

# **COP** CHRONICLE

*COP Construction LLC & Subsidiary*

**APRIL 2021**

## **COP CONSTRUCTION LLC**

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### **Glen Perry**

*President & CEO*

### **Rick Morrison**

*Chief Financial Officer*

### **Sam Aiton**

*Area Manager – Montana*

### **Jason Fenhaus**

*Estimating/Preconstruction  
Manager – Montana*

### **Jared Nessler**

*Operations Manager – Utah*

### **Justin Broshear**

*Estimating/Preconstruction  
Manager – Utah*

### **Haley Verhasselt**

*Human Relations Manager*

## **FRONT STREET INTERCEPTOR**



*New sewer main alignment along Haggerty Lane.*

**Bozeman, Montana** The Front Street Interceptor project was located in Bozeman, MT. The project included the installation of 7,600 linear feet of 18 inch, 21 inch and 24 inch gravity sewer main, jack and bore crossings under both East Main Street and the Railroad. New gravel access roads and a substantial amount of dewatering was also part of the project. The purpose of the project was to accommodate new development along East Main Street, Haggerty Lane and any expansion at Bozeman Deaconess Hospital. The new main passed through the Montana Department of Transportation right-of-way, over 3,000 linear

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## THE PRESIDENT'S PERSPECTIVE

It is a humbling honor and privilege to assume the responsibility as the President & CEO of COP Construction LLC (COP).

I want to take this opportunity to thank Ed Bedell and our entire Senior Management Team for their trust in me as we transition from Ed to myself as the President & CEO. It has been four years since I joined COP as the COO and I look forward to the many years ahead of us and the privilege it is to work with our great senior management team and all of our talented employees. My trust, respect, and confidence in them is explicit and the professionalism of COP and our entire team, is second to none. We will strive each day to get even better in safety, quality, project delivery, relationships and company culture. As the saying goes, "complacency kills", so we will work hard every day to insure we fulfill this commitment to continuous improvement.

Next year COP will celebrate 75 years in business! Growing from humble beginnings in Billings, Montana in 1947 to the respected civil construction company we are today is an accomplishment we are very proud of. This is not something that has happened without a lot of hard work and great leadership by those that have gone before us, for which I am forever grateful. With great people and thriving offices in Billings, Montana and North Salt Lake, Utah, in two of the best markets in the country, I look forward to leading COP into our next generation and continuing the success. Going forward, COP will continue to focus on our people and our owner, engineer, subcontractor and supplier relationships, many of whom have been with COP and done business with COP for decades. With the foundation of a strong history and great success to build on, these are exciting times and the future is bright for COP!

My goal with "THE PRESIDENT'S PERSPECTIVE" is to give you a little insight into COP, our industry, and some of my own opinions (consider that your fair warning). I welcome any feedback and ideas you would like to hear more about in relation to COP Construction or the construction industry in general, and I am always open to a conversation over email, phone, or in person. You can contact me directly at [gperry@copconstruction.com](mailto:gperry@copconstruction.com).

**Glen Perry**  
President & CEO



# FACES OF COP

## Our Retirees



*Kathy Thorson and Jan Bramble*

When Jan Bramble first started with COP Construction on March 24, 2005, she told us she would only give us 5 years and then she was retiring ... well 16 years later she finally achieved her retirement goals. Jan's initial position with the company was as an accounts payable and general ledger clerk. In June 2008, the accounting department went through some personnel changes and Jan was the obvious and natural fit for the payroll clerk position. Jan moved over to payroll while maintaining some of her other responsibilities in accounts payable and general ledger. During her years in payroll, Jan saw a lot of changes – streamlining and automating of the payroll processes – with each new change she would give you her “deer in the headlights” look, but always tackled each change like a pro as she never gave herself enough credit. Jan's spunky little self was a great addition to the accounting department, and she added a lot of fun. Jan will be greatly missed by all at COP Construction. We wish her the best and thank her for 16 years of service.



Kim Hope, since joining COP on August 4, 2003, successfully managed our Salt Lake office for 17 & 2/3 years. We all gladly reported to Kim. We have never met a more positive person than Kim, the glass is always half full. Kim always did her job with a smile and gratitude. Kim always had a sense of urgency and importance in everything she did. Kim was the first to jump in and help someone with their challenges but never let that deter her from completing her own tasks. Kim was the first one to work in the morning and the last one to leave. If she felt like she was behind or letting someone down she sacrificed many weekends to make sure she delivered. We all wish Kim and her husband Les the best in their joint retirement.



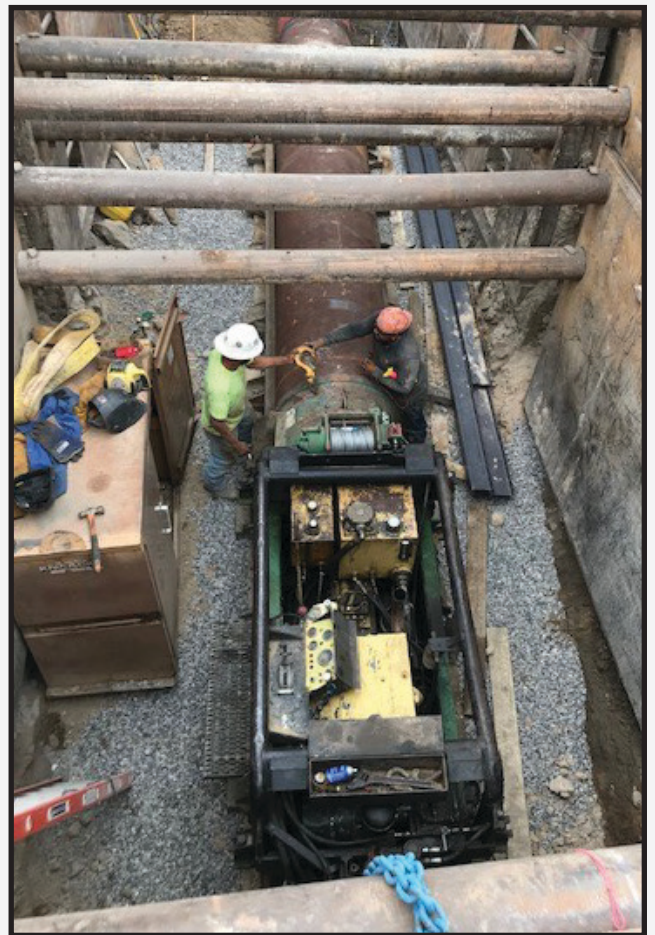
*Kim Hope and Ed Bedell*

## FRONT STREET INTERCEPTOR (CONTINUED)

feet of wetlands, under railroad right-of-way and under an old railroad bridge that was converted to a walking path. The new sewer main ranged from 8 feet to 18 feet in depth and approximately 75 percent of the length of the project required significant dewatering. Over 80 dewatering wells were jetted in to control ground water. Other challenges on this project included approximately 13 existing utility crossings in the first 500 feet of the alignment along with a fiber optic line and a gas line running parallel to the new main. There was about 1,200 linear feet of the new pipe alignment that went through the yard of one of Bozeman's biggest lumber yards. Coordination with their delivery trucks was critical. The project began on June 22, 2020 and was completed on October 27, 2020. Eric Smith was the Project Manager, Shane Sheridan was the Superintendent, Josh LeFevre was the Project Engineer and Christian Duffus was the Estimator on the project.



*Sewer main installation through the wetlands.*



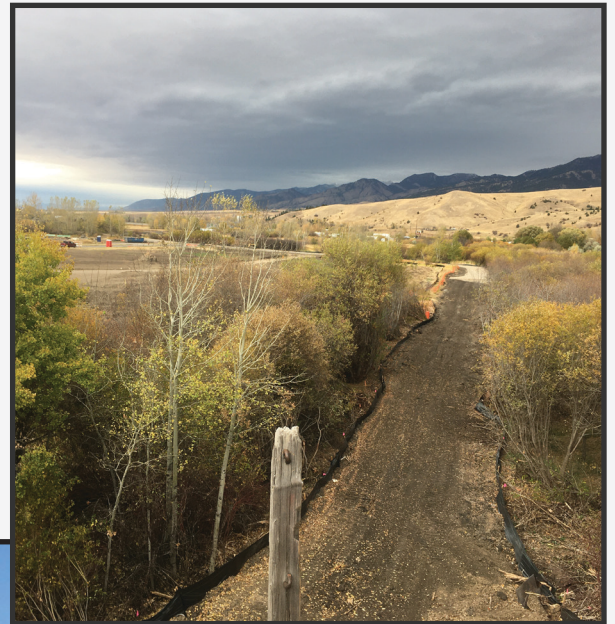
*Jack and bore under East Main Street.*

## FRONT STREET INTERCEPTOR (CONTINUED)



*Dewatering wells through the wetlands.*

Subcontractors and suppliers used on the project were Core & Main, Anderson Precast, Knife River, BIG TWIG Tree Care, High Country Paving, Coleman Construction.



*Wetland restoration.*



*New curb and gutter on Front Street.*

# 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*

## Christian Duffus

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*Christian Duffus - Estimator*

"Christian has been helping the SLC office bid projects in Utah. His dedication and commitment to teamwork has allowed us to put together quality estimates on projects we may not have been able to bid. Through his work, he has been low on one project so far and continues to develop relationships with subcontractors and suppliers in SLC" said Jason Fenhaus, PreConstruction/Estimating Manager.

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## Rusty Hoffman

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*Rusty Hoffman - Equipment/Crane Operator*

"A fellow employee was blasted with concrete from a pump truck discharge hose that had a malfunction. Rusty helped the employee back to the hotel and helped him clean-up including using Q-tips to remove concrete from the employee's ear", said Jeff Jordan, Safety Manager.

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## Travis Caraveau

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*Travis Caraveau - Equipment/Crane Operator*

"Travis is involved with all JSA's. He does not have tunnel vision and can see problems before they happen. No matter the task, he's giving 100%. I do not have to worry about Travis taking a short cut or not doing the right thing. Travis has a positive attitude even when under pressure. He thinks outside the box and usually has a great idea to help the job." said Matt Fend, Foreman.

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## 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 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 \$50 gift card and a \$50 apparel voucher to be used towards COP branded apparel.



The form is titled "EMPLOYEE RECOGNITION PROGRAM" and includes the following sections:

- 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 recognition, 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 published picture and article in the company newsletter, recognizing winners publicly in a toolbox safety meeting, operations meeting, etc., and a \$50 VISA or MC gift card and \$50 COP Apparel voucher.

**Complete this section to nominate an employee**

Date: \_\_\_\_\_

Your Name: \_\_\_\_\_

Phone # and Email Address: \_\_\_\_\_

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 \_\_\_\_\_

**Construction Safety Week: May 3-7, 2021**



The image features a construction worker in a high-visibility yellow and black jacket, a white hard hat, and safety glasses, standing in front of a construction site. To the right, a dark blue banner contains the following text:

**CONSTRUCTION SAFETY WEEK**

JOIN US  
MAY 3-7, 2021

A circular logo in the bottom right corner of the banner contains the text "BE PRESENT • BE FOCUSED • BE SAFE" around a central icon.



*Brad Cutler, Utah  
Area Safety Manager*

## SAFETY MESSAGE

As Spring arrives, construction pace increases, which often leads to an increase in accidents and incidents. Heavy equipment is a necessity on nearly every construction project, but they can be extremely dangerous when not operated properly. Struck by accidents and caught in or between accidents are common ways workers can be injured when working on or near heavy equipment. Follow these safety tips when working with heavy equipment on the construction site to ensure you stay productive and maintain an accident-free jobsite:

**Equipment Operator Training** - Workers should be trained on the proper procedures to safely operate all pieces of equipment they will be working on. Topics that should be covered include safety, hazard identifications, safety features of the equipment and safe maneuvering of the heavy equipment. Retraining and refresher courses should be conducted as needed, especially if a worker is observed operating equipment unsafely or in a manner other than its intended purpose.

**Be Aware of Your Surroundings** - When operating heavy equipment, you need to be mindful of the area you are working in and any obstacles you may encounter. Operators should be aware of their swing radius, especially when working in tighter spaces, to avoid hitting other workers, bystanders, or other vehicles or equipment in the vicinity.

**Inspect Equipment Before Use** - Visually inspect heavy equipment before each use to ensure it's in good operating condition. When you fire up the equipment, make sure the lights, gauges, horn and backup alarms are all working properly. Make sure all arms, shovels, buckets, etc. fully extend in all directions. If the cab rotates, check to make sure it can do so in all directions. Never use equipment that isn't working properly or appears damaged. Not only could you damage the machine further, but it could be a major safety issue if not fixed before use.

**Only Use Equipment as Intended** - Each piece of equipment was designed to perform a specific task. Pick the right piece of equipment for the task at hand and use it as the manufacturer intended. Don't overload or overwork equipment.

**Wear Your Seatbelt** - Those seatbelts aren't just a suggestion, they could save your life. In the event the equipment starts to tip or roll over, the seatbelt is probably going to keep you alive.

**Keep the Area Clear** - Ideally, you can cordon off the area with barriers to keep workers from accidentally getting in close proximity to operating equipment. If you are moving or operating equipment near workers, use a spotter, and use a radio or hand signals to communicate to keep your blind spots clear. This is especially important when backing up. Yes, the equipment will have backup alarms, but they often go unheeded on construction sites due to their prevalence.



# HARDIN PHASE 1 SEWER MAIN REPLACEMENT



*Pictures from the jobsite on the Hardin sewer main replacement.*



**Hardin, Montana** The Hardin Phase 1 Sewer Main Replacement project in Hardin, MT consisted of approximately 2,600 linear feet of sewer main replacement along Lessard Avenue, 13th Street East and 10th Street East. There were also 13 manholes over an existing sewer main that had to be replaced. The project started on March 1, 2021 and will be complete by the end of April 2021. Joe Hickey is the Project Manager, Neil Buckingham is the Superintendent, Bryce Lyman is the Project Engineer and Ed Allen is the Estimator on the project.

## YEARS OF SERVICE - HARD HAT STICKERS



Will Smith, Yard Assistant, Utah receiving his 1 year sticker.



Paul Seegmiller, Mechanic, Utah, receiving his 11 years sticker.



Dave Loyning, Estimator, Montana, receiving his 25 year sticker from Jason Fenhaus, MT PreConstruction/Estimating Manager



## ANNIVERSARIES

**January:** Bill Crowley - 1 year, Dave Jarman - 12 years, John King - 11 years, Nick Knickerbocker - 5 years, Jeff LaBard - 13 years, Josh LeFevre - 1 year, Jeff LaBard - 13 years, Bryce Lyman - 2 years, Rick Morrison - 26 years, Andy Partin - 5 years, Paul Seegmiller - 11 years; **February:** John Biesheuvel - 19 years, John Heinzman - 13 years, John Heitkemper - 1 year, Chad Hull - 5 years, Jeff Jex - 1 year; **March:** Ron Beeman - 9 years, Jon Berens - 11 years, Brett Breitenbach - 3 years, Neil Buckingham - 28 years, Matt Fend - 5 years, Tracy Kaercher - 30 years, Dave Loyning - 25 years, Dyllan Oudthone - 1 year, Will Smith - 1 year.

## 1st Quarter Anniversaries



## CURRENT PROJECTS

21ST STREET  
SEWER IMPROVEMENTS  
Miestone Contractors  
Caldwell, Idaho

32ND STREET WEST  
City of Billings  
Billings, Montana

900 NORTH LIFT STATION  
Salt Lake City Public Utilities  
Salt Lake City, Utah

ALKALI CREEK ROAD BRIDGE  
City of Billings  
Billings, Montana

ANNAFELD SUBDIVISION  
McCall Development  
Billings, Montana

CHINOOK WATER  
SYSTEM IMPROVEMENTS  
City of Chinook  
Chinook, Montana

CHS PROJECTS  
CHS, Inc.  
Laurel, Montana

CITY CREEK MEDIA FILTER  
Salt Lake City Public Utilities  
Salt Lake City, Utah

CVWRF 3 WATER  
IMPROVEMENTS  
Central Valley Water  
Reclamation Facility  
Salt Lake City, Utah

DAVIS LANE LIFT STATION &  
NORTON EAST  
City of Bozeman  
Bozeman, Montana

EXXONMOBIL PROJECTS  
ExxonMobil  
Billings, Montana

FORT DOUGLAS WATERLINE  
Herman Construction  
Salt Lake City, Utah

HARDIN PHASE 1 SEWER MAIN  
City of Hardin  
Hardin, Montana

HIGH SIERRA SUBDIVISION  
Billings, MT

JSSD OLD HIGHWAY 40  
CONVEYANCE PROJECT  
Central Utah Water  
Conservancy District  
Heber, Utah

MDU PROJECTS  
Montana Dakota Utilities  
Billings, Montana

NORTH BRANCH CONNECTION  
TO ALPINE  
Central Utah Water  
Reclamation Facility  
Highland City, Utah

OGDEN WSU BRT PROJECT  
Stacy & Witbeck, Inc.  
Ogden, Utah

PHILLIPS 66 PROJECTS  
Phillips 66  
Billings, Montana

SIDNEY CIRCLE SEWER  
Dry-Redwater Regional  
Water Authority  
Sidney, Montana

SILVER CREEK PHASE II  
Granite InLiner  
Park City, Utah

SILVER SPUR BORES  
Silver Spur Construction  
Utah

TSSD GENERATOR SWITCH GEAR  
Timpanogos Special  
Service District  
American Fork, Utah

WANSHIP DAM REPLACEMENT  
Weber Basin Water  
South Weber, Utah

W.O. 21-15 LEAD SERVICES  
City of Billings  
Billings, Montana



P.O. Box 20913 Billings, MT 59104

## 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



**Commitment - Opportunity - People**

### **MONTANA AND UTAH**

GENERAL LABORER - MONTANA & UTAH

HEAVY EQUIPMENT OPERATOR - MONTANA & UTAH

CIVIL CARPENTER - MONTANA & UTAH

ESTIMATOR - UTAH

To view job descriptions and apply for our current openings, visit our Career Center at [www.copconstruction.com](http://www.copconstruction.com)