

COP CHRONICLE

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SOUTH 4TH RECONSTRUCTION PROJECT



Water tie in location near the intersection of South 4th Street and South 1st Avenue, facing east towards Highway 212

Laurel, Montana COP Construction was awarded the contract by the City of Laurel for the reconstruction of 2,800 linear feet of South 4th Street from Highway 212 West to South 8th Avenue. The project will include a new urban street section with curb and gutter, sidewalks, pedestrian ramps, driveway approaches and new asphalt pavement. There will be 3,100 linear feet of reconstructed water mains, including valves, fittings, fire hydrants. An additional 3,200 linear feet of new storm drain system

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copconstruction.com

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THE PRESIDENT'S PERSPECTIVE

IS ATTRACTING AND RETAINING TODAY'S GENERATION IN CONSTRUCTION REALLY A GENERATIONAL ISSUE?

There has been an emphasis placed on the laziness of the current generation and their unwillingness to work thus creating the workforce shortages we are facing in the United States right now, especially in the construction industry. Newspaper article quotes every year since 1894 have also had a common theme when discussing the generational work ethic of the people in all those generations, they do not want to work. Since this has been the opinion for over a century, is the current issue of attracting and retaining talent to the construction industry really because of this generation or is it an issue the construction industry has created as a whole?

There is no question construction is hard; it is dirty and often requires working from sunup to sundown, but there is also a glamour to construction that has not been well advertised. It is incredibly rewarding to be part of a community of hardworking, humble people who want to work together to build the communities we live in. Construction workers have literally built this country. How cool is that? And why wouldn't people want to be part of it? There are a lot of things that have evolved since 1894 within the construction industry, and a lot that can be done better to attract and retain good talent because construction is a fulfilling destination career.

Attracting talent to the construction industry requires a new focus in areas that have not historically been considered. Compensation, company culture, and job satisfaction are all items that have not been areas of focus within the construction industry, but they are becoming common themes today more than ever. Construction workers want to be compensated fairly for their ability to do their craft, not necessarily just based on the years in the industry. There has also been an increase on the value of skilled workers. This has created an increase in the rate of pay that is expected within the industry and the industry has been slow to catch up with the demand.

Culture was a term used in "more refined" industries and that has changed. People want to work in a good work environment where the level of communication is respectful and without consistent conflict. This has changed dramatically in the past several years; people do not want to be talked down to and screamed at. There is a level of respect that comes from fair, honest communication and people appreciate that. Creating an atmosphere of teamwork, that people are dedicated to working in, is far more attractive than consistent negativity within a company.

Construction workers want to feel like they are part of something bigger and they are making a difference in their communicates by doing meaningful work that is sustainable for generations to come. It is so cool to drive through a community and see the results of long days of hard work. Like other industries, there has been more focus on creating a work-life balance within construction. Historically, construction workers traveled where the work took them and worked 7 days a week, sunup to sundown. There has been a major shift from the willingness of people to work these consistent long days and hours because of the emphasis

on family and having a fulfilled life. Due to the nature of the work, this is not something that can always be accommodated, but the industry is doing a better job at creating a work-life balance for people.

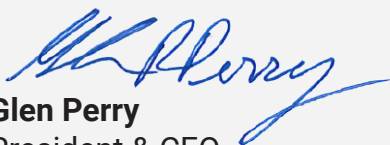
People also want to have fun! Add a little fun to all the above and construction becomes a fulfilling career that people want to be part of. The promotion of this evolution from blue-collar to new-collar outside the industry is key to attracting more people to the construction industry.

As the industry continues to evolve and attract more skilled workers, retaining those workers is critical. Construction has historically been an industry that is highly divisive, confrontational, and stressful, which creates a high level of burnout and mental health issues, with little to no regard for either. It has typically been a male dominated industry that was based around taking pride in how hard it was and how much you had to “fight” your way through every day, which added to a lot of safety concerns and turmoil. These issues created major retention issues because people today do not want to be part of that environment for the long-term. Thankfully, there has been some focus on these issues in the past couple of years that has created an upswing in the amount of people, including women, attracted to, and staying in the industry.

Keeping people fulfilled and with a positive attitude also reduces another major issue for retention and job satisfaction, rework. The impact of doing work again that has been done incorrectly the first time (rework) leads to more frustrations, confrontations, contract disputes, finger pointing, cost overruns, safety concerns and damaged relationships than any other issue in construction. Rework creates a lot of volatility that people choose to leave companies over, so it is critical that when work is done, it is done right and only must be done once. After all, it does not take any longer to do it right, then it does to do it wrong.

People also want to be invested in. The opportunities for advancement and training, including the cutting-edge technology that is available, are also not promoted nearly enough. With the technology focus within our society, this is something that is a huge asset to attracting and retaining people within the construction industry that most people are not aware of.

The construction industry will continue to evolve through future generations. It will most likely continue to blame labor shortages on the unwillingness of the current generation to work, but maybe, just maybe, if the industry commits to providing fair compensation; meaningful, fulfilling, profitable, safe, highly productive, relationship and reputation building, fun, not highly confrontational cool work, that only has to be built once; the difficulties of attracting and retaining skilled people to the construction industry will be a thing of the past.



Glen Perry
President & CEO

SOUTH 4TH RECONSTRUCTION PROJECT (CONTINUED)

will include a storm drain detention pond and two hydrodynamic separators. The COP crews will be working on this project over the summer of 2023. The crews are doing a great job coordinating with the public and planning construction to work safely. Early in the construction, COP celebrated spring and the hard work of the crews with the first of year Crew BBQ. The new tailgate grill cranked out excellent burgers and brats. The project was designed by KLJ and began in April 2023, and will be completed in late August 2023. Sean Langan is the Project Manager and Carson Willis is the Superintendent on the project. The project was bid by Christian Duffus for \$4,298,070. Subcontractors and Suppliers for the project are Weave Construction, Hardrives Construction, HiMark Traffic Services, CM Tree Service, Jares Fence, TruPipe, Billings Construction Supply, Universal Concrete, Northwest Pipe, Rinker and Fisher Sand & Gravel.



Water mainline installation on South 4th Street.



18" Storm Drain installation at Russel Park, just northeast of the new storm drain detention pond.



Water mainline installation on South 4th Street. The existing soil conditions have been a challenge following rain/snow events.

SOUTH 4TH RECONSTRUCTION PROJECT (CONTINUED)



Storm Drain installation near the intersection of South 4th Street and Woodland Avenue.

COP Crew BBQ

FACES OF COP



Sam Aiton, retired in April 2023. As the Montana Area Manager, has been a huge asset to COP for the past 10 years and we are forever grateful to him for his years of dedication. His plan was to move to Montana, work for a few years, and then happily retire with his wife and cows. 10 years later and he's finally doing just that. We hope you have enjoyed every minute with Leslie, your kids, and those grandbabies....when you can get away from the cows. Congratulations Sam!!

Heather Johnson started with COP in January, 2023. She has three kids which keep her life a crazy busy adventure. Heather loves the outdoors and she especially loves to ski. She also enjoys gardening. Heather has plans to go to Cabo San Lucas, Mexico and Bend, Oregon this year.



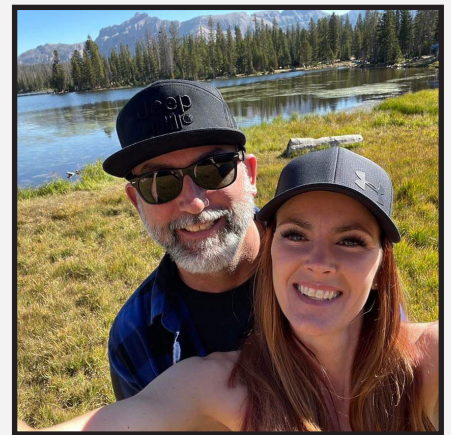
Sterling Barlow started with COP in January, 2023. Sterling really enjoys watching and playing sports, particularly football and basketball. He also likes to hike and weight lift. Sterling recently became a home owner. He is getting married in September and going on a cruise to Jamaica, the Bahamas, and Haiti. Sterling has had a lot of change in 2023!

FACES OF COP



Michelle Duncan started with COP in February, 2023. Michelle and her husband are now empty nesters. Michelle is an avid crafter; she enjoys cross stitch, paper crafts, and spinning her own wool for crocheting and knitting. Add to that, she dabbles with calligraphy, quilting and felting. She is a crafting queen! Michelle and her husband were married at Lake Hotel so they are planning a trip to Yellowstone Park this summer to celebrate.

Rick McGuckin started with COP in March, 2023. He has three kids; the two oldest boys both serve in the military and his youngest daughter is getting married in July this year. He has four grandkids that he will be able to see this summer at the wedding. Rick is originally from Mesa, Arizona and moved to Utah seven years ago. He and his wife are getting ready to start the second half of their life together.



Sean Langan started with COP in March, 2023. He is from a long line of construction workers. Sean was born in Wyoming but his family moved to where the work took them. He came back to Wyoming for college where he played football for the Cowboys, earning a bowl win against UCLA in 2004. Sean and his wife have been together for 11 years and his son will be 1 in June. Sean has no plans to travel this summer but may get his 1931 Model A out to some local car shows.

YEARS OF SERVICE - HARD HAT STICKERS



Rob Johnson, P66 - Montana receiving his 1 year sticker from Matt Stricker, Superintendent - Montana



Nick Brown, Sr. Refinery Project Manager - Montana presenting Chad Hall, Carpenter Foreman - Montana, with his 7 year sticker.



Tracy Kaercher, Yard Supervisor - Montana receiving his 32 year sticker from Calvin Southwick, Equipment Manager - Montana



Dave Loyning, Estimator - Montana receiving his 27 year sticker from Jason Fenhaus - Area Manager - Montana



Eric Smith, Operations Manager - Montana presenting Jon Berens, Superintendent - Montana with his 13 year sticker.



Jason Fenhaus, Area Manager - Montana receiving his 7 year sticker from Glen Perry, President & CEO



Haley Verhasselt, HR/Risk/Marketing Manager receiving her 5 year sticker from Glen Perry, President & CEO



Brandon Karnath, Estimator - Utah receiving his 5 year sticker from Justin Broshear - Estimating/Preconstruction Manager - Utah



Bryce Lyman, Asst. Project Manager - Montana receiving his 4 year sticker from Eric Smith - Operations Manager - Montana, and Josh LeFevre, Asst. Project Manager - Montana receiving his 3 year sticker.



COP NEWS

At the management annual planning session for 2023, we decided to refresh our Mission Statement and Core Values. We did another working session in January on them because we believe it is important to have a mission statement and core values that we will all commit to, relate to and live by. You will also see the “Construction” in our logo making a comeback this year!

Mission Statement

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

Core 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



Commitment | Opportunity | People

FIRST QUARTER ANNIVERSARIES

January: Ty Boyd - 2 years, Bill Crowley - 3 years, Dave Jarman - 14 years, John King - 13 years, Jeff LaBard - 15 years, Josh LeFevre - 3 years, Bryce Lyman - 4 years, Rick Morrison - 28 years, Paul Seegmiller - 13 years;
February: Ryan Adams - 1 year, Johnny Biesheuvel - 21 years, Chad Hull - 7 years, Jeffrey Jex - 3 years, Lee McCaffrey - 1 year, Joshua Slayton - 1 year;
March: Jon Berens - 13 years, Brett Breitenbach - 5 years, Dakota Bush - 1 year, Neil Buckingham - 30 years, Shawn Eissler - 1 year, Matt Fend - 7 years, Robert Johnson Jr. - 1 year, Robert Jones - 1 year, Tracy Kaercher - 32 years, Dave Loyning - 27 years.



SAFETY MESSAGE



OWN YOUR ROLE AS A SAFETY LOOKOUT

Jeff Jordan

Corporate Safety Manager

Overlooking common hazards can create risks for your entire workforce and everyone can make a difference by prioritizing safety. The more you learn to recognize the risks and hazards in your workplace, the more you can become a Safety Lookout to prevent injuries to yourself or your co-workers.

Hazards are found in all workplaces whether you view your workplace as “risky”. Hazards can include anything from a burned-out lightbulb that needs to be changed, to working in extreme temperatures. Many hazards can easily be overlooked or worse, be known and ignored.

All potential hazards must be reported to a supervisor, the safety department, or the maintenance department as soon as possible to correct the issue. Never assume that someone has noticed and reported the hazard already; it is better to have multiple reports than none. While discussing hazards internally, the concept of S.O.S. See it, Own it, Solve it was brought up. It is easy to feel like it is not your place to say anything, or not want to upset or offend anyone.

The same types of hazards at work can also occur at home, so consider yourself the safety manager of your home. Have your loved ones come to you with safety issues so they can be fixed before someone gets hurt. Hazards will always be there, but we can keep each other safe if we recognize them and address them.

Safety is everyone’s role so please own your role as a Safety Lookout.



CURRENT PROJECTS

1ST AVENUE WATER MAIN
REPLACEMENT
Town of Wibaux
Wibaux, Montana

20E PIONEER WWPS REPLACEMENT
Granger-Hunter Improvement District
West Valley City, Utah

22ND ST.
HARRISON TO FILLMORE
Ogden City Corporations
Ogden, Utah

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

ASHLEY SPRINGS VAULT CRP
Central Utah Water
Conservancy District
Orem, Utah

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

CHS PROJECTS
CHS, Inc.
Laurel, Montana

COLUMBUS WATER
DISTRIBUTION SYSTEM
City of Columbus
Columbus, Montana

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

FRUIT HEIGHTS PIPELINE
REPLACEMENT
Weber Basin Water
Conservancy District
Fruit Heights, Utah

I-15 CROSSING WL UPGRADE
Sandy Public Utilities
Sandy, Utah

LAUREL SOUTH 4TH STREET
City of Laurel
Laurel, Montana

MUSSELSHELL JUDITH RURAL
WATER SYSTEM
Central Montana Regional
Water Authority
Judith Gap, Montana

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

OLIVE DRIVE SEWER REPLACEMENT
City of Colstrip
Colstrip, Montana

PHILLIPS 66 PROJECTS
Phillips 66
Billings, Montana

RED LODGE WATER &
SEWER REHAB
City of Red Lodge
Red Lodge, Montana

RICHEY PHASE 1 WATER REHAB
Town of Richey
Richey, Montana

ROCK CREEK RESORT LIFT STATION
Peak Water Services, LLC
Red Lodge, Montana

ROUNDUP PHASE 6 WATER SYSTEM
IMPROVEMENTS
City of Roundup
Roundup, Montana

SANDY 2022 WATERMAIN PROJECT
Sandy City Corporation
Sandy, Utah

SIDNEY PHASE III WATER SYSTEM
IMPROVEMENTS
City of Sidney
Sidney, Montana

STARVATION DAM BYPASS
PIPELINE PROJECT
Central Utah Water
Conservancy District
Duchesne, Utah

STILLWATER MINE PROJECTS
Sibanye Stillwater
Nye, Montana

TIMBERS BOULEVARD BRIDGE
Alkali Timbers LLC
Billings, Montana

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

WEBER BASIN SOUTH
PUMP STATION
Weber Basin Water
Conservancy District
Ogden, Utah

W.O. 20-46 LANDFILL COMPOST
FACILITY
City of Billings
Billings, Montana

W.O. 23-01 2023 WATER MAIN
REPLACEMENT
City of Billings
Billings, Montana

W.O. 23-35 HESPER SANITARY SEWER
EXTENSION
City of Billings
Billings, Montana

YELLOWTAIL DAM SPILLWAY
NW Construction, LLC
Fort Smith, Montana



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

EXCELLENCE:
WE ALWAYS DO OUR BEST

INTEGRITY:
WE ARE TRUSTWORTHY

POSITIVE ATTITUDE:
WE LOOK FOR THE GOOD

TEAMWORK:
WE ARE ONE

DEDICATION:
WE ARE COMMITTED

CAREER OPPORTUNITIES



MONTANA AND UTAH

ESTIMATOR - UTAH
PROJECT ENGINEER - UTAH

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