COP CONSTRUCTION CHRONICLE

OCTOBER 2026 NEWSLETTER



FEATURED PROJECT

RED LODGE WATER REHAB 2026



THE PRESIDENT'S PERSPECTIVE

COP UNIVERSITY, SHARPENING THE HOOK

As President & CEO of COP Construction, one of my responsibilities is to think beyond the projects we are building today and focus on building the people who will lead our company tomorrow.

In January 2025, we launched a significant investment in our future through employee training and development. We dedicated two full days in our Montana region and two full days in our Utah region solely to learning and growth. Every employee participated, regardless of title, position, or department. No one was excluded because we believe every team member contributes to our success and deserves the opportunity to grow.

When organizations make this kind of commitment, one question often comes up: "What if we invest all this time and money in developing people and they leave?" My response has always been simple: “What if we don't invest in them and they stay?”

For too long, our industry has viewed training and development as a cost rather than an investment. That industry view is beginning to shift and it has fully changed at COP Construction. The development of our people is one of the most important investments we can make.

The vision behind COP University was to create an environment where learning takes priority. We wanted our employees away from the daily pressures, distractions, and demands of the job so they could focus entirely on personal and professional development. More importantly, we wanted to create a safe space where people could ask questions, admit they don't know something, make mistakes, learn from one another, and view those experiences as opportunities for growth.

The topics we covered reflected our commitment to developing the whole person, not just the employee. Training included mental health, communication, estimating, financial planning, leadership development, and operational education. We even put office personnel in equipment so they could gain a better appreciation for the skill, precision, and challenges that our operators face every day. Understanding each other's roles builds respect, strengthens relationships, and ultimately makes us a better team.

> ***For too long, our industry has viewed training and development as a cost rather than an investment.***

Last week, while fly fishing, I noticed something that reinforced this philosophy. Every time we changed flies our guide took out a small file and sharpened the hook. It wasn't because the hook was visibly dull. In fact, he often had no way of knowing if it needed sharpening at all. He did it because he wanted to ensure that when opportunity came, an unprepared hook wouldn't be the reason we missed the fish. That simple act stayed with me.

What if we approached our lives and careers the same way? What if we committed ourselves to getting just a little bit better every day? A small adjustment. A little sharpening. A deliberate investment in improvement. That's what COP University is all about.

It's an opportunity for us to step away from our day-to-day responsibilities, pull out the file, and sharpen our hooks. Not because we're failing, but because we want to be ready when opportunities present themselves.

As we prepare for the second annual COP University in January 2027, our mission remains unchanged. We will continue creating a learning environment that is free from distractions and focused on growth, collaboration, and development. We will continue fostering a culture built on respect, appreciation, accountability, and continuous improvement.

Most importantly, we will continue growing together as Team COP, because teams that learn together, grow together. And teams that grow together, succeed together.

Glen Perry
President & CEO



COP UNIVERSITY 2026



FEATURED PROJECT

RED LODGE WATER REHAB 2026

In June 2026, COP Construction was awarded the contract for the Red Lodge Water Rehab Project to modernize an aging municipal water infrastructure for the City of Red Lodge, Montana. Engineered by Great West Engineering and financed through the Montana State Revolving Fund (SRF), the project addressed critical vulnerabilities in the municipal distribution system.







PROJECT OBJECTIVES & KEY UPGRADES:

The primary objective was to replace deteriorating pipe materials and optimize hydraulic performance across the municipal network:

- **Pipe Replacement:** Removal and replacement of obsolete cast iron water mains and shallow asbestos-cement (AC) lines prone to freezing and structural degradation.
- **System Looping:** Elimination of a current dead-end main to improve water circulation, maintain disinfectant residual levels, and balance pressure distribution.
- **Trenchless Crossing:** Utilization of trenchless technology to cross key surface features without disrupting transportation corridors or natural watercourses.



RED LODGE WATER REHAB

The construction scope for the project was divided into five distinct schedules totaling 6,250 linear feet (LF) of new 8-inch PVC water main installation and specialized underground utility execution. Schedule 1 comprised 2,080 LF of main installation alongside a 220 LF trenchless Horizontal Directional Drilling (HDD) crossing beneath Highway 212 and Rock Creek. Schedule 2 included 1,270 LF of main replacement targeting shallow asbestos-cement and legacy cast iron lines. Schedule 3 covered 330 LF of utility replacement in high-priority zones, while Schedule 4 encompassed 1,900 LF of corridor main replacement to enhance system capacity and structural integrity. Finally, Schedule 5 provided 670 LF of main installation dedicated to looping a dead-end main to eliminate stagnation and improve overall hydraulic flow.

The project was designed by Great West Engineering. It began in June 2026 and was completed in October 2026. Jerrod Winderl was the Project Manager, Carson Willis was the Superintendent and Dave Loyning was the Estimator. The Red Lodge Water Rehab Project was successfully completed, modernizing the town's water distribution infrastructure and replacing critical aging lines. Throughout the construction phase, field crews adapted to challenging underground conditions, frequently encountering massive boulders as large as a person during excavation.

In addition to sub-surface obstacles, the work took place alongside active wildlife, with crews regularly spotting wild turkeys, moose, and bears near the job sites. Despite these environmental and geological factors, close coordination between COP Construction, Great West Engineering, and the City of Red Lodge ensured the delivery of a reliable, high-capacity water system built to serve the community for years to come.

COP Construction acknowledges the contributions of its key subcontractors, including Wharton Asphalt, True North Contracting, Tru Directional, McGlone Hydroseeding, and Safetech—all of whom were instrumental in delivering a high-quality project for the city of Red Lodge.



2026 EMPLOYER OF THE YEAR

Building More Than Projects: COP Named 2026 Employer of the Year

We are incredibly proud and honored to have received the 2026 Employer of the Year award from the Billings Chamber of Commerce. The award recognizes COP's commitment to our employees, clients, industry, and community, and celebrates the culture our team has built together.

The Chamber highlighted COP's focus on integrity, safety, professionalism, and doing things the right way, along with our investment in competitive pay and benefits, employee development, leadership growth, and opportunities for advancement. COP was also recognized for embracing innovation and for giving back through local nonprofits, schools, trade programs, and community projects.

This recognition is especially meaningful because COP is the first construction company to receive this honor. It is a reminder that what we build goes far beyond utilities and infrastructure. We are building careers, developing leaders, and creating opportunities for our people and our communities.

Most importantly, this award belongs to our employees. Every person at COP contributes to the culture and reputation that made this recognition possible. Thank you for your hard work, dedication, commitment to one another and to doing things the right way.

Congratulations, Team COP! We are incredibly proud of this recognition and even more proud of the people behind it.



COP CONSTRUCTION

JOIN OUR TEAM

Apply on website

www.copconstruction.com

SAFETY MESSAGE

COLD WEATHER IS COMING... ARE YOU READY?

The changing seasons are a reminder that colder temperatures are right around the corner. Now is the time to prepare both at work and at home before winter conditions arrive. A little planning today can prevent injuries, equipment problems, and unexpected emergencies later in the season.

At work, colder weather brings additional hazards such as slippery surfaces, reduced daylight, and changing ground conditions. Take a few extra moments before starting your day to evaluate your work area, watch for ice and frost, and ensure you have the proper clothing for the conditions. Layering clothing helps regulate body temperature and keeps you comfortable throughout the day. Don't forget to check your vehicle and equipment to make sure batteries, tires, heaters, and emergency supplies are ready for winter operations.

Preparation shouldn't stop when you leave the jobsite. At home, take time to inspect heating systems, test smoke and carbon monoxide detectors, and address any maintenance items before temperatures drop below freezing. Winterize outdoor faucets and irrigation systems, and consider putting together an emergency kit with flashlights, batteries, blankets, and other essential supplies.

Many winter incidents occur because we wait until the first storm or cold snap to start preparing. Taking action now helps protect your family, your property, and your coworkers.



Jeff Jordan
Corporate Safety Manager

As we head into another winter season, challenge yourself to spend a few minutes preparing today. Whether it's checking emergency supplies, servicing a vehicle, or making sure you have the right cold-weather gear, those small actions can make a big difference when conditions change.

Stay safe, stay prepared, and let's make this a safe winter both on and off the job.



THE IT TOOLBOX

Simple tips to help our COP team and partners stay secure — on and off the job site.

DID YOU KNOW?

Most routers have a guest network -- Very few people use it!

Have you ever noticed your Wi-Fi broadcasting a guest network? Most modern home routers include a guest network, and many also include an IoT (Internet of Things/ Smart Device) network as well, yet I would bet most households leave these features disabled or unused, opting to just throw everything onto one Wi-Fi network. When you do this, you are allowing every device and everyone on that network to see and talk to each other. In an age where your data and security is more valuable than ever, it's best to limit what these devices can see and interact with. This might not sound like a big deal, but understand that in many cases those cheap electronics and smart devices you find online are only cheap because you have become the product.

Many of these devices are constantly scanning your network to see what information it can gather and then exfiltrate that data to be sold for marketing purposes. I hear people talk about how "it's like Amazon is listening to me", noticing that they see advertisements for something they only recently started talking about with colleagues and family, but the thing is, it's not "like" they are listening, in many cases your electronics literally are. Look into LG / Samsung Smart TV's (they likely all do it), for a great recent example of what electronics companies are doing.

Using a guest network, and better yet an IoT network isolates those devices so they can either only see each other or only see the internet. It won't stop your TV from listening to you (that's much more advanced firewall setup), but it will prevent security risks from cheap unpatched electronics that are easily hacked. Many of these IoT devices, even from big name companies have lackluster security and rarely, if ever, receive security updates. In addition, if you have guests, parents, work devices etc jump on your main Wi-Fi, they could bring an infected device they aren't even aware of into your network just by connecting. Isolating these devices to the guest network allows you to provide them internet access, while also protecting and isolating your devices from infection.

As a rule of thumb: personal phones, servers, and computers should be on your main Home network. Work devices and guest devices should use a guest network - this protects you AND them from spreading an infection. Finally, smart devices like TV's, thermostats, washing machines, temperature sensors and smart outlets / lights should all be on an IoT network. If your router doesn't support IoT networks, see if they will function on the guest network.



Grateful Hearts & Brighter Days

A THANKSGIVING & CHRISTMAS FAMILY INITIATIVE

Small choices. Big impact.

Simple ideas to help our families celebrate the season with kindness, connection and joy!

POSITIVE BEHAVIORS

- Have a grateful heart and notice the good around you.
- Look for the good in people and situations.
- Be kind and include others.
- Show patience and encouragement.
- Use helpful words and actions.
- Spend time with family and friends and make the most of the season.

FAMILY FRIENDLY ACTIVITIES

- Bake cookies or a favorite holiday treat together.
- Make homemade decorations or ornaments.
- Take a walk and enjoy the season outdoors.
- Read a book together or have a family movie night.
- Do a puzzle or play a game.
- Start a new family tradition!

BUDGET FRIENDLY GIFT IDEAS

- Handwritten notes or cards.
- Homemade treats or a mix in a jar (cookie mix, hot cocoa, etc.).
- A favorite book (new or gently used).
- A "coupon book" with special activities (movie night, game night, extra playtime).
- DIY ornaments or picture frames.
- Give an experience (ice skating, sledding, baking day, etc.).

HEALTHY FOOD IDEAS

- Enjoy a variety of fruits and vegetables in fun ways (fruit kabobs, veggie trays, etc.).
- Choose water or milk most often.
- Include whole grains (oatmeal, brown rice, whole grain bread, etc.).
- Try healthier swaps like yogurt, nuts or popcorn instead of sugary snacks.
- Enjoy treats in moderation.
- Cook a simple, healthy meal together as a family.

WORD SEARCH

Find the hidden words!

I	T	C	E	P	S	E	R	O	M	E	S
T	R	G	X	P	D	C	W	N	C	G	Y
O	H	S	R	A	N	V	S	A	O	A	K
G	E	A	I	Y	E	E	E	U	M	R	P
E	L	I	N	D	I	P	F	J	E	U	R
T	L	M	N	K	R	S	A	F	R	O	C
H	O	K	O	I	F	O	M	C	H	C	Y
E	K	O	I	N	V	U	I	E	S	N	T
R	C	P	T	D	S	K	L	O	V	E	I
S	F	E	I	N	W	P	Y	O	J	G	N
E	H	M	D	E	S	M	D	N	O	I	U
L	C	A	A	S	T	H	G	I	L	V	M
W	O	C	R	S	E	I	R	O	M	E	M
F	U	N	T	E	T	F	I	G	Y	R	O
G	R	A	T	I	T	U	D	E	P	A	C

THANKFUL
FAMILY
TOGETHER
COOKIES
TRADITION
KINDNESS

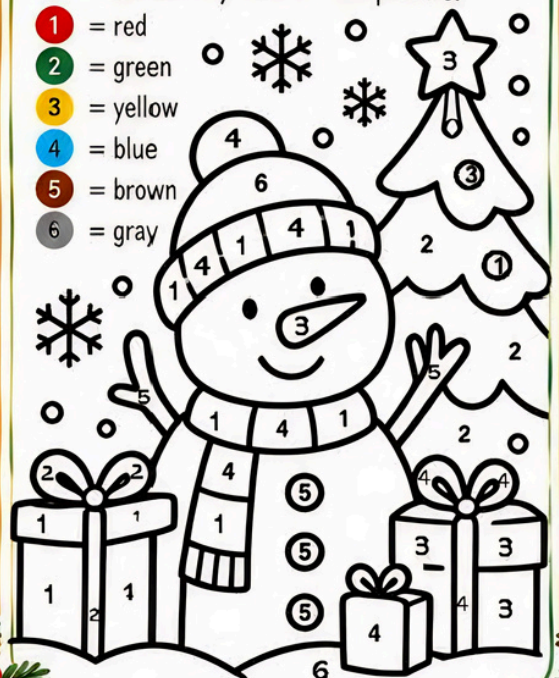
FRIENDS
COMMUNITY
GIVE
SHARE
HELP
LOVE

GRATITUDE
JOY
LIGHTS
PEACE
RESPECT
ENCOURAGE
MEMORIES

COLOR BY NUMBER

Use the key to color the picture!

1 = red
2 = green
3 = yellow
4 = blue
5 = brown
6 = gray



TIC TAC TOE

Play with a friend!

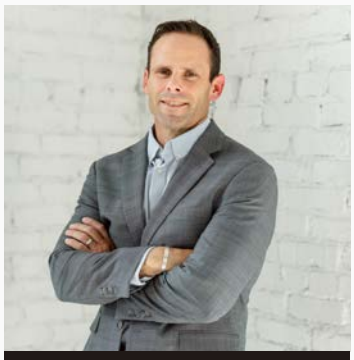
Senior Management Team



Glen Perry
President & CEO



Tonya Appelt
Chief Financial Officer



Bill Crowley
Construction Manager (UT)



Jason Fenhaus
Vice President, Pre-Construction (MT)



Chelly Heninger
Director of Risk & Training (MT)



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

