

# **COP** CHRONICLE

*COP Construction LLC & Subsidiary*

**JULY 2022**

## **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*

**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**  
*HR/Risk/Marketing Manager*

## **20 E: PIONEER WWPS REPLACEMENT**



*Installation of Force Main Pig Retrieval Vault*

**West Valley City, Utah** COP Construction was awarded the contract by Granger Hunter Improvement District for the replacement of the existing wastewater pump station. The Pioneer Wastewater Pump Station Replacement Project includes the removal of the existing wastewater pump station and related appurtenances; and the installation of a new 500 GPM pre-manufactured pump station and construction of the 372 square foot electrical building; the installation of two 8-inch force mains (1,385 lineal feet each) with pig launch and retrieval vaults; and the installation of 980 lineal feet of 8-inch gravity

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[www.copconstruction.com](http://www.copconstruction.com)

**Gina Ballard**  
Design Editor  
[gballard@copconstruction.com](mailto:gballard@copconstruction.com)



## THE PRESIDENT'S PERSPECTIVE

### *THE GREAT RESIGNATION*

“The Great Resignation” shift in the mentality of our workforce is costing millions and is stealing the opportunity and pride that comes from growing with a company. I am not implying there is never a time when it is the right choice for an individual and company to part ways; I would never want someone to stay at COP if they truly do not want to be here or if there is an opportunity elsewhere not available to them here. There are even times that company culture is just not the right fit and it is in the best interest of both parties to part ways. With all of that being said, how can we as a society shift this mindset and create an environment that encourages growth and opportunity to avoid The Great Resignation, of people leaving to make a lateral move for a few dollars or a different title?

In my opinion, it is our job as employers to help our people grow into the employee they want to be and we need them to be, but we must have the conversations to understand what that is before we can make that happen. To do this, open and honest communication is key. This is one of the main reasons why COP does annual performance and development evaluations from our foreman and administrative positions on up. We would like to develop an efficient way to do these evaluations company-wide with all employees. We need our employees to realistically communicate their career goals and expectations so that we can do our best as a company to fulfill them. We never want our people to feel like they must leave COP to achieve their goals.

There are so many opportunities being thrown at young people today and many times big money and companies that will, in my opinion, over-hire before many of these young people are ready for the positions they are being hired to fill. I have witnessed this personally with my daughter, who is early in her construction management career and has been offered positions she is not ready for, thankfully she hasn't taken the bait. I worry that these types of over-hires will lead to burnout of the employee and eventually more turnover for the company. At COP, whenever possible, we prefer to promote from within and grow our people into their new roles rather than hire from outside the company and not know if we are putting someone into a role that they are not ready for. We want our people to be patient, communicate with us, commit to us for at least 10 years, all while continually evaluating if they are achieving their career goals along the way.

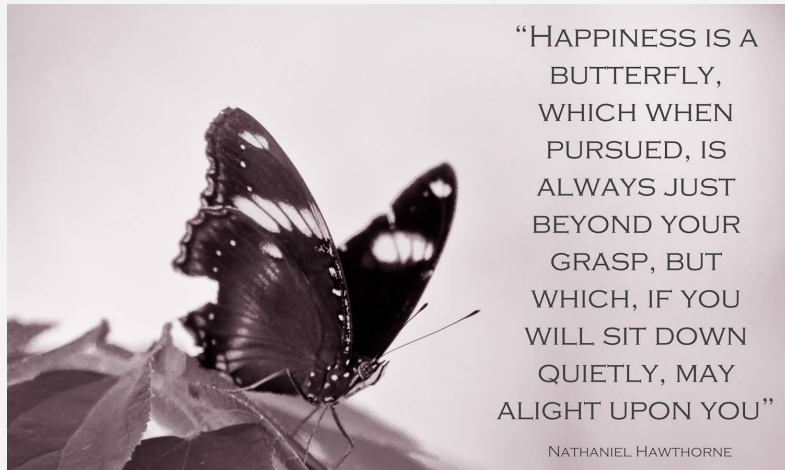
Unfortunately, there are some companies and leadership who are unwilling to put the effort into their people, to give them the support they need, and to help them grow and develop. It is costly to recruit, onboard and develop new people, so it is on us, as employers and leaders, to create an environment that people do not want to leave and do not feel like they have to leave to achieve their goals. We have to be prepared to allow, and also to help, our people to grow. If we try to protect them by fixing all the issues for them, we are solving

a short-term problem but giving up on a long term solution; we have to be prepared to “lose some battles to win the war.” I understand this mentality is easier said than done, especially when things are going well, so when we do step in and fix the problems, we also need to take the time to sit down with the employee(s) and help them understand what the lesson learned should be through that problem solving. I understand this doesn’t work for all people and we are going to lose some people along the way, but we want that to be more the exception than the rule.

Our goal at COP is to give our employees an environment where they feel they are well supported, have autonomy, are held accountable, can grow, be rewarded, and most importantly, stay for their entire satisfying career. I encourage all employees with COP, or other companies, if you feel like you have a culture that is right for you, but you are just not growing in your career, before you join the Great Resignation, take a little pause, and communicate with your leaders. In the end you will be glad you did.



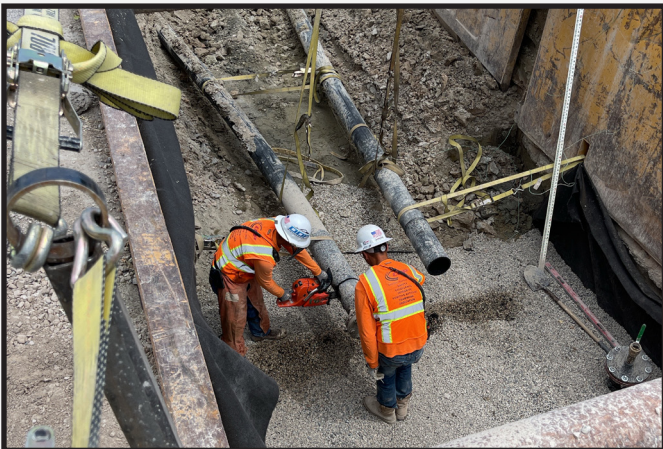
**Glen Perry**  
President & CEO



## 20 E: PIONEER WWPS REPLACEMENT (CONTINUED)

sewer and seven sewer manholes. From the start of this project COP crews have redesigned the gravity sewer and force main alignments. COP worked with the owner to shift the new gravity sewer 18 lineal feet laterally, which allowed COP to install efficient shoring systems and improved access for export and import of onsite processed material. The alignment shift allowed for a large clear zone from traffic and an improved swing radius of the lead and trail excavators. The adjustment also allowed for a larger sub-cut prior to excavation which reduced the total depth of the trench boxes required and allowed smaller shoring equipment. The reduced depth of excavation reduced the cost for export and import of materials. COP processed on site material and material from other COP projects to eliminate the need of import pit produced granular backfill. COP redesigned the alignment of the new force main to allow for safer insertion pits and receivable pits. The revised alignment allowed our subcontractor to operate larger equipment and increase production. The revised alignment also eliminated the need for a full by-pass of the existing system while all new work is being installed. Once the new pump station is operational, COP will only need to plug to each existing point to fully abandon the old system.

The project was designed by Bowen Collins & Associates and began in July 2022, and is anticipated to be completed in June 2023. Bill Crowley is the Project Manager; Ty Boyd is the Project Engineer and John King is the Superintendent on the project. The project was bid by Brandon Karnath for \$4,117,000.00. Subcontractors and Suppliers for the project are Ferguson Waterworks, Lightlink Directional Drilling, and Ridge Rock Asphalt and Concrete.



Prep work for force main



Shoring installation



Ashton Lew, Weston Ludlow, & Tyson Martin



## 20 E: PIONEER WWPS REPLACEMENT (CONTINUED)



*Excavation for manhole number three*



*Installation of mainline double stacker trench box*



*Mainline excavation and backfill*

## FACES OF COP

2022 marks 75 years in business for COP Construction! As part of our year long celebration, we are highlighting a few of the employees who have contributed to the success of COP for many years.



Joe Allen came back to COP in 2002, and has worked as a Laborer, Operator, Foreman, Equipment & Shop Manager, Project Manager and, finally, Construction Manager since the 1980's. Joe's advice would be "To be responsible and respectful while learning all you can from those around you." Joe, will be retiring from COP in September and would like to drive to Key West, Florida and back to explore and enjoy all the things along the way. Retirement goals!

Harold Stewart has been with COP for 20 years. He started in 2002 as Yard Foreman and has continued to keep the Montana yard organized in his red forklift. Harold's advice would be "to learn something everyday; from trench boxes to Z-sheets, it was all new to me when I first started with COP." Harold has promised his wife that he would take her to New Orleans so they will hopefully get there someday soon. He likes to play golf, pedal his bike, work out in his yard and rose garden, and spend time with his family. He recently welcomed a new family member, a great grand daughter Jennifer Jean.



*Mylo, Jennifer, & Karson*



*Jennifer Jean*

Kathy Thorson has been with COP for almost 19 years; she began her career in 2003 as Accounting Manager where she has stayed and grown with COP. Kathy reminds us all that "We should work to live and not to live to work. To work hard, but to not forget where your priorities should lie, to take time to enjoy the little but important things in life." Kathy said that she was perfectly happy to explore new places in our beautiful state of Montana.



# CURRENT PROJECTS

1800 NORTH 600 WEST  
INTERSECTION BORE  
LeGrand Johnson Construction  
Layton, Utah

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

ANNAFELD SUBDIVISION 4TH FILING  
McCall Development  
Billings, Montana

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

DEER LODGE AREA BRIDGES  
Montana Department of  
Transportation  
Deer Lodge, Montana

EXXONMOBIL PROJECTS  
ExxonMobil  
Billings, Montana

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

HIGH SIERRA  
High Sierra II, Inc.  
Billings, Montana

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

PHILLIPS 66 PROJECTS  
Phillips 66  
Billings, Montana

QFC Minor Subdivision  
Quarnburg Farming  
Billings, Montana

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

RICHEY PHASE 1 WATER REHAB  
Town of Richey  
Richey, Montana

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

TETON VILLAGE BORE  
Kilgore Contracting  
Herriman, Utah

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

WEST END RAW WATER PIPELINE  
City of Billings  
Billings, Montana

W.O. 22-01 WATER & SEWER  
REPLACEMENT  
City of Billings  
Billings, Montana

YELLOWTAIL DAM SPILLWAY  
NW Construction, LLC  
Fort Smith, Montana

# 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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Jeff LaBard, Fueler/Mechanic - Montana receiving his certificate from Sam Aiton, Area Manger - Montana

"We were preparing for a big concrete pour and had an issue with one of our pieces of equipment. Jeff stayed late and came in early to fabricate the part needed to make the equipment functional. His initiative to do this was a huge help," said Sam Aiton, Area Manager - Montana.

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Shane Stricker, Hydrovac Operator - Montana, receiving his certificate

"It is refreshing to see the honesty Shane displayed to speak up regarding duplicate hours he noticed on electronic pay-stub. With all the chaos in Red Lodge, it went unnoticed during the approval process that multiple time entires were submitted," said Tammy Rowcliffe, Accounting Payroll Specialist - Montana.

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Colton Jansma, Foreman - Montana, receiving his certificate from Jon Berens, Superintendent - Montana

"Colton has been working in the alleys in downtown Billings doing a sewer rehab, it hasn't been an easy task, but he keeps the crews' moral up and moving forward. He always has a can do attitude and that helps motivate the crew," said Jon Berens, Superintendent - Montana.

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Mike Bingen, Foreman - Montana, receiving his certificate from Jerrod Winderl, Superintendent - Montana

"Mike has exhibited a great ability to adapt to a variety of job sites and 'hit the road running' with the crew. His diverse skill set has proven valuable. From his mechanical wherewithal, keeping equipment running with out having to bring in a mechanic for light jobs, to his ability to lead and guide new employees through a wide array of work, Mike has proven himself time and gain to be an excellent promoter of our core values," said Jerrod Winderl, Superintendent.

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Josh Pearson, Equipment Maintenance Supervisor - Montana receiving his certificate from Sam Aiton, Area Manger - Montana

"We were preparing for a big concrete pour and had an issue with one of our pieces of equipment. Josh stayed late and came in early to fabricate the part needed to make the equipment functional. Josh has also stepped up into his new position and is doing a great job," said Sam Aiton, Area Manager - Montana.

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## NAWIC MT MAKES ITS WAY TO COP'S PROJECT IN ROUNDUP



Montana

In February, the chapter was invited to attend the MSU Civil & Construction Engineering Networking event and career fair to connect with students and recruit new student members in Bozeman, MT. In March they were in Fort Benton, MT for a facility tour of IND Hemp. April brought them to Butte, MT at Montana Tech University to present to two civil engineering classes. The members represented their companies and NAWIC to help guide college students in their career search. In May they were in White Sulphur Springs, MT. Sandfire Resources hosted lunch and a tour of their Sandfire Resources Black Butte Copper project. In June they were in Columbia Falls, MT where Schellinger Construction hosted lunch at Grouse Mountain Lodge along with office and jobsite tours.

The latest visit was in Roundup, MT where COP Construction hosted a jobsite tour of the City of Roundup Watermain project.



## COP'S CONTRIBUTION TO P66 2022 TURNAROUND



COP finished our part of the P66 2022 Turnaround in June 2022. Our work scope included: sandblasting/coating drums & vessels, labor support for cleanup and supplying water for working crews, alky change room PPE maintenance, unloading, and loading media vessels, forklift crews to transport materials & trash bins, grouting new equipment supports, repairing a concrete wall in the Coker Pit, pipefitter support for miscellaneous maintenance repairs, and a mechanic that worked full-time repairing equipment.

COP faced many weather adversities during turnaround from shoveling snow, lightning shutdowns & hot summer days. We had a mixture of every season and had to safely support the turnaround to ensure our client had a successful shutdown.

The peak total craft count was 59 employees with an average of 52 for the duration. Total hours worked during turnaround 34,500 hours. COP had zero injuries.



## YEARS OF SERVICE - HARD HAT STICKERS (CONTINUED)



Tammy Rowcliffe, Accounting/Payroll Specialist - Montana receiving her 3 year sticker from Rick Morrison CFO

Jason Rost, IT Administrator - Montana, receiving his 3 year sticker from Rick Morrison CFO



Jason White, Foreman - Utah, receiving his 5 year sticker from Bill Crowley, Construction Manager - Utah



## SECOND QUARTER ANNIVERSARIES

**April:** Nick Brown - 11 years, Zach Donnot - 4 years, Jason Fenhaus - 6 years, Anthony Gallegos - 4 years, James Hammer - 4 years, Colton Jansma - 6 years, Brandon Karnath - 4 years, Paxton Lambrecht - 4 years, Tod Mallory - 2 years, John Matz - 10 years, Uriel May - 1 year, Sonja Oe - 3 years, Glen Perry - 5 years, Jason Rhoades - 2 years, Clancy Riding - 6 years, Justin Scown - 5 years, Brandon Sloper - 4 years, Eric Smith - 8 years, Courtney Quinlan - 6 years, Haley Verhasselt - 4 years, Jerrod Winderl - 7 years; **May:** Joe Allen - 20 years, Doug Beckett - 8 years, Nikki Bell - 4 years, Michael Bingen - 2 years, Justin Broshear - 3 years, Ken Butler - 8 years, Ron Capser - 1 year, Tamara Clay - 6 years, Levi Conrad - 6 years, John Dudley - 8 years, Linda Fultz - 4 years, Dave Hansen - 5 years, Taylor Jones - 1 year, Matt Knickerbocker - 15 years, Andy Kohn - 7 years, Ashton Lew - 2 years, Mike McPherson - 11 years, Jason Rost - 3 years, Tammy Rowcliffe - 3 years, Randy Schluelter - 8 years, Kyle Upton - 4 years, Jason White - 5 years; **June:** Olivia Adolph - 5 years, James Arline - 1 year, Dave Birch - 9 years, Chris Bishop - 4 years, Tanya Brown - 23 years, Travis Davis - 1 year, Paul Halton - 4 years, Alan Homes - 1 year, Mike Howell - 5 years, Jeff Jordan - 6 years, Bruce Nealy - 7 years, Blake Olliges - 9 years, Shane Stricker - 8 years, Chris Wientjes - 5 years.





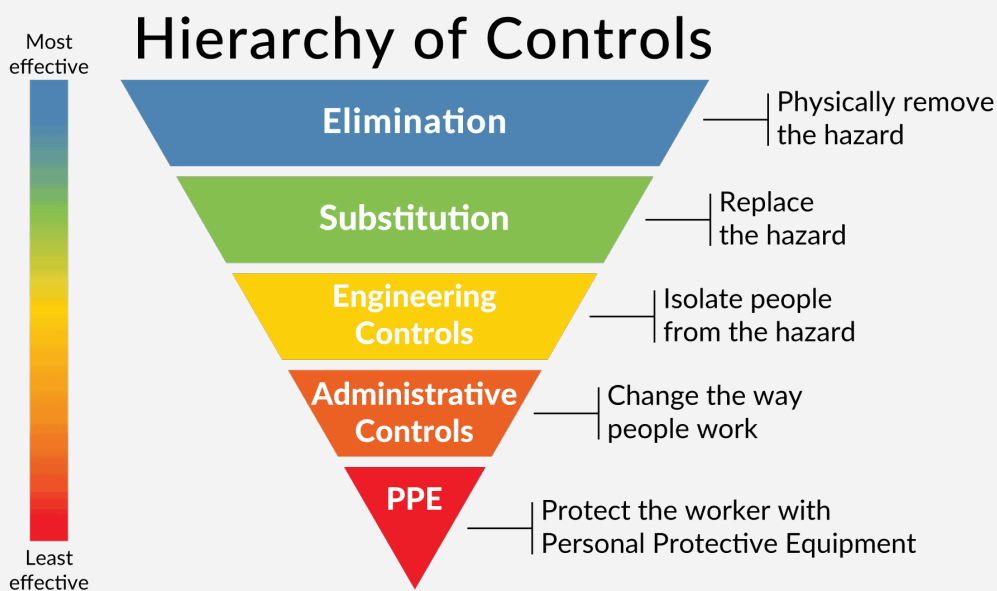
Jeff Jordan, Montana  
Area Safety Manager

## SAFETY MESSAGE

### HIERARCHY OF HAZARD CONTROLS

Controlling exposure to workplace hazards is a fundamental method of protecting employees. Traditionally, a hierarchy of controls has been used as a means of determining how to implement feasible and effective hazard control solutions.

The National Institute for Occupational Safety and Health represents the hierarchy as Elimination, Substitution, Engineering Controls, Administrative Controls, and PPE.



The idea behind this hierarchy is that the control methods at the top of graphic are potentially more effective and protective than those at the bottom. Following this hierarchy normally leads to the implementation of inherently safer systems, where the risk of illness or injury has been substantially reduced.

#### Elimination

Elimination of hazards is the most effective way to protect employees against injuries.

However, far too often companies or individual employees do not take the time to plan out work tasks or the time to eliminate the hazards they are faced with. An example of this is seeing a hammer hanging halfway off a piece of equipment that is being worked on and letting the mechanic know it is up there so it can be removed and put back on the tool bench. This ensures no one else will be struck by it falling off the elevated surface.

#### Substitution

Substitution involves replacing something that is hazardous, with something that is not hazardous. Typical examples are replacing a solvent-based paint with a water-based paint and using a scissor lift instead of a ladder.

## **Engineering Controls**

Engineering controls protect employees by removing hazardous conditions or by placing a barrier between the worker and the hazard. Examples include using a water integrated saw to control dust while cutting concrete and installing a guard around rotating machine parts.

## **Administrative Controls**

Administrative controls involve developing procedures to ensure the work is conducted in a way that minimizes the hazard. Administrative controls are ranked lower than elimination, substitution, and engineering controls because this method does not necessarily remove or reduce the hazard from the workplace. For example, administrative controls limit employees' exposures by scheduling shorter work times for a particular task. Administrative controls should be used in combination with other control measures where possible.

## **PPE**

Personal protective equipment (PPE) refers to anything workers wear to help protect them from a workplace hazard and is the least effective form of hazard control.

The use of PPE as the main method to control exposures should be limited to situations where elimination, substitution, engineering, or administrative controls are not practicable, or when:

- Additional protection is required because other control methods are not sufficient to reduce the hazard
- The hazard is a result of a temporary or emergency condition

PPE limits exposure to the harmful effects of a hazard but only if the PPE is worn and used correctly.

Examples of PPE include:

- Respiratory protection
- Gloves
- Eye protection (e.g., face shield, goggles)
- Foot protection
- Hearing protective devices such as ear plugs

The choice of what type of PPE is required must be based on the specific hazard found at the workplace. Sometimes a hazard cannot be controlled using a single type of control method. If a hazard cannot be eliminated, a combination of controls may be required.

# COP CELEBRATES TURNING 75

They say that "You are only as good as your people", and boy do we have some amazing people! Thank you to our employees, clients, vendors, suppliers, subcontractors, communities, family and friends for being part of the COP family for 75 years! This is a huge milestone and we are grateful to everyone who has been part of our story. Thank you, thank you, thank you! Cheers to another 75!



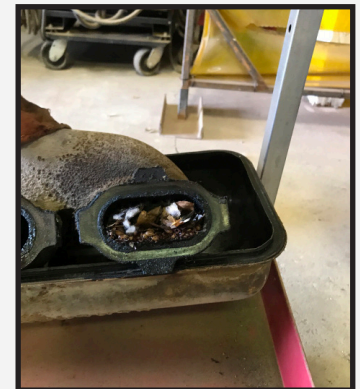
## COP CRANE TK-1



The crane purchased new in 1958 worked until around 1980 when it was parked against the ditch and left for the next 40 plus years. The decision was made to do a full rehab on the crane to commemorate our 75th anniversary. After so many years under the Russian Olive trees, the intakes were plugged with seeds, sticks, and leaves. COP had a secret weapon – Tom Kittson! Tom relished the idea of returning the piece of equipment back to its original state, and even



though he was not able to see it completed, his passion for the project was passed on to everyone in the shop. After a lot of work the engine came to life, much needed painting inside and out was applied along with the throwback logo sticker. It is the same as the original. All our equipment is numbered for identification in our system. The last thing done was to number the crane TK-1, in honor of our long time COP employee and friend, Tom



Kittson, who we lost in 2021. Special THANKS to Calvin Southwick and his entire crew for their dedication to completing this project. The crew spent 1,000 man hours on the rehab.





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
- TRUCK DRIVER - UTAH
- ESTIMATOR - UTAH
- UTILITY FOREMAN - UTAH
- MECHANICAL/PLANT SUPERINTENDENT - UTAH

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