

COP CONSTRUCTION CHRONICLE

JAN 2025

COP CONSTRUCTION LLC

242 S 64th Street West
Billings, MT 59106
406.656.4632
406.656.4808 fax

555 West 1100 North
North Salt Lake, UT 84054
801.298.9556
801.298.9725 fax

Glen Perry

President & CEO

Tonya Appelt

Chief Financial Officer

Haley Verhasselt

Vice President, HR & Culture

Montana Region

Jason Fenhaus

Vice President, Operations

Eric Smith

Vice President, Construction

Utah Region

Jared Nessler

Vice President, Construction

Justin Broshear

Vice President, Pre-Construction

WHEATLAND COUNTY BRIDGE



Two Dot, Montana COP Construction was awarded the subcontract by SK Construction. This Montana Department of Transportation project is located on US Highway 12 between Two Dot and Martinsdale. COP Construction's part of the project consisted of installing a new bridge over Daisy Dean Creek. The new bridge is a single-span 95-foot prestressed precast concrete girder structure with a cast-in-place deck on H pile foundations. The project began with the laying out of the HP

Continued on Page 4

**INSIDE
THIS ISSUE**

PAGE 2

President's
Perspective

PAGE 4

Featured
Project
Continued

PAGE 6

Faces of
COP

PAGE 8

Years of
Service

PAGE 10

Safety
Message

copconstruction.com

Gina Ballard

Design Editor

gballard@copconstruction.com



THE PRESIDENT'S PERSPECTIVE

SAFETY, QUALITY, PRODUCTIVITY, AND PEOPLE

We are seeing a shift in the mentality of construction companies from money being the primary focus to people being the primary focus. During the first half of my career until the last 10 or 15 years, all we talked about when delivering projects was money and time and money was the one that really mattered. This led to a mentality of us vs them or field vs office, which was highly contested and stressful work environment for everyone. As an industry this has led to a decline in young people wanting to join the industry and one of the highest mental health issues of any industry.

I have seen many changes in the industry in the last 15 years, including a positive shift from hard bid, low dollar project delivery to more collaborative delivery methods and an overall focus on relationships across all project delivery methods, including hard dollar bid projects, this allows the contractor to be part of the equation from the beginning. This allows for more focus on Safety, Quality and Productivity that everyone benefits from and fosters a culture within the industry that focuses more on our people. This will help solve a lot of our industry staffing concerns, as well as the safety and successful delivery of construction projects.

If we lead companies with a focus on Safety, Quality, Productivity, with the thread of relationships woven through all of these is the key to creating cultures where people want to be, and people want to stay. If all we focus on is money and time, all three of these will suffer. However, if we focus on these three, with relationships woven throughout, the money and successful project delivery will take care of itself.

Show me a safe, quality and productive job site, that is focused on relationships, both internal and external to the company, and I will show you a profitable project that is going to be finished on time and on budget. In over 30 years in the industry, I have never seen a project, or frankly a company, that had these priorities in order that was not a successful and profitable venture where people wanted to work.

If, at every level of our company, we treat our people with respect, encourage them, invest in them, and focus our efforts on Safety, Quality and Productivity, in that order, we will be successful. It is a recipe for success!

Glen Perry
President & CEO

A handwritten signature in blue ink, appearing to read 'Glen Perry', written in a cursive style.

CURRENT PROJECTS

BNR WASTEWATER TREATMENT PLANT
Mountain Green Sewer
Improvement District
Morgan, Utah

**CHINOOK WASTEWATER
IMPROVEMENTS**
City of Chinook
Chinook, Montana

CHS CAPITAL IMPROVEMENTS
CHS Refinery
Laurel, Montana

COTTONWOODS CONNECTION
Metropolitan Water District
of Salt Lake & Sandy
Cottonwood Heights, Utah

**HARLOWTON PHASE 6 WATER SYSTEM
IMPROVEMENTS**
City of Harlowton
Harlowton, Montana

**COOKE CITY WASTEWATER
IMPROVEMENTS**
Cooke Pass, Cooke City, Silver Gate
Sewer District
Cooke City, Montana

**LOCKWOOD I-90 WATER & SEWER
REPAIR**
Lockwood Water District
Billings, Montana

**MUSSELSHELL JUDITH RURAL
WATER SYSTEM PHASE 2B & 2C**
Central Montana Regional
Water Authority
Judith Gap, Montana

NORTH END WATER LOOP
City of Colstrip
Colstrip, Montana

**NORTH FORK SPECIAL SERVICE
DISTRICT WASTEWATER TREATMENT
FACILITY**
North Fork Special Service District
Sundance, Utah

PAR MONTANA
Par Pacific
Billings, Montana

**PARK CITY WATER & SEWER DISTRICT
WASTEWATER HEADWORKS**
Park City Water & Sewer District
Park City, Montana

PHILLIPS 66 PROJECTS
Phillips 66
Billings, Montana

**REUSE PROJECT
LOWER PUMP STATION**
Wolf Creek Water & Sewer Imp. District
Eden, Utah

ROTTEN GRASS SPILLWAY
Crow Nation
Hardin, Montana

SOUTH WEBER WELL # 2
Weber Basin Water Conservancy District
Layton, Utah

TOWNSEND WATER SEWER SCH.2
City of Townsend
Townsend, Montana

VOELKER PUMP STATION
City of Billings
Billings, Montana

WEST AIRPORT LIFT STATION
Spanish Fork City Corporation
Spanish Fork, Utah

**WINNETT PHASE 1 WASTEWATER
TREATMENT IMPROVEMENTS**
Town of Winnett
Winnett, Montana

W.O. 24-01 BILLINGS SEWER REHAB
City of Billings
Billings, Montana

W.O. 24-08 HESPER SEWER
City of Billings
Billings, Montana

**WWTP TO CEDAR WATER MAIN
REPLACEMENT**
City of Colstrip
Colstrip, Montana

WHEATLAND COUNTY BRIDGE (CONTINUED)

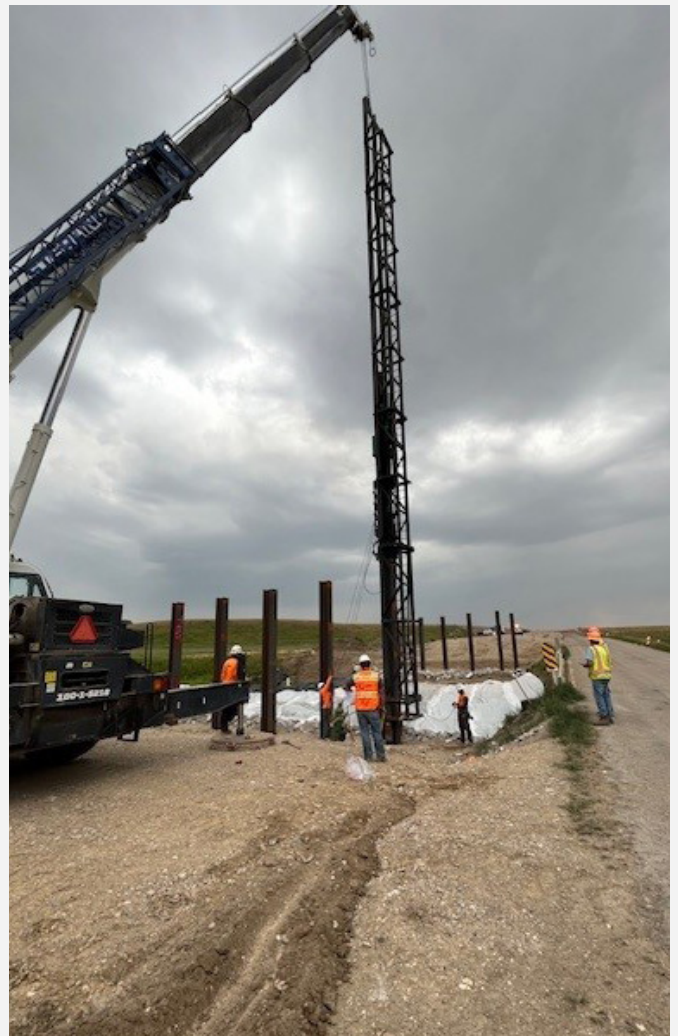
14x89 piles. COP began driving pile in preparation for the delivery of the bridge beams. The installation of the beams from the delivery truck to the piles caps required stoppage of traffic for 20-minute intervals. Once the beams were installed, secured, and checked, COP began forming the wingwalls and backwalls. The challenging aspect of the job was pouring and curing the deck in cold weather which included keeping the deck wet with burlap then adding plastic to keep the moisture in and finally insulation blankets as the temperature needed to be monitored to ensure correct cure temperatures in direct relation to time with freezing temperatures nightly. The project began in August 2024 and a majority of the work was completed in October 2024. COP will be finishing the project in Spring 2025 by grooving and sealing the concrete. Sean Langan is the Project Manager and Don Eustice is the Superintendent for COP Construction. The contract amount is \$938,648.00. Subcontractors and suppliers for the COP contracted part of the project were Hogan Crane, Sterling Crane, A-Core, A Jay, and Grizzly Steel.



Wheatland County Bridge prior to construction.



Driving piles on the west side of the bridge.



WHEATLAND COUNTY BRIDGE (CONTINUED)



Setting of the first girder with a two crane pick.



Soffit forms for the cast in place deck.



FACES OF COP - HOLIDAY GATHERINGS

COP Construction had a few holiday gatherings. We hope that you had very Happy Holidays and a Happy New Year. Here are a few snapshots from the Montana Holiday Party.



FACES OF COP - HOLIDAY GATHERINGS

The Utah Team is celebrating the holidays with an office lunch.



Happy
New Year

YEARS OF SERVICE - HARD HAT STICKERS



Jared Nessler, Vice President, Operations is presenting Brandon Mascato, Laborer his 3 year sticker



Gina Ballard, Estimating Assistant is receiving her 6 year sticker from Jason Fenhaus, Vice President, Operations



Christian Duffus, Estimator is receiving his 13 year sticker from Jason Fenhaus, Vice President, Operations



Glen Perry President and CEO, is presenting Carson Willis, Superintendent his 10 year certificate

FOURTH QUARTER ANNIVERSARIES

September Talen Barrington - 2 years, TJ Duncan - 3 years, Nathan Ellestad - 1 year, Linda Fultz - 1 year, James Moon - 1 year, Nick Myhre - 12 years, Lewis Rush - 1 year, Jordan Snow - 1 year, Chris Steglich - 3 years, Carson Willis - 10 years; **October:** Christian Duffus - 13 years, Don Eustice - 5 years, Jeffrey Holliday - 1 year, Devin Kenaston - 1 year, Jade Lee - 19 years, Brandon Moscato - 3 years, David Sano - 1 year, Zavier Sano - 1 year, Robert Thomas - 1 year, Kathy Thorson - 21 years; **November:** Melissa Asbeck - 3 years, Ed Bedell - 27 years, Ron Casper - 2 years, Kenneth McNeill - 1 year, Mark Regele - 1 year, Michael Thompson - 2 years, Matthew Werner - 9 years; **December:** Josh Eaton - 7 years, Don Kuper - 11 years, Jared Nessler - 10 years, Steven Niles - 6 years, Anthony Raue - 2 years, Vaughn West - 1 year, Michael Young - 1 year;

EMPLOYEE RECOGNITION

Our Employee Recognition Program focuses on COP's Core Values and recognizes any employee who best exemplifies those values while carrying out their work assignments.

Safety

Positive Attitude

Excellence

Dedication

Integrity

Teamwork



Mark Regele receiving his employee recognition certificate.

S
A
F
E
T
Y



Chris Johnson receiving his employee recognition certificate.

T
E
A
M
W
O
R
K



Ryan Mueller receiving his employee recognition certificate.

"Mark noticed a loose grading that got removed and was dangling by the toe boards. He immediately got with OPS to get it fixed", said Nichole Pulse, Safety Coordinator.

"Last year Visqueen got sucked up into a fan that needed to be winterized, causing the boiler to shut down and it upset the entire unit so this year Chris helped Mike Thompson with winterizing equipment by communicating and coordinating a shut down with Boiler 5 and the boiler operators," said Nichole Pulse, Safety Coordinator.

"Ryan was asked to be a Bottle Watch for a company that was working on the sewer. As they were dawning their masks they got confused with the setup and did not know how to use it. Ryan stopped their work and helped teach them how this set up worked. They dawned the masks and continued work with no problem," said Nichole Pulse, Safety Coordinator.



Eric Smith, Vice President, Construction presenting Bradley Craig, Transport Driver his employee recognition certificate.

"Brad's dedication to keep equipment moved and crews productive is impeccable. His good nature and willingness to adjust his schedule at a moments notice to do whatever it takes to keep the field in equipment is an integral part of the success of COP", said Jerrod Winderl, Project Manager.

EMPLOYEE RECOGNITION PROGRAM

Purpose: To focus attention on COP's Core Values and to recognize any employee who best exemplifies those values while carrying out their work assignments. Our Core Values are: Safety, Excellence, Integrity, Positive Attitude, Teamwork and Dedication.

Procedure: To nominate an employee you must complete the nomination form below and submit it to your direct supervisor for approval. After the supervisor has signed off on the nomination, it will be sent to the appropriate senior manager for approval. Once approved by all parties, the form is provided to HR for processing.

Recognition: Awards will include a published notice and description in the COP Chronicle, recognizing winners publicly in a written safety meeting, operations meeting, etc., and COP apparel valued at approximately \$50.

Complete this section to nominate an employee

Date: _____

Your Name: _____

Name of Employee Being Nominated: _____

Select the company core value(s) that the employee is being nominated for:
 Safety Excellence Integrity Positive Attitude Teamwork Dedication

Provide a detailed description of why you feel that this employee has demonstrated and exemplified one or more of the company's core values. Attach additional pages if necessary.

Signature/Date: _____ Supervisor Signature/Date: _____ Sr. Manager Signature/Date: _____

Purpose: To focus attention on COP's Core Values and to recognize any employee who best exemplifies those values while carrying out their work assignments. Our Core Values are: **Safety, Excellence, Integrity, Positive Attitude, Teamwork, and Dedication.**

Procedure: To nominate an employee, you must complete the nomination form and submit it to your direct supervisor. The Senior Manager will approve the recognition and give the form to human resources. Every approved nominee receives a \$100 apparel voucher to be used towards COP branded apparel.

SAFETY MESSAGE



Jeff Jordan

Corporate Safety Manager

SAFETY - BECAUSE WE CARE

WINTER WEATHER DRIVING

COP Construction has many employees, both in the field and in the offices, who daily have long commutes between work and home. This commute is much more challenging during the winter months. We have all had experience driving in poor conditions, but a few tips and reminders to help prevent accidents can never hurt.

Increase your follow distance

Add an additional 5 to 6 seconds to your regular follow distance. In slick conditions, this gives you a little more time to react if you start to slide. Be a defensive driver.

Try not to brake hard

Coming to a complete stop on slick roads is difficult, it is important to stay far enough from other vehicles to be able to slow down progressively and avoid a slide.

Take your time

Allow yourself enough time to get to your destination, do not rush. It is easier to make better decisions when you take your time. Being safe is more important than arriving on time.

Keep your speed steady

Accelerating and braking are much different on ice and snow. Maintaining a steady speed will help with keeping control of the vehicle. When pressing on the gas pedal or brake pedal, do so slowly as quick changes can cause loss of control.

Stay calm

Sometimes other drivers will become frustrated with slow moving traffic, don't let the other drivers frustrate you.

Always have at least a half of a tank of fuel

In case you breakdown or have slid off the road, it is important to have at least a half tank so you can periodically run the vehicle to stay warm. Also having plenty of fuel is helpful if you get stuck in traffic due to weather conditions.

SAFETY MESSAGE

Clean your windows and headlights frequently

Also keep your windshield washer fluid topped off. Good visibility is essential to safe driving. Clean your windows and headlights of snow and ice before starting out and frequently throughout your trip.

Do not use the cruise control

Cruise control prevents you from having instant control of your vehicle should a hazard suddenly appear. It is important to have complete control in poor weather conditions.

Be aware of black ice

Black ice is especially dangerous since it is almost invisible. Black ice is formed by melting and refreezing snow or by earlier rains that have frozen. Always be alert to the possibility of black ice when temperatures are near or below freezing.

Things to have in your vehicle in case of a winter emergency

Keep a blanket, gloves, scarves and jacket to help stay warm. Have some bottles of water to be able to stay hydrated. Some nonperishable food and a flashlight are also important.

Winter driving can be a challenge, but remaining extra cautious and aware, as well as being prepared, can help reduce the risks.





P.O. Box 20913 Billings, MT 59104

MISSION

COP builds meaningful infrastructure projects that support the growth of our people and communities.

CORE VALUES

COP's culture is defined and driven by the following values:

SAFETY:

BECAUSE WE CARE

POSITIVE ATTITUDE:

WE LOOK FOR THE GOOD

EXCELLENCE:

WE ALWAYS DO OUR BEST

DEDICATION:

WE ARE COMMITTED

INTEGRITY:

WE ARE TRUSTWORTHY

TEAMWORK:

WE ARE ONE

CAREER OPPORTUNITIES



HEAVY EQUIPMENT OPERATORS

- MONTANA & UTAH

LABORERS - MONTANA & UTAH

WASTEWATER/MECHANICAL

FOREMAN - UTAH

WASTEWATER/MECHANICAL

SUPERINTENDENT - UTAH

To view job descriptions and apply for our current openings, visit our Career Center at www.copconstruction.com