



P.O. Box 20913 Billings, MT 59104

# COP CHRONICLE

COP Construction LLC & Subsidiary

Spring 2018

## Gillette Madison Pipeline 18" Blending Waterline Project



18" water main trench along Highway 51 in Gillette, Wyoming.

Gillette, Wyoming- The Gillette Madison Pipeline project was bid by Dave Loyning in the amount of \$6,975,990.00 and began on June 19, 2017.

Jeff Dahlen is the Project Manager on the project, along with Superintendents Andy Van Horn and Jon Berens. There are two crews, totaling approximately 15 employees.

The work consists of furnishing and installing approximately 31,500 linear feet (6 miles) of 18-inch potable waterline, including all appurtenances, restraint, isolation valves, air vacuum valves, blow-off assemblies and connections to the existing system. The project also includes 1250 linear feet of 30-inch bored steel casing, cathodic protection systems, testing, pavement removal and replacement, site restoration and all incidental items required for a completely functioning system.

Approximately five miles of the alignment are within or adjacent to right-of-way belonging to the Wyoming Department of Transportation and the City of Gillette. The alignment is within the City of Gillette and Campbell County.

COP Wyoming was able to hire locally and retain the employees for current and upcoming work. The project is anticipated to be completed by the end of June.

Continued on p. 5

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### MISSION

Through safe, innovative and quality solutions, we are building infrastructure in the communities where we live and work.

### CORE VALUES

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

#### SAFETY:

LIVING IT BECAUSE FAMILIES COME FIRST

#### EXCELLENCE:

DOING IT RIGHT AND DOING OUR BEST EVERY DAY

#### INTEGRITY:

DOING THE RIGHT THING

#### POSITIVE ATTITUDE:

CAN DO, WILL DO AND HAVE FUN

#### TEAMWORK:

DOING OUR JOBS WITH EMPOWERMENT, TRUST, RESPECT AND UNSELFISHNESS

#### DEDICATION:

COMMITMENT AND LOYALTY TO OUR PEOPLE, COMPANY, CUSTOMERS AND PARTNERS

### CAREER OPPORTUNITIES

#### MONTANA, UTAH, & WYOMING

Pipe Layers

Equipment Operators

Civil Carpenters

General Laborers

Truck Drivers

To view job descriptions and apply for current openings, visit our Career Center at

[www.copconstruction.com](http://www.copconstruction.com)

**INSIDE THIS ISSUE**

Page2  
President's Message

Page4  
President's Message  
Continued

Page6  
Safety Message

Page8  
Faces of COP

Page10  
Job Awards

Page12  
Careers

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## FROM THE DESK OF THE PRESIDENT

For 2018 and the foreseeable future, construction spending is projected to continue to grow. Along with growth in construction spending, comes a need to expand the skilled and non-skilled workforce, which is the greatest challenge identified by construction company owners throughout the Nation.



**“Our employees are our most important asset.”**

According to a recent article in the AGC magazine, CONSTRUCTOR, 76% of survey respondents indicated that they are planning to increase their employee headcount in 2018: 50% plan an increase between 1% and 10%; 21% plan an increase of 11% to 25%; and 5% plan a workforce increase of more than 25%. The article went on to further say that when asked what positions are difficult to fill, 50% of construction company representatives surveyed said that they have a hard time filling both salaried and craft worker positions, and 21% said that they could fill salaried position but not craft workers positions. Survey respondents don't anticipate the shortage in qualified employees to change much, with 53% indicating that they believe it will continue to be hard to find and hire qualified professionals in the foreseeable future.

In order to continue to be a premier contractor that continually attracts the best of the best in the construction industry, COP is committed to providing all eligible employees a benefits package that is superior to that offered by its competition and industry standards. We have always recognized that our employees are COP's most important asset. As such, providing a high-quality benefits package that promotes a positive, long-term work environment is of key importance to the overall success of COP.

To this end, it is important for all of us to remember that the amount in our paychecks each week is only a portion of our total compensation and benefits package. The industry benefit information comparison used below is based upon the PAS, Inc. 2016 Benefit Survey for Contractors with specific references to Regional 8 Data for CO, MT, ND, SD, UT and WY. As you will see, COP offers superior compensation and benefit programs to our employees. Let's look more closely at the major Company benefits provided and relate it to the 2016 PAS data.

### **401k Incentive Retirement Plan:**

The 401k plan is one of the most important benefits available to help our employees develop their own individual programs to live out their retirement years comfortably. COP provides a 100% match, up to 5%. For those that enroll, it is like receiving a 5% raise . . . and is essentially FREE money to those employees. Our research indicated that only 88% of the construction companies offer matching 401k programs, and many of those don't come close to being as generous as the program offered by COP.

### **Health Care Coverage:**

Everyone knows the cost of health care coverage is increasing every year at a rapid rate. Currently, COP pays 100% of the employee's health care coverage for all eligible employees, as well as 100% of the dependent care coverage for salaried and

administrative employees. Per the 2016 data, only 24% of construction companies paid 100% of employee health care coverage and only 15% of the construction companies paid 100% of dependent health care coverage. COP is clearly a leader in providing its excellent health care coverage at no cost to its valuable employees. As can be seen from the adjacent chart, the cost to COP is in excess of \$13,500 per year per employee to provide health care coverage.

### **Long Term Disability:**

COP continues to provide long term disability coverage for our salaried and hourly administrative employees at no cost. This compares to 76% of construction companies that provide this coverage to their employees. However, those 76% of construction companies only pay 84% of the cost of the coverage. COP pays 100% of the coverage!

### **Short Term Disability:**

COP provides short term disability coverage for our salaried and hourly administrative employees. This compares to 52% of construction companies that provide the coverage to their employees.

### **Personal Development:**

COP offers its employees an excellent variety of training and career advancement opportunities. Employees are evaluated and individual development programs are established in order for the employees to develop the skills necessary for career advancement at COP and to provide a long term, rewarding career. Between July 2017 and May 2018 (11 months), seven COP hourly craft employees were promoted to salaried middle management positions and nine COP salaried employees were promoted to higher level salaried positions. Clearly, COP is dedicated to the development of our most important asset, our people.

### **Additional benefit costs not seen on paychecks:**

Given the significance of COP's benefit package, I thought it would be helpful to identify the hidden costs to the Company that are never seen in our paychecks. For example, the adjacent chart provides the cost breakdown associated with a COP salaried employee earning a salary of \$65,000 per year. Section I outlines the costs paid by COP that employees benefit from directly in their compensation package. Section II outlines the costs paid by COP that employees benefit from indirectly. From the chart, you can see that the total cost to COP associated with a salaried employee earning \$65,000 per year is actually \$114,027 per year. In other words, in addition to the \$65,000 yearly salary the employee receives, COP pays an additional \$49,027 (75%) in benefit costs.

COP is continually evaluating our employee needs and strives to provide wage/benefit packages that attract the best of the best in craft, management and administrative positions. As I stated earlier, our employees are COP's most important asset. The information outlined in this article clearly demonstrates that our benefits are superior to our competition, and the personal development opportunities provided for our employees is a major part of how we do business each and every day. Without question, the benefits provided by COP for our employees are far above and beyond what we see in our weekly checks.

*Please see chart on following page.*

## PRESIDENT'S MESSAGE *Continued*

### EXAMPLE

#### ***I. Benefits directly affecting an employee's compensation package.***

The following benefits and the associated dollar amounts are expenses to COP that the employees benefit from directly in their compensation package.

Salary	(A)	\$65,000/Year
Cost of Benefits <b><i>INCLUDED</i></b> in the \$65k/Year Salary		
PTO Time – 3 Weeks		\$3,750/Year
Holidays – 8 days		\$1,995/Year
<b><i>Subtotal of Benefits Paid by COP INCLUDED in \$65k/Year</i></b>		<b><i>\$5,745/Year</i></b>
Cost of Benefits <b><i>NOT INCLUDED</i></b> in the \$65k/Year Salary		
401k – 5% match		\$3,250/Year
Health		\$13,526/Year
Long Term Disability		\$351/Year
Vehicle		\$20,000/Year
50% of Health Club Dues		\$450/Year
Cost of benefits paid by COP not included in \$65k/Year Salary:	(B)	\$37,577/Year
Percent of wages:		58%

#### ***II. Benefits indirectly affecting an employee's compensation package.***

The following benefits and the associated dollar amounts are expenses to COP that the employees benefit from indirectly in their compensation package.

Payroll Taxes and Insurance Paid by COP		
FICA		\$4,973/Year
General Liability		\$3,042/Year
Workers Comp		\$845/Year
Umbrella		\$1,138/Year
SUTA		\$1,410/Year
FUTA		\$42/Year
Cost of taxes and insurance paid by COP for 12 month period:	(C)	\$11,450/Year
Percentage of wages:		18%

#### ***III. Summation of I. and II. above.***

Total cost to COP of compensation package: (A+B+C)		\$114,027/Year
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## GILLETTE PROJECT *Continued*



*Crew installing 18" water main near Highway 51.*



*Inside the air release and valve combination vault.*



*Crew installing 18" restrained pipe with chocks for 30" bore.*



## SAFETY MESSAGE

### Complacency in the Workplace

The term complacency has several definitions; perhaps the one most suitable (in the context of safety) is as follows, "a feeling of quiet pleasure or security, often while unaware of some potential danger, defect, or the like". Ironically, this feeling can develop from a perception that you live and work in a safe environment. An environment of few, if any, workplace incidents and when an incident does occur, it is often of a minor nature.

The message here is, never let your guard down. We maintain our safety by doing just that, maintaining it.

**Tom Fox-**  
Safety Coordinator

#### The ways we maintain our safety:

- Maintain a safe job site by following established site safety policies set forth by the company and client.
- We have daily safety meetings to discuss changes and potential hazards that develop from day to day on our worksite.
- We wear the appropriate PPE for the task at hand.
- We complete and review a JSA before starting a task and adjust it according throughout the day as conditions and work scopes change.
- We take a "Four Second Reset" to stop and think about the safety side of the task we're about to start.
- We manage our "Zone of Control" on the worksite. Hazards identified, eliminated or controlled. Maintaining housekeeping and organization. Other workers and/or mobile equipment coming into your work area.
- We report all perceived or potential hazards on the worksite.
- We report all near misses. When reported, we can collect information, identify trends, correct current problems, and prevent future incidents and injuries from happening.
- We coach, mentor and watch out for each other throughout the day.

A level of safety in the workplace where incidents are indeed a rare occurrence, does not guarantee future success, however it is an indication of a strong safety culture. It's up to all of us to never let our guard down. Continuous safety maintenance is the backbone of a strong safety culture and a truly safe workplace.

## NAWIC

NAWIC stands for National Association of Women in Construction. Sixteen women created a support system for women in construction in 1953 called Women in Construction of Fort Worth. They gained the national charter in 1955 and became the National Association of Women in Construction. NAWIC provides women in construction opportunities for education, leadership training, professional development, networking and more.

Olivia Poettmann is an Estimator for COP in the Billings, Montana office. She is urging women to join the Association and help her to build a Montana Chapter. Please see the flyer below for more information:



### LOOKING FOR WOMEN INTERESTED IN JOINING THE NAWIC MONTANA CHAPTER

**Core Purpose:** *"To enhance the success of women in the construction industry"*

**ABOUT:** The National Association of Women in Construction is an excellent network of motivated and powerful women in all different areas of construction. I am looking for women who would be interested in becoming a member of the Association and the Montana Chapter. Currently, there isn't an NAWIC Chapter in Montana and I would like to start one if there is interest in the area!

Please Visit <http://www.nawic.org/nawic/default.asp> for more information

E-mail me to sign up!

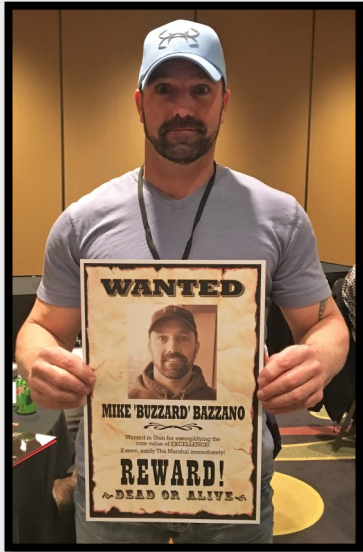
Olivia Poettmann, NAWIC Member

Email: [opoettmann@copconstruction.com](mailto:opoettmann@copconstruction.com)

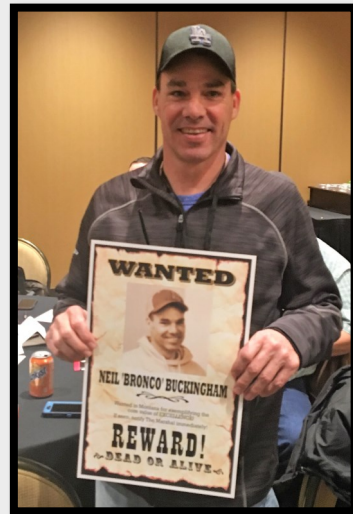


## FACES OF COP

The following employees were chosen by their fellow co-workers for COP's company meeting, *Riding for the Brand*, back in February. The goal was to choose an employee from each office that best exemplified COP's core values.



**Name:** Mike 'Buzzard' Bazzano  
**Nominated for:** Excellence  
**Office:** Utah  
**Position:** Superintendent  
**Number of years with COP:** 6.5 years



**Name:** Neil 'Bronco' Buckingham  
**Nominated for:** Excellence  
**Office:** Montana  
**Position:** Superintendent  
**Number of years with COP:** 25 years!

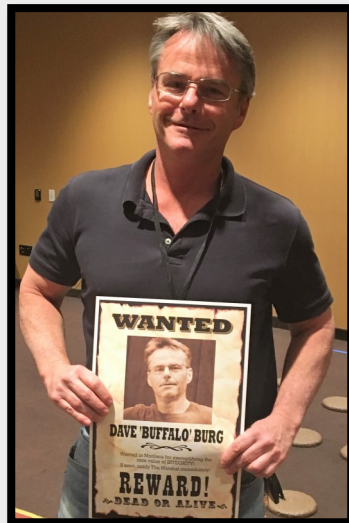


**Name:** Eric 'Shotgun' Smith  
**Nominated for:** Teamwork  
**Office:** Montana  
**Position:** Project Manager  
**Number of years with COP:** 4 years



**Name:** 'Diamond' Dave Jarman  
**Nominated for:** Dedication  
**Office:** Utah  
**Position:** Superintendent  
**Number of years with COP:** 9 years

**Name:** Dave 'Buffalo' Burg  
**Nominated for:** Integrity  
**Office:** Montana  
**Position:** Superintendent  
**Number of years with COP:** 4 years



**Name:** Andy 'Wildcat' Weber  
**Nominated for:** Positive Attitude  
**Office:** Utah  
**Position:** Estimator  
**Number of years with COP:** 4 years



**Name:** 'Rattlesnake' Ron Beeman  
**Nominated for:** Safety  
**Office:** Montana  
**Position:** Superintendent  
**Number of years with COP:** 6 years



**Also nominated:**

**Name:** John King  
**Nominated for:** Safety  
**Office:** Utah  
**Position:** Superintendent  
**Number of years with COP:** 8 years

**Name:** Jessy Meyer  
**Nominated for:** Integrity  
**Office:** Utah  
**Position:** Foreman  
**Number of years with COP:** 7 years



**Name:** Nick 'Buckaroo' Brown  
**Nominated for:** Positive Attitude  
**Office:** Montana  
**Position:** Project Manger  
**Number of years with COP:** 7 years



**Name:** Kim 'Hop-A-Long' Hope  
**Nominated for:** Teamwork  
**Office:** Utah  
**Position:** Office Manager  
**Number of years with COP:** 15 years this August

## 25 YEARS

### CONGRATULATIONS!

Congratulations to Neil Buckingham for reaching a milestone of 25 years with the company! Neil is a Superintendent for COP based in our Billings, Montana location. Neil was rewarded for his dedication with funding towards a trip of his choice. "Thank you" so much for your hard work and loyalty. It is greatly appreciated!

*Pictured from L to R: Joe Allen—Construction Manager, Neil Buckingham—Superintendent, Ed Bedell—President and Sam Aiton—MT Area Manager*



## CURRENT PROJECTS

**MONTANA-** \*CHS PROJECTS, CHS, Inc., Laurel, MT \*CHS FM CAP 203, CHS, Inc., Laurel, MT \*PHILLIPS 66 CAPITAL IMPROVEMENTS PROJECT, Phillips 66, Billings, MT \*EXXON CAPITAL IMPROVEMENTS PROJECT, ExxonMobil, Billings, MT \*EXXON WASTEWATER PROJECT, ExxonMobil, Billings, MT \*FINISHED WATER BASIN CIVIL, CHS, Inc., Laurel, MT \*MILK RIVER- 4 M W OF ZURICH, MT Department of Transportation, Helena, MT \*MDU WORK, Montana Dakota Utilities, Misc. \*P-732 COPPER RIDGE SUBDIVISION, Copper Ridge West, Inc., Billings, MT \*P-732 RIMROCK ROAD IMPROVEMENTS, Copper Ridge West, Inc., Billings, MT \*P-690 HIGH SIERRA SUBDIVISION, High Sierra II, Inc., Billings, MT \*LIVINGSTON 2018 CIP, City of Livingston, Livingston, MT \*ABSAROKEE WATER SYSTEM IMPROVEMENTS, Absarokee Water & Sewer District, Absarokee, MT \*40-MILE HEADWORKS COFFERDAM, Crow Tribe, South of Lodge Grass, MT \*ROUNDUP PHASE 4 WATER SYSTEM IMPROVEMENTS, City of Roundup, Roundup, MT **UTAH-** \*FRANCIS WWTP, City of Francis, Francis, UT \*HAFB WARDLEIGH WATERLINE, American Water Enterprises, Svc, Layton, UT \*MARINA PUMP STATION, City of Saratoga Springs, Saratoga Springs, UT \*CREEKSIDE WWTP, Park City Municipal Corporation, Park City, UT \*MANTUA BARRIER INSTALLATION, Utah Department of Transportation, Brigham City, UT \*TIMPANOGOS CANAL LINING, Central Utah Water Conservation District, Heber City, UT \*500 SOUTH PUMP STATION, City of Salt Lake, Salt Lake City, UT \*SOUTHWEST AQUIDUCT REACH 1, Jordan Valley WCD, Bluffdale, UT \*1500 SOUTH RECONSTRUCTION, Utah Department of Transportation, Bountiful, UT \*SILVER CREEK TRUNK SEWER REHAB, Snyderville Basin Water Reclamation District, Park City, UT **WYOMING-** \*ROCK SPRINGS WATER TRANSMISSION, City of Rock Springs, Rock Springs, WY \*ALTERNATE BACKWASH WATER TANK, Central Wyoming Regional Water System, Casper, WY \*GILLETTE MADISON 18" BLENDING WATERLINE, City of Gillette, WY, Gillette, WY \*GILLETTE 2018 WATER MAIN REPLACEMENT, City of Gillette, WY, Gillette, WY

## 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 \*Excellence \*Integrity \*Positive Attitude \*Teamwork \*Dedication

### Chris Wientjes



*Pictured L to R: Chris Wientjes- Laborer and Jon Berens- Superintendent*

Chris' Superintendent noted that "Chris assisted an elderly man walk around the job site in Livingston so that he would not get injured."

### Jessy Meyer



*Pictured L to R: Jared Nessler- Sr. Project Manager, Jessy Meyer- Superintendent and Jason Bennie- Utah Area Manager*

A fellow Project Manager nominated Jessy because "he came on to the project midway through and has taken the lead. Everyday Jessy has worked with pride and quality in his work. He always does the right thing for COP and the owner of the project."

### Nathaniel Voss



*Pictured L to R: Jared Nessler- Sr Construction Manager, Nathaniel Voss- Project Engineer and Jasen Bennie- Utah Area Manager*

Another Project Engineer said that, "Nathaniel has been a huge help with the P6 program." He took the time to go through the program with him and helped him find solutions to the issues he was having.

### Josh Cole



*Pictured L to R: Jared Nessler- Sr Construction Manager, Josh Cole- Superintendent and Jasen Bennie- Utah Area Manager*

Josh's co-worker stated that, "Josh has been a great team member. He takes the time to assist in a field engineering role."

## RETIREMENT

## Congratulations Betty!

**Betty Warner** retired from COP at the end of April after 20 years as the secretary in our Billings, Montana office. A group of co-workers, family and friends gathered together to wish Betty farewell at her retirement party. "Thank you" so much for being a part of the COP team. We appreciate all of your years of service to COP and your dedication to the Company. Betty was a very valuable part of the team and will be greatly missed.



*Betty pictured above accepting her gift, and to the right getting ready to cut into her cake.*



## IT'S PARTY TIME