

COP CONSTRUCTION CHRONICLE

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MOUNTAIN GREEN BNR WWTP PROJECT



Project ground breaking, pictured left to right, Stephen Barringer, Cameron Adams, Justin Broshear, Isaac Herbert, Rick McGuckin, Nick Spiess, Kortney Hale and Glen Perry.

Morgan, Utah COP Construction was awarded the contract by the Mountain Green Sewer Improvement District for the BNR Wastewater Treatment Plant. The project consists of draining of existing cell #2, construction of a 6,500 SF operations building, construction of a 5,000 SF headworks building, 2 clarifiers, and a large digester splint into two sides. The project will also include a chemical feed system that will include two dual pump skid with a total of four pumps. The upgrades to

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copconstruction.com

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THE PRESIDENT'S PERSPECTIVE

COP - COMMITMENT / OPPORTUNITY / PEOPLE

What's in a name? In COP Construction's case, a lot. We had been asked for years what "COP" stood for and up until 2018, we did not have a great answer. There were many ideations and urban legends about what it stood for; some flattering, some not-so flattering, but none of them fit so during our Company Meeting in 2018 we answered the age-old question of "What does COP stand for?". We asked our employees to put meaning to our name and the winning acronym was Commitment, Opportunity, People. I personally love it because it carries so much depth and a true sense of the brand and purpose for our company and people.

At our recent biennial COP Company Meeting, consisting of the corporate, administrative and field-leadership from Montana and Utah, the theme of the meeting was "Commitment – Opportunity – People" to bring even more meaning to our acronym and brand. The following is what we are committed to, what the opportunity is, and where our people focus is which summarizes the focus of our meeting and what Commitment, Opportunity, People means to COP Construction.

Commitment:

At COP, we have a Commitment to our brand which includes the living of our Core Values, our culture, our projects, our equipment, our trucks, our jobsite cleanliness, our marketing, how we recruit and attract talent, and most importantly our reputation and conduct, both internally and externally. All of this rolls up into the fact that we are committed to our Mission; "COP builds meaningful infrastructure projects that support the growth of our people and communities." If we are doing that from top to bottom at COP, we will create an environment where great people want to be, and we will be a profitable company for generations to come.

Opportunity:

At COP, we have the Opportunity to grow and develop, both personally and professionally. We are providing a safe place for people to work and grow. Everyone at COP should see themselves as a leader, not just a leader of people, but a leader of their own lives. Being a leader of our lives requires us to take responsibility for our life and how our lives impact the lives of those around us. Leaders lead people, managers manage things. We encourage everyone to be and look for opportunities to be a leader with a willingness to serve others.

At COP, we have the Opportunity to build meaningful projects. We work to pursue and select the projects that best fit our company, our people, and the resources we have available at the time of the project build; all in an effort to have projects that are successful for both our people and our clients.

At COP, the Opportunities for the future are endless due to the fact that we have a well defined mission and culture, the overhead and systems in place that support growth, a leadership team with a vision for the future of the company, and to be a part of something special that is breaking the mold in the civil construction industry by having a people first focus and culture. This approach has already produced fruit by having record volume, backlog and consistent project workflow.

People:

Last and certainly not least. COP's people are our greatest asset. To drive that point home we are constantly putting emphasis on attracting, retaining, and training the greatest people that fit our culture. The key to that is, that fit our culture. We are willing to be tireless in recognizing our people's years of service, promoting from within whenever possible, and showing care and trust of our people, showing respect of our people through our actions, not just our words and this requires buy-in at all levels. As Zig Ziglar once said, "You don't build a business. You build people and then the people build the business." I agree with that, but I also like to replace business with "projects". Projects are the lifeblood of our business and everything we do must be focused on the building of projects and supporting the people that do.

At COP, Shakespeare was wrong....there is A LOT in a name.

Glen Perry
President & CEO



What's in a name? That which we call a rose By
any other word would smell as sweet.

(William Shakespeare)

MOUNTAIN GREEN BNR WWTP PROJECT (CONTINUED)

the existing facility will include electrical system upgrades including an on-site back up generator system. The project was designed by Sunrise Engineering. It began in April 2023, and will be completed in June 2024. Nick Spiess is the Project Manager, MaKay Jensen is the Superintendent, and Isaac Herbert is the Project Engineer. The contract amount is \$22,975,108.00. Subcontractors and suppliers for the project are Axiom Constructors, Diamond Tree Experts, Layfield Geosynthesis, Malcolm Drilling, Rocky Mountain Mechanical, Terracon, and Turner Electric.



Ground breaking ceremony.



Clarifier 1 & 2 floor pours.

MOUNTAIN GREEN BNR WWTP PROJECT (CONTINUED)



Finishing grade for the plant operations building.



Blowers for the plant operations building being placed.



Finishing grade for clarifiers.



Pictured left to right, Nick Spiess, Makay Jensen, & Jared Nessler.



Excavation for clarifiers.

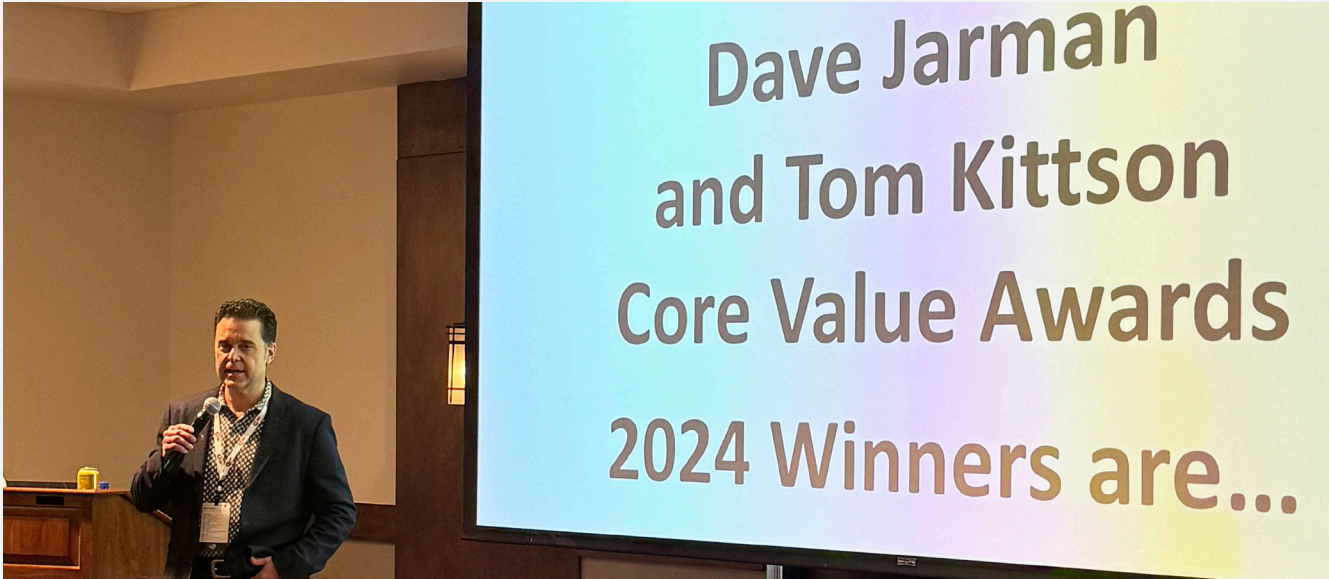
COP COMPANY MEETING 2024



COP Construction held its first company wide meeting since the COVID pandemic in January 2024. The meeting was held in Fairmount Hot Springs, Montana. The day of the meeting gave new and old employees an opportunity to connect and learn about the bright future of COP. The meeting had presentations from Accounting, Estimating, Safety and a open ended discussion with the Leadership Team. The dinner speech was by Coach John Stiegelmeier, former SDSU football coach, who inspired the audience to "make a difference" in work and life.



COP COMPANY MEETING 2024



COP Construction lost two valuable and longtime employees in the last few years, Dave Jarman in Utah and Tom Kittson in Montana. Both of these employees were people that embodied the CORE VALUES that COP promotes in the organization. At the company meeting this year Glen Perry honored Dave and Tom by presenting Landon Hebertson and Josh Pearson with the Core Value Awards. These peer nominated awards will be awarded biennially at the COP Company Meeting. Congratulations Landon and Josh!



Landon Hebertson, Transportation Supervisor - Utah receiving the Dave Jarman Core Value Award from Glen Perry, President & CEO



Josh Pearson, Equipment Manager - Montana receiving the Tom Kittson Core Value Award from Glen Perry, President & CEO

YEARS OF SERVICE - HARD HAT STICKERS



Tonya Appelt, CFO receiving her 1 year sticker from Glen Perry, President & CEO



Sterling Barlow, Junior Estimator - Utah receiving his 1 year sticker from Justin Broshear, Vice President, Pre-Construction-Utah



Bill Crowley, Construction Manager - Utah presenting Ty Boyd, Project Engineer - Utah his 3 year sticker



Jade Lee, Equipment Manager - Utah receiving his 18 year sticker from Jared Nessler, Vice President, Construction - Utah.



Paul Seegmiller, Equipment Maintenance Supervisor - Utah receiving his 14 year sticker.



FOURTH QUARTER ANNIVERSARIES

October: Christian Duffus - 12 years, Don Eustice - 4 years, Jade Lee - 18 years, Brandon Moscato - 2 years, Kathy Thorson - 20 years; **November:** Melissa Asbeck - 2 years, Ron Casper - 1 year, Michael Thompson - 1 year, Matthew Werner - 8 years; **December:** Joshua Eaton - 6 years, Landon Herbertson - 9 years, Donald Kuper - 10 years, Jared Nessler - 9 years, Steven Niles - 5 years, Anthony Raue - 1 year.

CURRENT PROJECTS

3RD EAST PHASE II - MARCUS TO ARTESIAN BASIN Salt Lake City Corporation Murray, Utah	DEADMAN ROAD OVER N. SUNDAY CR. Custer County Miles City, Montana	POINT OF THE MOUNTAIN WELL PUMP HOUSE Lehi City Draper, Utah
6000 WEST PRA TURNOUT PROJECT Highland City Highland, Utah	FOREST PARK TRANSMISSION MAIN Custer County Glendive, Montana	STANFORD WATER SYSTEM IMPROVEMENTS Town of Stanford Stanford, Montana
62ND STREET WEST WATER IMPROVEMENTS Daniel Property, LLC Billings, Montana	I-15 CROSSING WL UPGRADE Sandy Public Utilities Sandy, Utah	TSSD GENERATOR SWITCH GEAR Timpanogos Special Service District American Fork, Utah
AQUIFER STORAGE & RECOVERY PILOT PROJECT Metropolitan Water District of Salt Lake & Sandy Cottonwood Heights, Utah	JOLIET WASTEWATER SYSTEM IMPROVEMENTS Town of Joliet Joliet, Montana	WEBER BASIN SOUTH PUMP STATION Weber Basin Water Conservancy District Ogden, Utah
BNR WASTEWATER TREATMENT PLANT Mountain Green Sewer Improvement District Morgan, Utah	LINDON 400 NORTH PRA TURNOUT PROJECT Lindon City Lindon, Utah	WHEATLAND COUNTY BRIDGE Montana Department of Transportation Wheatland & Meagher County Line, MT
BROADVIEW WATER SYSTEM Town of Broadview Broadview, Montana	LOCKWOOD IRRIGATION City of Billings Billings, Montana	W.O. 20-46 LANDFILL COMPOST FACILITY City of Billings Billings, Montana
CHS CAPITAL IMPROVEMENTS CHS Refinery Laurel, Montana	MUSSELSHELL JUDITH RURAL WATER SYSTEM PHASE 2B & 2C Central Montana Regional Water Authority Judith Gap, Montana	W.O. 23-07 MONAD SEWER EXTENSION City of Billings Billings, Montana
DANFORD & 56th BRIDGE REPLACEMENT City of Billings Billings, Montana	PAR MONTANA Par Pacific Billings, Montana	W.O. 23-35 HESPER SANITARY SEWER EXTENSION City of Billings Billings, Montana

SAFETY MESSAGE



Jeff Jordan

Corporate Safety Manager

WORKING SAFELY IN THE COLD WEATHER

Winter has officially arrived. Working in cold weather for prolonged periods of time is a hazard that can lead to injury or illness, mainly frostbite, hypothermia, and dehydration if not properly addressed. Stressors include cold temperatures, high winds, dampness, and contact with cold water or surfaces.

Frostbite:

Frostbite is the most common injury caused by the cold. It usually affects the fingers, hands, toes, feet, ears and nose. It is characterized by white waxy or grayish patches on the skin. The skin will feel cold, numb and stiff.

Treat frostbite by moving the victim to a warm, dry area. Remove any constrictive clothing items that could impair circulation. Place dry, sterile gauze between toes and fingers to absorb moisture and to keep them from sticking together. Slightly elevate the affected part.

Seek medical attention as soon as possible. If you are more than one hour from a medical facility and you have warm water (not hot water), place the frostbitten part in the water. Rewarming usually takes 20 to 40 minutes or until tissues soften.

Never re-warm a frostbitten body part by rubbing, exposing to open fire, rubbing with snow, or soaking the area in cold water. Never allow a re-warmed body part to re-freeze.

Hypothermia:

Hypothermia occurs when the body's core temperature drops below 95° F. Symptoms include a change in mental status, uncontrollable shivering, cold abdomen and a low core body temperature. Severe hypothermia may produce rigid muscles, dark and puffy skin, irregular heart and respiratory rates, and unconsciousness.

Treat hypothermia by protecting the victim from further heat loss and calling for immediate medical attention. Move the victim out of the cold and replace wet clothing with dry clothing. Add insulation such as blankets, pillows, or towels beneath and around the victim. Be sure to cover the victim's head. If alert, provide a warm, sweet drink – avoid caffeine or alcohol. Handle the victim gently and place in a horizontal (flat) position.

Dehydration:

Occurs when the body does not have as much water and fluids as it needs to perform its normal functions. In cold environments, thirst is often suppressed, and dehydration occurs when fluid intake is reduced.

Some symptoms of mild dehydration include weakness, dizziness, fatigue and dry mouth. Treat dehydration by providing the victim with a warm, sweet drink – avoid caffeine or alcohol. In severe cases, seek medical attention.

Some safety precautions to avoid cold-induced hazards include:

- Know the signs and symptoms of cold-induced injuries and illnesses and be aware of treatment methods.
- Layer clothing to accommodate for changes in the weather. If conditions are wet, wear waterproof or repellent clothing and boots. Wet clothing loses 90% of its insulating value.
- Drink warm, non-alcoholic, caffeine free beverages and eat warm solid foods to maintain fluid levels and preserve body heat.
- Seek shelter at regular intervals to warm up. Anyone showing any signs or symptoms of overexposure should immediately come out of the cold.

Working in cold weather may not always be pleasant, but taking precautions and keeping an eye out for one another, illness or injury can be avoided.





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



CARPENTERS - MONTANA
LABORERS - MONTANA & UTAH
HEAVY EQUIPMENT OPERATORS
- MONTANA & UTAH

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