

COP **CONSTRUCTION** **CHRONICLE**

APR 2025

COP CONSTRUCTION LLC

242 S 64th Street West
Billings, MT 59106
406.656.4632
406.656.4808 fax

555 West 1100 North
North Salt Lake, UT 84054
801.298.9556
801.298.9725 fax

Glen Perry

President & CEO

Tonya Appelt

Chief Financial Officer

Haley Verhasselt

Vice President, HR & Culture

Montana Region

Jason Fenhaus

Vice President, Operations

Eric Smith

Vice President, Construction

Utah Region

Jared Nessler

Vice President, Construction

Justin Broshear

Vice President, Pre-Construction

WEST AIRPORT LIFT STATION PROJECT



Spanish Fork, Utah COP Construction was awarded the contract for the West Airport Lift Station project by the City of Spanish Fork. The project consists of a lift station with a 24 foot deep excavation, structural concrete for a 1,050 square foot building, and wet well. Installation of three 40 horse power flygt submersible pumps and mechanical piping, as well as 5,500 lineal feet of 6-inch forcemain. The project also includes 2,300 lineal feet of 24-inch sewer, 17 to 21 feet

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copconstruction.com

Gina Ballard

Design Editor

gballard@copconstruction.com



THE PRESIDENT'S PERSPECTIVE

PIVOT TO POSITIVE

Did you know for every negative thought, action, or conversation, it takes ten positive ones to restore balance? When I first heard this, I was shocked. That shock quickly turned into fear and shame, but I soon pivoted to action. Inspired by Jocko Willink, author of *Extreme Ownership*, I began to see negativity as an opportunity. As Jocko says, "You have a problem? Good!" Let's dive deeper into this concept.

Negativity impacts more than just our work lives; it affects our personal relationships and overall mental and physical health. Studies show that consistently flipping negatives into positives can retrain the brain, creating new neural pathways that lead to a healthier mind and body. This practice ultimately fosters better relationships, improved health, and greater vitality in life.

This concept applies to all areas of life: personal, professional, and even sports. We've all seen teams lose a big lead or come back from a deficit with the right mindset and positive thinking. As the saying goes, "winners win." However, turning a negative situation into a positive outcome doesn't happen overnight. It requires one step at a time—one score, one conversation, one action.

Improving any aspect of life—fitness, weight loss, relationships, spirituality, healthy eating, or love—requires consistent effort. It's about making one positive choice at a time: one workout, one book, one podcast, one meditation session.

Being mindful and present can greatly enhance our pursuit of positivity and better relationships. Often, we are distracted by self-judgment, negativity, and concerns about others' opinions. Instead, we should focus on the person or conversation in front of us.

Here's a challenge for all of us: PTP—Pivot to Present/Positive. For the past few weeks, I've been using this acronym to shift my mindset. For every negative comment, challenge yourself to say five positive things. Flip negatives on their head, all day long.

Living mindfully and positively aligns with our core value of maintaining a positive attitude. Let's "Look for the Good."

Glen Perry
President & CEO

CURRENT PROJECTS

3rd EAST PHASE II MARCUS TO
ARTESIAN BASIN
Salt Lake City Corporation
Murray, Utah

ANNAFELD SUBDIVISION 6 & 7 FILING
McCall Development
Billings, Montana

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

COOKE CITY WASTEWATER
IMPROVEMENTS
Cooke Pass, Cooke City, Silver Gate
Sewer District
Cooke City, Montana

CHINOOK WASTEWATER
IMPROVEMENTS
City of Chinook
Chinook, Montana

CHS CAPITAL IMPROVEMENTS
CHS Refinery
Laurel, Montana

COTTONWOODS CONNECTION
Metropolitan Water District
of Salt Lake & Sandy
Cottonwood Heights, Utah

HARLOWTON PHASE 6 WATER SYSTEM
IMPROVEMENTS
City of Harlowton
Harlowton, Montana

LOCKWOOD I-90 WATER & SEWER
REPAIR
Lockwood Water District
Billings, Montana

MUSSELSHELL JUDITH RURAL
WATER SYSTEM PHASE 2B & 2C
Central Montana Regional
Water Authority
Judith Gap, Montana

MUSSELSHELL WELL 4 & 5
Central Montana Regional
Water Authority
Judith Gap, Montana

NORTH FORK SPECIAL SERVICE
DISTRICT WASTEWATER TREATMENT
FACILITY
North Fork Special Service District
Sundance, Utah

PAR MONTANA
Par Pacific
Billings, Montana

PARK CITY WATER & SEWER DISTRICT
WASTEWATER HEADWORKS
Park City Water & Sewer District
Park City, Montana

PHILLIPS 66 PROJECTS
Phillips 66
Billings, Montana

ROTTEN GRASS SPILLWAY
Crow Nation
Hardin, Montana

SOUTH WEBER WELL # 2
Weber Basin Water Conservancy District
Layton, Utah

TOWNSEND WATER SEWER SCH.2
City of Townsend
Townsend, Montana

WEST AIRPORT LIFT STATION
Spanish Fork City Corporation
Spanish Fork, Utah

WINNETT PHASE 1 WASTEWATER
TREATMENT IMPROVEMENTS
Town of Winnett
Winnett, Montana

W.O. 24-08 HESPER SEWER
City of Billings
Billings, Montana

WPR OXBOW BEND WELL 3
Wasatch Peaks Ranch
Morgan, Utah

WPR PHASE 2A LIFT STATION 2
Wasatch Peaks Ranch
Morgan, Utah

WWTP TO CEDAR WATER MAIN
REPLACEMENT
City of Colstrip
Colstrip, Montana

WEST AIRPORT LIFT STATION (CONTINUED)

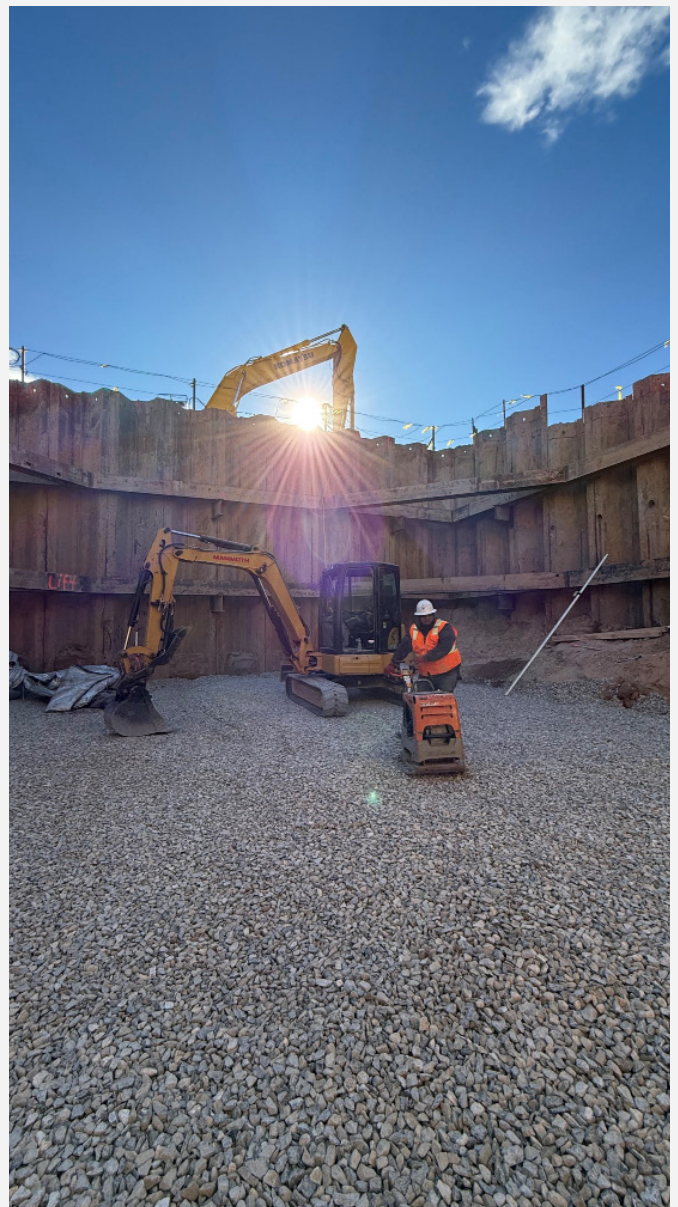
deep, 6,300 lineal feet of 12-inch watermain, 1,300 lineal feet of 10-inch sewer 10 feet deep, and 2,200 lineal feet of 24-inch sewer 10 feet deep with associated manholes. The project began in September 2024 and will be completed in September 2025. Bill Crowley is the Project Manager and Justin Scown is the Superintendent for COP Construction. The contract amount is \$16,471,230. Subcontractors and suppliers for COP are Axiom Constructors, Turner Electric, Jones Shoring & Excavation, MSS, AK Masonry, Staker Parsons, Malcolm, Harper Precast, Brush Brothers, BT Gallegos, Anthem Steel, Aeroscape, Dynasty, SKM, Guaranteed Waterproofing, Redcon, OCI, Ray Keller, Overhead Door, USI, Ninyo & Moore, and Burton Lumber.



Laydown Yard



Lift station foundation placement.



Subgrade placement for lift station.

WEST AIRPORT LIFT STATION (CONTINUED)



24" deep sewer installation.



Lift station exterior wall forms.



FACES OF COP - PROJECT MANAGERS



Bryce Lyman started at COP as a Project Engineer in January 2019; he transitioned into a role as a Project Manager for the Montana office in 2023. He is working on the Lockwood I-90 project, which he finds rewarding as it has required COP to expand its means and methods for installing municipal pipe through pipe bursting. He is excited that the crew will learn something new and can use this experience on future projects. Bryce's personal goal this year is to finish his basement. This summer, he has two weddings to attend, one in North Dakota and the other in Livingston, Montana. Bryce hopes to get some camping in this summer. Bryce's favorite Girl Scout cookie is Caramel DeLites - Samoas.

Josh LeFevre started at COP as a Project Engineer in January 2020. He then transitioned into his current role as a Project Manager in 2023 for the Montana office. Josh has been working on the Musselshell Phases (2B & 2C) project and finds it gratifying. Although it is a long and strenuous project, it will have a positive long-term effect on a large community by bringing quality water to rural towns in the area. Josh's goals for the year are to continue learning as much as possible from each project. His favorite Girl Scout cookie is the peanut butter patties - Tagalongs.



Sean Langan started at COP in March 2023 as a Project Manager for the Montana office. He enjoys all projects he has been a part of, as each presents its unique challenges. Ultimately, every project teaches him something new; and he enjoys learning and being challenged. Most of his career has focused on structures: retaining walls, sound walls, and, most of all, bridges. With these jobs, he has gained some dirt work experience as well as some underground experience. At COP, he has been able to delve deeper into underground projects and step outside of his comfort zone providing him with challenges to learn new skills. Sean's goal for the year is to continue growing his experience while building strong relationships. He and his family will gather this summer to celebrate his father's life and scatter his ashes. Sean has also begun planning for a 2026 African safari. Sean likes both Thin Mints and Peanut Butter Sandwich - Do-si-dos.

FACES OF COP - PROJECT MANAGERS



Jerrod Winderl started at COP as a Foreman in April 2015. He was promoted to Superintendent in April 2017, and to his current role as a Project Manager in the Montana office in 2024. Jerrod is currently working on the Rotten Grass Spillway and has found it rewarding. Despite having faced challenges, the project will finish strong with a hard-working crew. Jerrod's goal this year is to spend more time outdoors in the mountains, hiking, camping, and fishing. He is also planning to take some trips to Scottsdale, AZ, to play golf. His favorite Girl Scout cookie is Lemonades.

Nick Spiess started at COP in 2022 as a Project Manager for the Utah office. Nick is currently working on the Mountain Green Waste Water Treatment Plant; he finds this project gratifying as he is helping to build meaningful infrastructure for the local community to support growth and sustainability. The project is on track for start-up by early fall 2025. Nick is planning a trip to San Diego to see the Padres vs. Red Sox. Nick and his wife are celebrating their 15th wedding anniversary this year. He is also hoping to get in some golf this summer.



Ty Boyd started at COP in 2021 as a Project Engineer for the Utah office. Ty was promoted to Project Manager in 2024. Ty is currently working on the 3rd East Phase 2 – Marcus to Artesian Pipeline. Ty believes this project was a great opportunity to showcase COP's commitment to our core values. Through dedication and teamwork with the owner, Salt Lake City Department of Public Utilities, we were able to complete a safe and successful project that had several challenges that we needed to work through. One of Ty's goals for this year is to explore more of the beautiful state of Utah with his soon-to-be wife and their dogs. Next month, on May 15th, Ty and his fiancée will be getting married. Ty rightly points out the only correct answer to what Girl Scout cookie do you like best is Thin Mints!

YEARS OF SERVICE - HARD HAT STICKERS



Bill Crowley, Construction Manager, is presenting John King, Superintendent his 15 year sticker



Jade Lee, Equipment Manager is presenting Paul Seegmiller, Equipment Maintenance Supervisor his 15 year sticker



Bill Crowley, Construction Manager is presenting Ty Boyd, Project Manager his 4 year sticker



Glen Perry, President & CEO is presenting Tonya Appelt, CFO her 2 year sticker



Sterling Barlow, Estimator is receiving his 2 year sticker from Justin Broshear, Vice President PreConstruction



Haley Verhasselt, Vice President, HR & Culture is presenting Heather Johnson, Talent/Marketing Lead her 2 year sticker



Will Lautenschlager, Laborer, is receiving his 1 year sticker from John Matz, Refinery General Superintendent



Kyle MacArthur, Estimator is receiving his 1 year sticker from Justin Broshear, Vice President, PreConstruction



CHECK OUT OUR WEBSITE

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

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Jon Berens, Superintendent presenting Robert Jones his employee recognition certificate.

"Robert Jones is being recognized for his safe work practices, for safely loading trucks and waiting patiently for traffic and pedestrians that could be in harms way while loading out materials. He is also always looking for ways to stay busy and lend a helping hand when needed," said Robert Emmons.

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Matt Stricker, Superintendent presenting Shane Weeres his employee recognition certificate.

"While cleaning the Coker conveyor, Shane noticed at the bottom of the conveyor there was glowing hot coke piled at the bottom causing the structure to warp and the paint to discolor. He let OPS know immediately and they went out to mitigate the situation. Structural engineer is going out to check the integrity of the structure," said Nichole Pulse, Safety Coordinator.

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Matt Stricker, Superintendent presenting Hunter Thompson his employee recognition certificate.

"Hunter noticed HPC who is a Vac truck company using a fresh air bottle cart without a bottle cart attendant. They also had a sewer open for cleaning out without fall protection on. Hunter immediately stopped them and told them that they could not continue the job without an attendant and fall protection," said Nichole Pulse, Safety Coordinator.

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John Matz, Refinery General Superintendent presenting Todd Ames his employee recognition certificate.

"While clearing the snow inside tank dikes, Todd Ames came up over the hill when he noticed a leak coming from the tank. He immediately backed up and contacted Superintendent John Matz. John contacted site leadership to report the leak. By being cautious of his surroundings Todd was able to help prevent a leak to go unnoticed for an extended period of time," said Sonja Oe, Safety Coordinator.

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Al Beltran is receiving his employee recognition certificate from Matt Stricker, Superintendent.

"While going to paint a newly installed flange on D-4406, he noticed the caustic pot attached was not painted. He went ahead and painted both the flange and the caustic pot. Without the protectant paint the pot was susceptible to damage and deterioration in a short period of time," said Nichole Pulse, Safety Coordinator.

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Rob Thomas, is receiving his employee recognition certificate from Jade Lee, Equipment Manager.

"Rob noticed that the tapered lug nuts on the wheels of the fuel trailers were on backward. This could have been a huge problem. If we had continued to use the trailer with the lugs the way they were we could have lost a wheel or even worse, had a hazmat incident. Because Rob's attention to detail this incident was avoided and we were able to provide fuel to the projects without delay," said Jade Lee, Equipment Manager.

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Jeff Jordan
Corporate Safety Manager

SAFETY MESSAGE

SAFETY - BECAUSE WE CARE

WHAT IS SITUATIONAL AWARENESS?

Situational awareness is the practice of understanding and actively responding to your environment. This practice involves engaging your senses, analyzing the variables within your area (work, home, recreation, etc.) and moving through it intentionally.

Learning to stay alert and focused is a skill that applies to all areas of life, not just work. Once you master this concept, you'll be better equipped to adapt to your environment regardless of where you are.

Importance of situational awareness:

Each person is responsible for their own safety, and if you don't pay attention to where you're going and what you're doing, then you're more likely to get hurt or hurt someone else. Practicing situational awareness is important because it:

- Allows you to notice hazards and avoid, control, or eliminate them
- Prevents incidents that cause injuries or property damage.
- Leads to better decision making
- Reduces errors that cause quality defects or major safety issues
- Encourages effective communication between coworkers, friends or family members.



SAFETY MESSAGE

How to have situational awareness:

You'd be surprised at how many accidents are due to a lack of situational awareness. While practicing awareness is straightforward, maintaining it is not. Here are some tips for continual situational awareness.

- Scan the area when you first arrive and check for potential hazards
- Make note of any hazards that require consistent oversight and control
- Always know where the entry and exit points are located
- Inspect any equipment you may need (PPE, machinery, tools, etc.) before using it
- Anticipate changing conditions that might affect your safety
- Observe the behavior of other people in the area and stay alert for changes

If you follow these tips, you'll have an easier time staying alert and present throughout your day. Remember, situational awareness goes beyond personal safety. It requires you to observe changing conditions that could affect the safety of yourself and others. By observing these variables, you can make adjustments to maintain safety in any situation.

FIRST QUARTER ANNIVERSARIES

January: Tonya Appelt - 2 years, Sterling Barlow - 2 years, Emily Barr - 1 year, Ty Boyd - 4 years, Bill Crowley - 5 years, Johnathan Davis - 1 year, Michelle Duncan - 2 years, Robert Emmons - 1 year, James Frankenberger - 1 year, Heather Johnson - 2 years, John King - 15 years, Jeff LaBard - 17 years, Josh LeFevre - 5 years, Travis Logue - 1 year, Bryce Lyman - 6 years, Tristan Murray - 1 year, Joshua O'Loughlin - 2 years, Rylan Olson - 1 year, Leslie Sayler - 1 year, Paul Seegmiller - 15 years; **February:** Ryan Adams - 3 years, Johnny Biesheuvel - 23 years, Chad Hull - 9 years, Jeffrey Jex - 5 years, William Lautenschlager - 1 year, Kyle MacArthur - 1 year, Evan O'Rear - 2 years, Daniel Pfau - 1 year, Joshua Slayton - 3 years, Erin Talley - 1 year; **March:** Cody Baker - 2 years, Jon Berens - 15 years, Neil Buckingham - 32 years, Shawn Eissler - 3 years, Matt Fend - 9 years, Robert Jones - 3 years, Tracy Kaercher - 34 years, Sean Langan - 2 years, Dave Loyning - 29 years, Dustin Rahn - 2 years.



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

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

CAREER OPPORTUNITIES



HEAVY EQUIPMENT OPERATORS

- MONTANA & UTAH

LABORERS - MONTANA & UTAH

WASTEWATER/MECHANICAL

FOREMAN - UTAH

WASTEWATER/MECHANICAL

SUPERINTENDENT - UTAH

PROJECT MANAGER - UTAH

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