

# **COP** *CONSTRUCTION* **CHRONICLE**

**JANUARY 2026 NEWSLETTER**



**FEATURED PROJECT**



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# THE PRESIDENT'S PERSPECTIVE

## THE VALUE OF VULNERABILITY

In construction, we pride ourselves on grit, toughness, perseverance, and an unrelenting work ethic. These traits define who we are – problem-solvers, builders, and people who get the job done no matter the obstacle. But they can also take a toll. The same intensity and “push through it” mentality that fuels our success can also lead to unnecessary stress, burnout, and, far too often, struggles with mental health.

As leaders in this industry, we have a responsibility to recognize that reality – and to do something about it.

I have a sign in my office that reads: “Never work so hard making a living that you forget to make a life.” That message hits home for me. It’s a reminder that a truly successful career in construction isn’t just about the work we build – it’s about the lives we live while doing it. Sometimes success means having the courage to ask for help, to admit when we don’t know something, or to say we’re struggling.

Working harder isn’t always the answer. What’s needed is balance, awareness, and a willingness to be vulnerable.

Now, vulnerability is a word that doesn’t often come up on job sites. For many of us, it’s uncomfortable – even foreign. But vulnerability isn’t weakness. It’s strength. It’s the courage to be open and honest about our thoughts, feelings, and needs. And it’s essential to building trust – not just among our teams, but within our entire organization.

At our recent Senior Management Meeting, we took an hour to practice this very thing. Each of us answered some questions – privately at first – and then shared our responses with the group. What followed was one of the most powerful moments I’ve witnessed as a leader. There were laughs, tears, pride, humility, embarrassment, etc., all creating genuine connection. In that room, barriers came down. We saw each other not just as coworkers or managers, but as people. And as a result, our trust deepened. What came from that exercise was the best Senior Managers Meeting that we have ever had as a team.

That experience reminded me how important it is to make space for vulnerability in our work. We’ll continue to build it into our meetings, our conversations, and our culture – because the benefits are real, and the results speak for themselves.

**“ That experience reminded me how important it is to make space for vulnerability in our work. ”**

Of course, being vulnerable isn't a one-time event. It's an ongoing commitment to authenticity and humility.

Recently, I saw an opportunity for someone to accept mentorship and choose vulnerability, but it was passed up. That moment reminded me that none of us — myself included — can ever stop learning. The day we think we have it all figured out is the day we stop growing, and in our line of work, that can have serious consequences. So, I challenge each of us to “get real” with ourselves. Wipe the fog off the mirror. Take an honest look at who we are, what we need, and how we can better support each other. We have an incredible team here at COP — one that's capable of achieving anything when we set aside ego, build trust, and work as one.

If we do that — if we choose to be open, honest, and vulnerable — there's no mountain too high and no valley we can't cross together.

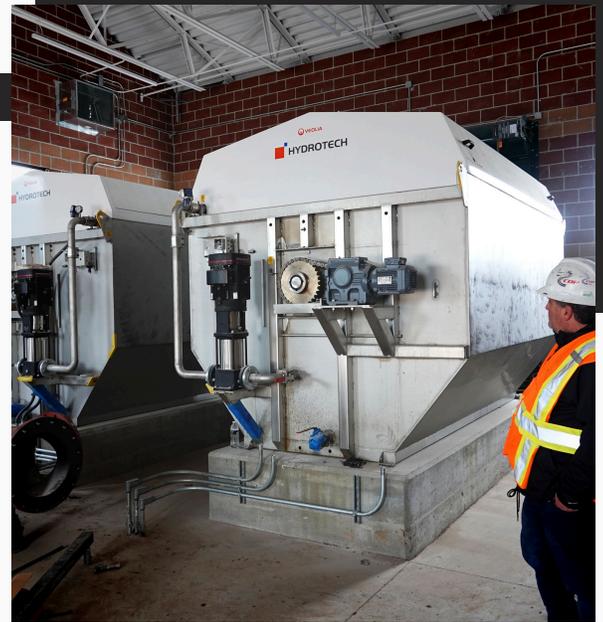
**Glen Perry**  
President & CEO



# PROJECT UPDATE

## BNR WASTEWATER TREATMENT PLANT

COP Construction recently completed a major upgrade to the Mountain Green Sewer Improvement District's BNR Wastewater Treatment Plant—one of the region's most significant infrastructure improvements in recent years. Awarded as a \$22.9M contract (final value approximately \$24.25M), this project reflects COP's commitment to delivering complex, high-performance utility facilities even under challenging conditions.



The multi-year effort included:

- Construction of a 6,500 SF operations building
- Construction of a 5,000 SF headworks building
- Two new clarifiers
- A dual-cell digester system
- A chemical feed system featuring dual pump skids and four total pumps
- Full electrical system upgrades, including a new on-site backup generator
- Substantial Dewatering 5000+ GPM and Shoring 15' – 20' Depths
- More than 85,000 CY of Excavation and Backfill
- Over 10,000 LF of Misc Sewer and Water Pipeline
- New Pond Liner and Aeration System



# BNR WASTEWATER TREATMENT PLANT



In addition to the base contract, COP successfully delivered substantial owner-requested enhancements, including installation of 1,400 LF of 8" waterline, 4,000 CY of sludge removal, re-grading and stabilization of Pond 2, Permanent Dewatering improvements, and a wide range of additional changes that optimized plant performance.

Designed by Sunrise Engineering, the project launched in April 2023. Despite two extremely harsh winters and two unusually wet springs, COP Construction achieved substantial completion in October 2025, demonstrating exceptional planning, problem-solving, and perseverance.

Project leadership evolved over the life of the job. While the initial phase was managed by Project Manager Nick Spiess and Project Engineer Isaac Herbert, the final delivery was driven by the outstanding efforts of Brian Kane (Project Superintendent), Kien Marvin (Mechanical Foreman), Shawn Spader (Utility Foreman) and Ben Brakey (Project Engineer), whose expertise was critical to bringing the upgraded facility online.

COP Construction also acknowledges the contributions of its key subcontractors, including Axiom Constructors, Post Asphalt, Layfield Geosynthesis, Malcolm Drilling, Rocky Mountain Mechanical, Terracon, and Turner Electric—all of whom were instrumental in delivering a high-quality, resilient wastewater treatment facility for the growing Mountain Green community.



COP CONSTRUCTION

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OUR  
TEAM**

**Positions Available**

Civil Carpenter

Heavy Equipment Operators

Laborers

Superintendent

Project Manager



Apply on website

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



# EMPLOYEE HIGHLIGHTS

## Chelly Heninger, Director of Risk & Training



### EXPERIENCE & EXPERTISE

Chelly brings over 25 years of Safety and Risk Management experience spanning the United States, Canada, and Mexico.

Chelly's construction career began as a Claims Manager for Granite Construction, where over 19 years she advanced through a variety of roles supporting heavy/highway, civil construction, and mining projects. Her portfolio includes Department of Transportation projects, major oil refinery projects, and safety management for metal/non-metal mines and subsidiary companies across the country ranging in value from \$10 million to \$250 million.

Her final role as Group Safety Manager for the Water and Minerals Division, Chelly led the integration of three newly acquired companies, overseeing 27 safety professionals and 2,500 employees. Through her leadership, the group built a culture of personal safety ownership and successfully reduced their Total Recordable Incident Rate (TRIR) from 3.95 to 0.90 – a remarkable achievement that reflects her commitment to excellence.

In 2019, Chelly joined Awareness Is Key, where she partnered with construction clients to strengthen safety programs, enhance training initiatives, and cultivate a culture of caring.

Chelly's philosophy is simple but powerful: "Employees do not have to get hurt at work! Educating, empowering, and engaging the skilled craft worker is essential to the sustainability of the construction industry."

She is equally passionate about continuous learning: "When we stop learning, we stop growing."

### WHY COP

"I was excited to join a team of professionals focused on continuous improvement. I knew the culture at COP having worked with the team for the last 5 years in a consulting capacity and was impressed by the conscious effort focused on helping every member of the team to grow – not just in safety but in knowledge and capacity. I look forward to being part of building something great!"

Chelly looks forward to advancing COP Construction's mission by developing meaningful training programs, supporting every employee's professional growth, and managing our organizational risk.

### BEYOND THE OFFICE

Chelly and her husband Brice have been happily married for 16 years and are proud parents of a big, blended family – seven children and two wonderful grandchildren. They love hiking, exploring Montana, and are deeply grateful to call this beautiful state home.



# Nick Myhre, Project Manager

## EXPERIENCE & EXPERTISE

With 15 years in the construction industry, I've played many roles across a wide variety of projects- from building a hydroelectric plant and spending eight years in oil & gas process piping, to installation of underground-utility projects. This diverse background has facilitated my success by enabling me to bring broad technical understanding and adaptive experience to each new project.

## WHY COP

Over my 13 years with COP Construction, I've seen the company evolve into one that genuinely prioritizes its people. They've demonstrated a commitment to growing from within by rewarding hard work and equipping employees with the tools and opportunities needed to advance. I take pride in being part of a company that supports its team and promotes career development.

## BEYOND THE OFFICE

In my free time, I love spending time with my family- teaching my two-year-old son, Everett, and five-year-old daughter, Ava, how to fish, traveling to see new places, or just doing yard work and enjoying our home. Being a dad and husband to my wife, Faith, is one of my greatest joys in life. I also enjoy hunting whenever I have the chance to get out.



# Thomas Branham, Safety Coordinator

## EXPERIENCE & EXPERTISE

Thomas Branham serves as the Safety Coordinator for COP Construction in Utah. As the company's primary safety representative in the state, he plays a critical role in ensuring compliance with OSHA 1926 standards, conducting field inspections, and working closely with foremen and crews to create a culture of proactive safety.

Thomas brings a strong background in heavy civil infrastructure, federal projects, and commercial construction, having supported project sites such as Northrop Grumman Rocket Facilities, Hill Air Force Base, and a Procter & Gamble Manufacturing facility.

Before joining COP Construction, Thomas spent time living in Colombia, where he became fluent in Spanish and gained valuable team-building and cross-cultural communication skills. This experience strengthened his ability to lead under pressure and connect with a wide variety of people – something that continues to benefit his work in the field today.

His hands-on approach and ability to communicate effectively with both English- and Spanish-speaking crews have been key to improving safety communication and reducing incidents on the job.

He's passionate about continuous improvement and is working toward additional professional safety credentials, including the Certified Safety Professional (CSP).



## WHY COP

“What drew me to COP Construction was the people. It’s a company that values hard work, looks out for each other, and truly believes in building safely and doing things the right way.”

Thomas is proud to be part of the COP Construction team and looks forward to continuing to build strong relationships, support safe job sites, and contribute to the company’s long-term success.

## BEYOND THE OFFICE

Outside of work, Thomas enjoys spending time outdoors with his wife Haldyn and their families. He’s an avid camper and fisherman and loves exploring Utah’s scenic mountains and reservoirs. He also enjoys following sports, creative projects, and finding new ways to grow both personally and professionally.

# 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**



Jerrod Winderl, Project Manager, and  
Colton Jansma, Superintendent,  
Montana Office

“During a week of being shorthanded and thrown multiple scheduling challenges, Colton was ready and willing to fill in as needed on 3 projects to keep them forging ahead during paving operations, troubleshooting challenges and subcontract work. His dedication is impressive and working with him throughout the fast-paced environment has been productive and enjoyable.”, said Jerrod Winderl, Project Manager.

“This recognition is long overdue. Kathy is a true team player who consistently goes above and beyond to support our people. Many times, I’ve reached out to her for information, guidance, or help, and she’s always quick to respond with exactly what’s needed and support in any way she can - no matter if she’s in the middle of something or not. She is always happy to help. THANK YOU, Kathy - You are an awesome part of the COP Team,” said Heather Johnson.



Kathy Thorson, Accounting Manager

# SAFETY MESSAGE

## SAFETY - BECAUSE WE CARE

### STCKY - WHAT IS IT???

#### \$#!@ THAT CAN KILL YOU

- STRUCK BY INCIDENTS
- ELECTROCUTIONS
- CAUGHT IN OR BETWEEN
- EXPLOSIONS OR FIRES
- CONFINED SPACES
- TRENCH COLLAPSE
- TOXIC EXPOSURE
- FALL FROM HEIGHTS

### STCKY QUESTIONS:

1. What am I about to do?
2. What can go wrong or how can it hurt me or others?
3. What am I going to do about it?

When it comes to completing tasks, whether it's working with heavy machinery on the job or doing chores at home, there's no room for error. Here are some key tips to help you stay alive and well while on the job or working at home:

#### KNOW YOUR RISKS:

The first step in staying safe is understanding the risks associated with your task. Take the time to familiarize yourself with the potential hazards present in your environment and think of ways to mitigate those hazards.



**Jeff Jordan**  
**Corporate Safety Manager**

#### FOLLOW SAFE WORK PRACTICES:

Safe work practices exist for a reason – to keep you safe. Make sure you follow them to the letter, whether it's wearing personal protective equipment (PPE), using safety devices, or following established protocols.

#### STAY ALERT AND FOCUSED:

In critical operations, distractions can be deadly. Stay focused on the task at hand and remain vigilant for any signs of danger. Remember, it only takes a split second for an accident to occur.

#### COMMUNICATE EFFECTIVELY:

Communication is key, especially in high-risk situations. Make sure you communicate clearly with your colleagues, supervisors or family members about any safety concerns or hazards you encounter.

### REPORT NEAR MISSES:

Near misses are valuable learning opportunities. If you experience or witness a near miss, report it immediately so that corrective action can be taken to prevent a future incident. Near miss reporting prevent future accidents, as near miss was luck factor this time. It may not be the next time.

### DON'T TAKE SHORTCUTS:

When it comes to safety, there are no shortcuts. Cutting corners or bypassing safety procedures can have dire consequences. Always take the safest route, even if it means taking a little extra time.

### LEAD BY EXAMPLE:

Set a positive example for your work team or family by prioritizing safety in everything you do. Your actions speak louder than words, so make sure they reflect a commitment to safety excellence.

### TAKE IT HOME :

Now that you are more familiar with fatigue risks, think about what you can do to help your loved ones get better sleep. Use the tips above to make bedrooms more conducive to sleep and to help create a family routine so everyone gets ready for bed at the right time. Teens and young children require more sleep than adults, so plan accordingly. With your help, your whole family can stay well rested and safe.





## Executive Team



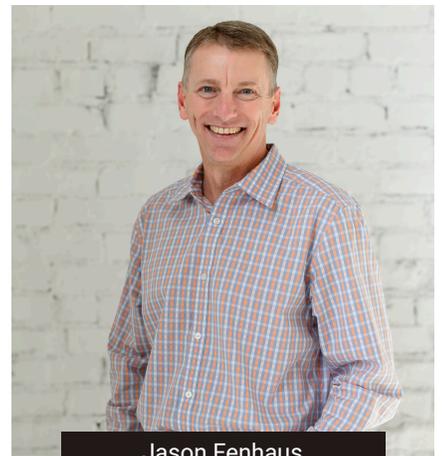
Glen Perry  
President & CEO



Tonya Appelt  
Chief Financial Officer



Justin Broshear  
Vice President, Pre- Construction



Jason Fenhaus  
Vice President, Operations



Jared Nessler  
Vice President, Construction



Eric Smith  
Vice President, Construction

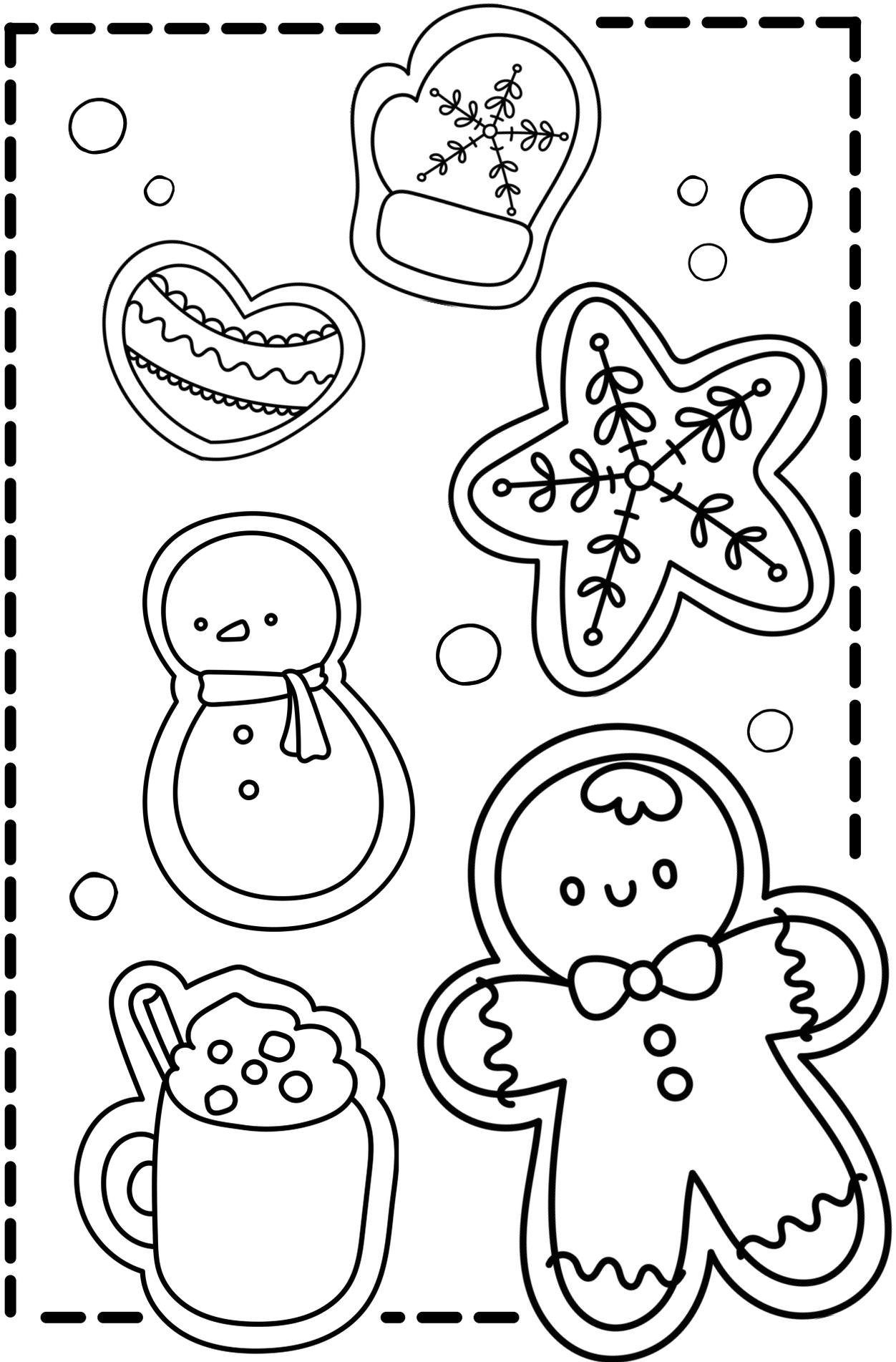


Haley Verhasselt  
Vice President, HR & Culture

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FOR OUR FUTURE COP CREW





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

