driver, sadly his drinking habits often left the family without financial security. When his father's drinking spiralled, his mum would wrap Don in a blanket and they would leave their house and sleep in a public telephone box.

Don's life was marked by resilience and determination. He left school at 14, taking on an apprenticeship as a spray painter at Wark and Wainwright in Leederville. His love for running began here, where he would run from his home in Dover Road, Scarborough to work and back every day. After a stint in the army, where he broke the 3000-meter record, he came back to Perth and won numerous races including the City to Surf and Fremantle Fun Run. Keen to keep his love of running in the family, Don also trained his sons in the art of racing. One year at Whitford's Fun Run Don, Stephen, Damon and Clayton dominated the day, each gaining first place in their respective age category. The event organisers were so taken-aback by the Spiers formidable winning capabilities, that they were banned from entering the following year!

Don was on target to become a professional athlete until his ambitions were cruelly taken away from him when he was hit by a car while training. Through his passion for the sport, he didn't give up and became the Senior Athletics Middle-Distance Coach at the prestigious Trinity College, where he imparted his knowledge and motivation on hundreds of young athletes to help them reach their potentials.



Don's career as a truck driver was equally impressive. He helped build the Narrows Bridge for Clough (driving a Leyland Hippo-Truck) and one of the biggest projects he worked on was for Bell Brothers, where he took the first locomotive off the wharf in Port Hedland for Hamersley Iron in the 70's. He also used the famous salt-mines for training, running up and down the mounds to keep fit.

Having never touched a drop of liquor himself, when working in Port Hedland Don noticed that the men worked hard, but drank harder. One of the few pleasures they had after a long days yakka was the boxing nights at local pubs. Don had learnt to box at Scarborough Police Boy's Club and (perhaps less intentionally) on the beachfront in the era of the Bodgies and Widgies. Ready to unleash this hidden skill, Don cunningly waited for the fellow competitors boozing to progress in to the night. Completely sober, he would then step in to the ring, knowing that putting money on himself would be the safest bet to an easy win!

Clayton fondly recalls the road trips up north with his dad. "He was a dedicated marathon runner," Clayton said, "so he needed a way to keep in training while hitting transport deadlines." So, what was the 1980s solution? Simple! He put six-year-old Clayton behind the wheel of his triple-road train. As he was unable to reach the pedals, his dad used the hand throttle to keep the truck at a steady 12kms ph, so Clayton could keep the truck rolling while his dad ran in-front. A bit of old-school ingenuity at its finest!

Don's work ethic was unmatched, often working 16-hour days without lunch breaks. He set up his own successful trucking business buying his own F10 Volvo single-axle prime-mover. In 1995, Damon and Clayton joined the business as low-loader drivers and Spiers & Sons was born, later inspiring the brothers to build **KEE** Group in 2008. "What we learnt from our dad was his persistence," said Clayton and Damon. "Never give up, never give in and never make anyone do anything you wouldn't be prepared to do yourself. This has stayed with us throughout our lives and business".

Throughout his life the gym remained an essential part of Don's routine. Even up until his sudden death, he spent up to three hours a day training in a gym he had created in his garage. His commitment to fitness was admirable.

Most importantly, his love for wife Cheryl was unwavering. Cheryl was 18 and Don 21 when they first met, reaching nearly 60 years together. They were in love with each other and true soul mates, not leaving each other's sides. They built a beautiful house in Wanneroo and they lived with a menagerie of animals including pet kangaroos, dogs, ducks, chooks, bandicoots, bin-chickens and a favourite cat called Scruffy. "I miss Bob terribly," says Cheryl, "he would wrap his arms around me and tell me he loved me every single day. He was an incredible man, a one-of-a-kind and will be sorely missed."

KEE Group was built on the work ethic instilled by Clayton and Damon's dad and his forefathers, and we're proud to carry that legacy forward in serving the great state of WA.

Words and pictures by Katharyn Quinn

