

COP CHRONICLE

COP Construction LLC & Subsidiary

JULY 2021

COP CONSTRUCTION LLC

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Operations Manager – Utah

Justin Broshear

*Estimating/Preconstruction
Manager – Utah*

Haley Verhasselt

Human Relations Manager

OLD HIGHWAY 40 CONVEYANCE PROJECT



Overview of the crew backfilling the trench zone on the north end of the project.

Heber City, Utah The Old Highway 40 Conveyance project is located in Heber City, Utah. The project includes the installation of three parallel water pipelines along the edge of Old Highway 40. The 42-inch HDPE raw waterline is 2492 lineal feet and ties into the upper Provo River to carry raw water to the future treatment plant. The 24-inch DIP snow making water line will pump water from the treatment plant. The 16-inch DIP pipe will carry finish treated water from the treatment plant. A concrete vault over the finish water and snowmaking lines containing air valves and butterfly valves will also be installed. The pipeline

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Service

www.copconstruction.com

Gina Ballard
Design Editor
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THE PRESIDENT'S PERSPECTIVE

THE TRIPLE BOTTOM LINE

You may have heard of Elkington's Triple Bottom Line business concept, but for those not familiar with it, the Triple Bottom Line is a sustainability framework that examines a company's social, environmental, and economic impact. In other words, PEOPLE, PLANET AND PROFIT.

I have been pondering this idea for some time in how it relates to COP Construction and there is no question that COP makes an effort to operate under the Triple Bottom Line concept with the goal of being a "sustainable" business. The first thought that comes to mind with sustainability is regarding the environment, but that is not the only intent, the intent is to have a business that could sustain the test of time, thus being a "sustainable" business.

To be sustainable in today's construction business climate, a company must be about more than just the single bottom line of profit and focus on the Triple Bottom Line of PEOPLE, PLANET AND PROFIT. Here is how I feel the Triple Bottom Line applies to COP Construction, or actually, the construction industry in general.

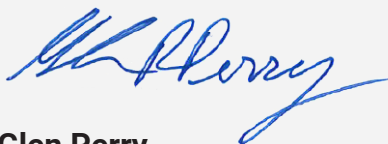
To support and grow our PEOPLE we must have a culture that first and foremost focuses on employee welfare by having a behavioral based safety culture that is constantly not accepting risk but mitigating it. This includes always looking for better ways to do things safe, not just doing what is legal. All while engaging and empowering our people with the safety of each other, from the highest to the lowest levels. Safety requires a top-down commitment, with bottom-up execution. We must limit turnover by creating a culture and environment that gives authority and autonomy, with accountability, to produce employee satisfaction and retention. We must invest in our PEOPLE to develop them and help them grow and achieve both their personal as well as company goals. We must always be looking to have the right PEOPLE in the right roles, for both the individual and the company. We must give our PEOPLE the opportunity to grow and advance in the company, through their own individual merits. We must have good relationships with the PEOPLE we work with every day, including owners, engineers, subcontractors and suppliers. This is accomplished by having a team approach to not only bidding our work but also executing our work.

PLANET is a little more abstract when it comes to construction. I have thought about PLANET like this. A construction company can meet the PLANET bottom line by caring about the world around us through our company culture, caring about the condition and working order of our equipment, maintaining clean and tidy jobsites, managing our stormwater pollution prevention programs effectively, building award winning projects that support a healthy environment and caring about our company image through a professional appearance and pride in our brand. The PLANET side of our business must involve the community through

our involvement with civic and non-profit organizations and just generally giving back to the communities where we live and work. Lastly, as good stewards of our PLANET, we should always recycle where we can, conserve energy, fuel and water where we can.

The final bottom line of the Triple Bottom Line is PROFIT. The first two Bottom Line's cannot be accomplished without the third. To successfully produce PROFIT in construction, the company must be able to do the following: have great people; have safe projects; make the correct project selections for our people and resources; perform accurate and responsible project estimates; perform accurate project completion cost projections and forecasting; meet project budgets; meet project schedules; perform quality work the first-time, eliminating rework; manage purchasing and procurement well; adapt to changing weather or site conditions; and manage unforeseen risks. All of these are a tall order in the high risk, ever changing, world of construction.

The Triple Bottom Line is not a new concept in business but in today's business climate it is probably more relevant than ever to ensure a company is "sustainable" for generations to come. At COP Construction LLC, we take the 3Ps of the Triple Bottom Line very seriously and work every day to ensure that our core values and behaviors reflect what we want for our PEOPLE, PLANET AND PROFIT. For almost 75 years the Triple Bottom Line approach to business has been COP's goal...for the first 70 years we just didn't know it had a name and were just "doing business the right way", and that is still true today. It is a constant effort in an ever-changing business landscape, but at COP our PEOPLE, PLANET AND PROFIT will always be our focus.



Glen Perry
President & CEO



OLD HIGHWAY 40 CONVEYANCE PROJECT (CONTINUED)

paralleled a 138kV transmission power line that required safe distance procedures and coordination with the power company to hold power poles when crossing to tie-in. The entire project has a high-water table that had to be dewatered during installation. The DI pipelines were coated for cathodic protection which required extra careful handling when off loaded and when installed. COP was able to recycle all the excavated aggregates by crushing and processing for all the projects stabilization rock, bedding sand, and A1a backfill. Old Highway 40 had to be reduced to one lane with alternating traffic throughout the entire project while maintaining access to the campground nearby. Special Thanks to the COP team for the safe and quality work performed thus far, Great Job! Also, a special thanks to the Jordanelle Special Service District team and Bowen Collins & Associates for their teamwork, it has added to the success of the project to date. The estimated completion date is September 10th, 2021.



OLD HIGHWAY 40 CONVEYANCE PROJECT (CONTINUED)



Fusing 42" HDPE after installing our prefabricated tie-in section that had to be stabbed under existing utilities on the projects north end.



Installing our prefabricated 42" HDPE tie-in section on the projects south end.

**Subcontractors/
Suppliers used:**
HD Fowler, Redcon
Land Surveying,
Terracon, Saw Jockey
Concrete Cutting,
Post Asphalt Paving
and Construction,
Construction Material
Recycling, Ellis Erosion
Control, Leavitt
Trucking, Peck Striping
Inc., Twin D Inc.,
Barricade Services,
Goodfellow, Jack B.
Parsons, Old Castle,
North Slope Crushing,
Farwest Corrosion
Control, Hanes Geo
Components, and CMI
Specialty Insulation.

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*

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Dave Jarman



Dave Jarman - Superintendent

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"I'd like to recognize Dave Jarman for exemplifying the core value's of integrity and dedication. Dave is dedicated to do things once, correct, as intended and with quality without waver," said Dave Hansen, Project Manager.

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Tamara Clay



Tamara Clay - Contracts Administrator

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"Tamara has been inundated with all of the paperwork for our new projects and she has done a great job keeping everything organized and sorted. She does not get enough credit for how much she does to keep us and our projects organized," said Eric Smith, Project Manager.

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Stephanie Campbell



Stephanie Campbell
Refinery Administrator

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"Stephanie is a tremendous asset for the refineries and for COP as a whole. She has a variety of duties and performs all of them accurately and efficiently. She has been instrumental in transitioning into the new ECM program at Phillips 66, and she goes above and beyond at everything that is asked of her," said Casey Kemp, Superintendent.

EMPLOYEE RECOGNITION (CONTINUED)

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**

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Gina Ballard



Gina Ballard - Estimating/Marketing Asst.

"Gina has been doing a lot of our marketing, including taking over the Chronicle and Pipelines, and she has done AMAZING with all of that. She has a heavy workload with all of her estimating duties and still finds time to put together great looking finished products", said Haley Verhasselt, Human Relations Manager.

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Nikki Bell



Nikki Bell - Administrative Assistant

"Nikki was thrown into the role of processing our new hires and keeping up with all of her other day to day tasks. She has done a great job of staying organized and keeping a positive attitude while processing 13+ people at one time. Thank you for all you do!" said, Haley Verhasselt, Human Relations Manager.

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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.

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 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: _____



*Jeff Jordan, Montana
Area Safety Manager*

SAFETY MESSAGE

FOUR SECONDS TO SAFETY

Perhaps the best safety tool to come along in construction is the Job Safety Analysis (JSA). This is a tool that makes everyone stop and think about the different risks associated with each task. Customarily, crews gather and write out the JSA before performing a task. This exercise has been found to greatly reduced the number and severity of injuries.

The same principle of these risk assessments can be done in another way, simply take a four-second reset. Take four seconds before starting a new task. The act of re-focusing for a mere four seconds has been shown to reduce the probability of an injury or incident by more than 90%! You may have done the task you are about to perform thousands of times before. In your mind, you know that you could do it with your eyes closed. But keep in mind, it is usually not the task itself but some small thing you did not anticipate that causes the incident.

This four second reset was first instituted on CN Rail (Canadian National Railway) as part of a strategy to reduce the number of serious incidents, including numerous injuries that required amputation. CN Rail found that employees knew the rule or procedure to do the job without getting injured, but were simply not focused on the task at hand. Even well rested employees were getting caught up in the routine of the day and found themselves daydreaming or thinking about other things.

It is easy to imagine the different activities we do every day and how this applies. For example, getting in a truck and having a quick look around. We change our thinking from where we are going to focusing on the area, road conditions, other vehicles and so on. This is the reset we are talking about and, believe it or not, four seconds is all it takes. Four seconds can also apply to tasks done at home whether is yard work or your favorite hobby. Get in this habit of taking four seconds and you will significantly reduce your chance of injury.



FACES OF COP

NEW FACES, NEW ROLES, NEW NAMES



Tammy Rowcliffe started at COP in May of 2019 as an accounting specialist. She recently changed positions and names. Tammy recently took on the additional role of payroll specialist for COP. Tammy also got married in June and changed her last name to Rowcliffe

Favorite summertime activity: Garage sales on Saturday mornings!

Favorite food to throw on the grill: Salmon (wrapped in foil with brown sugar and Caribbean jerk spices).

Favorite way to beat the heat: To be crazy-boy splashed by her 2 1/2 year old grandson Zayden playing around in his plastic kiddie pool and enjoying a Wasatch Apricot Hefeweizen on the patio in the evening.

Any trips this summer: Surprise summer wedding on the coast of Oregon and a few days in Lake Tahoe.

Megan Ewell started at COP in January of 2021 as Office Administrator. She recently changed positions to the Contracts Administrator for the Utah office.

Favorite summertime activity: Camping, fishing, shooting firearms, teaching my children about guns, gun safety, how they work and how to shoot firearms properly, yard work, road trips, playing and dancing around the house to all sorts of music with my two daughters, my dog and being around friends and family. Having funny face contests with my girls.

Favorite food to throw on the grill: Steak and Salmon

Favorite way to beat the heat: Living life to the fullest with one goofy facial expression at a time!

Any trips this summer: Mill Hollow, Rockport, Seafield, Tabiona, Logan Canyon, Bear Lake, Starvation Canyon, this October will be her first time going deer hunting.



Teresa Torres joined COP in June 2021 as the Utah Office Administrator. The picture of her and her husband is on Antelope Island, in the Great Salt Lake.

Favorite summertime activity: Stream fishing

Favorite food to throw on the grill: Steaks and Salmon

Favorite way to beat the heat: Reading a good book under a shade tree.

Any trips this summer: Not any plans for anything but maybe a weekend away from Salt Lake City.

YEARS OF SERVICE - HARD HAT STICKERS



Jon Berens, Superintendent, Montana, receiving his 11 years sticker.



Jerrod Winderl, Superintendent, Montana, receiving his 6 years sticker.



ANNIVERSARIES

2nd Quarter Anniversaries

April: Lance Boer - 1 year, Dan Bonner - 4 years, Zach Donnot - 3 years, Jason Fenhaus - 5 years, George Gallegos - 3 years, James Hammer - 3 years, Colton Jansma - 5 years, Brandon Karnath - 3 years, Paxton Lambrecht - 3 years, Tod Mallory - 1 year, John Matz - 9 years, Kendall Meyer - 8 years, Sonja Oe - 2 years, Glen Perry - 4 years, Jason Rhoades - 1 year, Mike Riddle - 3 year, Clancy Riding - 5 years, Justin Scown - 4 years, Brandon Sloper - 3 years, Eric Smith - 7 years, Ismael Tapia - 7 years, Courtney VanValkenburg - 5 years, Haley Verhasselt - 3 years, Jerrod Winderl - 6 years; **May:** Joe Allen - 19 years, Doug Beckett - 7 years, Nikki Bell - 3 years, Mike Bingen - 1 year, Justin Broshear - 2 years, Ken Butler - 7 years, Tamara Clay - 5 years, Levi Conrad - 5 years, Austin Craig - 1 year, John Dudley - 7 years, Tammy Rowcliffe - 2 years, Linda Fultz - 3 years, Kelly Golly - 1 year, Dave Hansen - 4 years, Matt Knickerbocker - 14 years, Andy Kohn - 6 years, Ashton Lew - 1 year, Mike McPherson - 10 years, Jason Rost - 2 years, Randy Schlueter - 7 years, Chase Solberg - 3 years, Kyle Upton - 3 years, Britain Walker - 2 years, Jason White - 4 years; **June:** Olivia Adolph - 4 years, David Birch - 8 years, Chris Bishop - 3 years, Tanya Brown - 22 years, Joseph Clemons - 1 year, Paul Halton - 3 years, Mike Howell - 4 years, Jeff Jordan - 5 years, Hamza Meer - 1 year, Bruce Nealy - 6 years, Blake Olliges - 8 years, Shane Sheridan - 5 years, Shane Stricker - 7 years, Chris Wientjes - 4 years.

CURRENT PROJECTS

100 S. RECONSTRUCTION

Staker Parson
Salt Lake City, Utah

21ST STREET SEWER IMPROVEMENTS

Milestone Contractors
Caldwell, Idaho

32ND STREET WEST

City of Billings
Billings, Montana

800 S. WATERMAIN REPLACEMENT

Newman Construction
Springville, Utah

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

COPPER RIDGE SUBDIVISION

Copper Ridge West Inc.
Billings, Montana

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

HARDIN PHASE 1 SEWER MAIN

City of Hardin
Hardin, Montana

HIGH SIERRA SUBDIVISION

Billings, Montana

HYSHAM WASTEWATER SYSTEM IMPROVEMENTS

Town of Hysham
Hysham, Montana

OLD HIGHWAY 40
CONVEYANCE PROJECT
Jordanelle Special Service District
Heber City, Utah

KOA TRANSTECH

Bottrell Family Investment PLLP
Billings, MT

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

QFC MINOR SUBDIVISION

Quarnburg Farming Corporation
Billings, Montana

SIDNEY CIRCLE SEWER

Dry-Redwater Regional
Water Authority
Sidney, Montana

SILVER SPUR BORES

Silver Spur Construction
Utah

TSSD GENERATOR SWITCH GEAR

Timpanogos Special
Service District
American Fork, Utah

WANSHIP DAM PIPELINE

Weber Basin Water Conservancy
Layton, Utah

W.O. 21-15 LEAD SERVICES

City of Billings
Billings, Montana

YELLOWSTONE RIVER WATERLINE CROSSING

City of Laurel
Laurel, 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 - **O**ppportunity - **P**eople

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