

COP CHRONICLE

JULY 2023

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Operations Manager – Utah

Justin Broshear

Estimating/Preconstruction
Manager – Utah

Haley Verhasselt

HR/Risk/Marketing Manager

WEBER SOUTH PUMP STATION



125 HP Horizontal Centrifugal Booster Pumps- coupled to suction and discharge piping.

Ogden, Utah COP Construction was awarded the contract by the Weber Basin Water Conservancy District for the construction of a new booster pump station. The project included the installation of a new 28 x 40 foot block building water treatment station. The work included water distribution pumps, piping and fittings, valves, piping appurtenances, HVAC equipment, drains and sump system, electrical equipment, conduit, and conductors. 322 lineal feet of 6-inch sanitary sewer pipe,

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copconstruction.com

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THE PRESIDENT'S PERSPECTIVE

WHAT FILLS YOUR BUCKET?

At COP, we care about what fills your bucket. In other words, what fulfills you and how can you fulfill the lives of those around you? "Filling your bucket" sounds kind of funny, but it does not matter if you are new to the company or if you have been here for 30 years; a client; a subcontractor; or a supplier of COP, we care about what you care about. Until Haley, our HR/Risk/Marketing Manager used this statement, I had never heard it before. It is so powerful, and we should all stop and reflect on what fills our bucket.

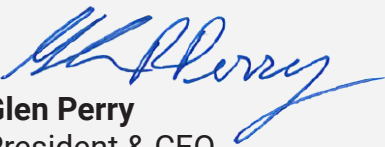
Personally, living a balanced life is something that fills my bucket. It takes constant effort, but when I stay committed, it sure makes life more enjoyable and productive in every way. When I hear Haley talk about "filling people's buckets", I think back to my days in the 1980s when I was a teenager working on a horse farm in Maine and we had to carry buckets of water from the barn out to the pasture to fill up the watering troughs for the horses. I learned at a young age that it was a lot easier to carry two buckets than one bucket simply because I was balanced with two buckets. Life is no different; if you are out of balance, everything is out of balance. Whether you are being a boss or acting like a boss; keeping everything to yourself or sharing too much; being too positive or being too negative, life becomes hard to successfully navigate without balance. Working to "fill your bucket and the bucket of others" will help create that balance in your life. It is not a work/life balance anymore, it's just balance.

At COP, we all have an obligation to create a company and culture of doing the best we can of filling each other's buckets. What are some of the things that fill your bucket? These come to my mind for a work bucket:

- Being part of the team
- Being treated with respect
- Being trusted and trustworthy
- Employment security
- A safe work environment - physically & mentally
- Great pay & bonuses
- Flexible work schedules
- Challenging & exciting projects to build
- Quick turnaround on bill payments
- Transparency in leadership
- Having fun
- Not working every weekend
- Autonomy & empowerment
- Great benefits
- Year-round work
- Time off
- Co-worker relationships
- Using the latest technology
- Growing in your job
- Growing others in their jobs
- Integrity
- Giving back to our community
- Nice pick-ups
- Recognition
- Discipline
- A pat on the back
- Learning something new
- Fulfilling hobbies
- Running a clean and tidy job site
- Awesome equipment

This work list could continue to go on and there is no “one size fits all” approach to fulfilling lives, but the more we try, the more successful we will be at growing and retaining people. Every employee of COP can be a leader in some capacity and must be willing to humble themselves or curtail their ego, to be adaptable to leading different people, different personality types, and different “bucket filling” needs.

I encourage you to make a list of the people that you work with, especially those that you lead, and write down next to each name what “fills their buckets” or satisfies them personally and professionally. This will open the opportunity for you to lead effectively and create balance in both of your lives.


Glen Perry
President & CEO



WEBER SOUTH PUMP STATION (CONTINUED)

29 lineal feet of 8-inch storm drain, 354 lineal feet of 20-inch suction PVC, and 191 lineal feet of 20-inch discharge PVC. Additional site work consisted of the demolition of existing pump station, clearing, grading, backfilling, asphalt pavement, concrete pavement, sidewalk, and an addition of an ARV for the existing 36-inch main line. The project was designed by Advanced Engineering and Environmental Services, LLC. It began in July 2022, and was completed in late July 2023. Nick Spiess was the Project Manager on the project. The project was bid for \$2,985,000. Subcontractors and suppliers for the project were Turner Electric, Ridge Rock, Rocky Mountain Masonry, Salmon HVAC, Envision Mechanical, Ellis Erosion Control, Omega Metals, Burton Lumber, Dynasty Trucking, Orion Painting, Diamond Tree Experts, Western Fencing, HD Fowler, and Staker Parson.



Crew backfill of newly installed 20" suction waterline.



Conduit duct bank



Turner Electric installed conduit risers at newly constructed pump station building.

WEBER SOUTH PUMP STATION (CONTINUED)



COP Crew excavation for tie-in of the 20" discharge waterline.



Newly paved access road to Weber South Pump Station installed by Ridge Rock.



Pump station building foundation completed.



Pump station building brick exterior done by Rocky Mountain Masonry. Metal roofing, soffit, fascia, gutter and downspouts installed by Omega Metals

FACES OF COP



Montana's Equipment Manager Calvin Southwick, was nominated by Master Sargent Tom Enseliet to ride in a National Guard helicopter. Calvin was nominated for his continual support of the Montana National Guard. A Chinook flew him round trip to Dillon, Montana, and the return trip included taking 12 guardsmen to Billings for their summer guard camp. A Black Hawk was also offered to him the next day for a ride around Billings.

It's summer, which means our crews are working hard on the projects we have underway. A number of crew barbecues have been held at job sites this summer. This been a great opportunity for management and office staff to connect with field employees. It is a great way to express our appreciation for field employees as well as to connect office employees with crews on the ground.



CURRENT PROJECTS

3RD EAST PHASE II - MARCUS TO ARTESIAN BASIN Salt Lake City Corporation Murray, Utah	MUSSELSHELL JUDITH RURAL WATER SYSTEM PHASE 2B Central Montana Regional Water Authority Judith Gap, Montana	TSSD GENERATOR SWITCH GEAR Timpanogos Special Service District American Fork, Utah
62ND STREET WEST WATER IMPROVEMENTS Daniel Property, LLC Billings, Montana	OGDEN WSU BRT PROJECT Stacy & Witbeck, Inc. Ogden, Utah	WEBER BASIN SOUTH PUMP STATION Weber Basin Water Conservancy District Ogden, Utah
ANNAFELD SUBDIVISION 5TH FILING McCall Development Billings, Montana	PAR MONTANA Par Pacific Billings, Montana	W.O. 20-46 LANDFILL COMPOST FACILITY City of Billings Billings, Montana
AQUIFER STORAGE & RECOVERY PILOT PROJECT Metropolitan Water District of Salt Lake & Sandy Cottonwood Heights, Utah	PHILLIPS 66 PROJECTS Phillips 66 Billings, Montana	W.O. 23-01 2023 WATER MAIN REPLACEMENT City of Billings Billings, Montana
BNR WASTEWATER TREATMENT PLANT Mountain Green Sewer Improvement District Morgan, Utah	PRATTEN ST. RAILROAD SEWER CROSSING City of Columbus Columbus, Montana	W.O. 23-07 MONAD SEWER EXTENSION City of Billings Billings, Montana
FOREST PARK TRANSMISSION MAIN Dawson County Glendive, Montana	ROCK CREEK RESORT LIFT STATION Peak Water Services, LLC Red Lodge, Montana	W.O. 23-35 HESPER SANITARY SEWER EXTENSION City of Billings Billings, Montana
I-15 CROSSING WL UPGRADE Sandy Public Utilities Sandy, Utah	SANDY 2022 WATERMAIN PROJECT Sandy City Corporation Sandy, Utah	YELLOWSTONE RIVER & BNSF WATERMAIN CROSSING City of Glendive Glendive, Montana
LAUREL SOUTH 4TH STREET City of Laurel Laurel, Montana	STANFORD WATER SYSTEM IMPROVEMENTS Town of Stanford Stanford, Montana	YELLOWTAIL DAM SPILLWAY NW Construction, LLC Fort Smith, Montana
LOVES LANE APARTMENTS KMJ Group LLC Livingston, Montana	STARVATION DAM BYPASS PIPELINE PROJECT Central Utah Water Conservancy District Duchesne, Utah	

YEARS OF SERVICE - HARD HAT STICKERS



Harold Stewart, Yard Foreman - Montana receiving his 21 year sticker from Tonya Appelt, CFO.



Jennifer Clements, Project Coordinator - Utah receiving her 1 year sticker from Jared Nessler, Operations Manager - Utah.



Jason Fenhaus, Area Manager - Montana presenting Nick Brown, Industrial Manager - Montana his 12 year sticker.



Nick Spiess, Project Manager - Utah receiving his 1 year sticker from Jared Nessler - Operations Manager - Utah.



John Matz, Superintendent - Montana receiving his 11 year sticker from Nick Brown, Industrial Manager - Montana and Ryan Adams, Operator - Montana receiving his 1 year sticker.



SECOND QUARTER ANNIVERSARIES

April: Nick Brown - 12 years, Jennifer Clements - 1 year, Lacy Cleveland - 1 year, Zach Donnot - 5 years, Jason Fenhaus - 7 years, George Gallegos - 5 years, James Hammer - 5 years, Isaac Herbert - 1 year, Colton Jansma - 7 years, Brandon Karnath - 5 years, Paxton Lambrecht - 5 years, Tod Mallory - 3 years, John Matz - 11 years, Sonja Oe - 4 years, Glen Perry - 6 years, Jason Rhoades - 3 years, Clancy Riding - 7 years, Justin Scown - 6 years, Nick Spiess - 1 year, Eric Smith - 9 years, Haley Verhasselt - 5 years, Jerrod Winderl - 8 years, Jacob Worden - 1 year; **May:** Doug Beckett - 9 years, Nikki Bell - 5 years, Justin Broshear - 4 years, KJ Butler - 9 years, Tamara Clay - 7 years, Levi Conrad - 7 years, John Dudley - 9 years, Taylor Jones - 2 years, Matt Knickerbocker - 16 years, Andy Kohn - 8 years, Mike McPherson - 12 years, Jason Rost - 4 years, Randy Schluelter - 9 years, Kyle Upton - 5 years; **June:** Damon Adams - 1 year, Olivia Adolph - 6 years, Stephen Barringer - 1 year, Dave Birch - 10 years, Tanya Brown - 24 years, Travis Davis - 2 years, Paul Halton - 5 years, Colton Hardin - 1 year, Alan Homes - 2 years, Jeff Jordan - 7 years, Daylan Love - 1 year, Kien Marvin - 1 year, Bruce Nealy - 8 years, Blake Olliges - 10 years, Alfredo Ramirez - 1 year, Fabian Ruiz - 1 year, Shane Stricker - 9 years, Chris Wientjes - 6 years.

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



Tonya Appelt, CFO

Since Tonya came on board in January she has been constantly looking for opportunities to help the entire COP team, not just the accounting team. This has been impressive to me and worth recognition. Even though she has not worked in our industry before she has dove right in and looked for opportunities to help the team, improve our processes, project manage two major software/technology changes and try to learn what each and every one of our jobs are and how we do them. I could not be happier or prouder of Tonya's first six months of employment with COP Construction and it is a pleasure to have her on our team.



Melissa Asbeck, Accounting Payroll Specialist - Montana

Melissa always jumps in and helps wherever needed. In this instance she helped process a bunch of new hires for the refineries and made sure they had all the qualifications they needed. It's refreshing to know we can always count on her, said Nikki Bell, Contracts/HydroVac Administrator.

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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 the manager, 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 \$100 USA 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: _____

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 \$100 apparel voucher to be used towards COP branded apparel.

SAFETY MESSAGE



Jeff Jordan

Corporate Safety Manager

HEAT RELATED ILLNESS

It appears the rainy season is behind us and the warmer summer weather is here. Be on the lookout for signs of heat related illness, whether at work, home or enjoying the great outdoors.

Preventing heat-related illness can come down to some simple steps:

- Prevent dehydration by drinking one cup (eight ounces) of water every 15-20 minutes and avoid alcohol, caffeine and sugary drinks
- Eat light
- Reduce strenuous activities or take turns with a co-worker
- Take frequent breaks under shade or cooler areas
- Wear a hat and sunglasses
- Protect yourself from sun exposure using and reapplying sunscreen regularly
- Never leave children or pets in a car, even with the windows partially open

Heat exhaustion signs and symptoms:

- Sweating; pale, ashen or moist skin
- Muscle cramps (especially if working outdoors in high temperatures)
- Fatigue, weakness or exhaustion
- Headache, dizziness or fainting
- Thirst, nausea or vomiting
- Rapid heart rate
- Mood changes or confusion

Heat exhaustion treatment:

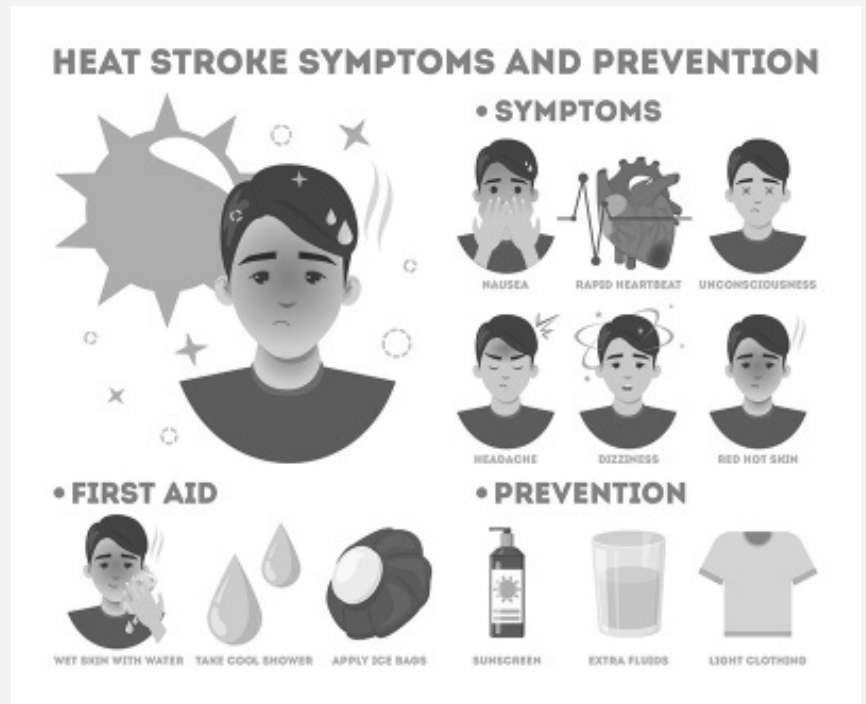
- Stop working and move to a cool place
- Loosen or remove outer clothing
- Drink a carbohydrate-electrolyte drink, such as a sports drink
- Cool with a cool water spray or wet cloths on the forehead and body
- Get medical help if vomiting, if symptoms get worse or last longer than one hour.

Heat stroke signs and symptoms:

- Sweating has stopped
- Hot, red, dry skin
- Rapid breathing
- Body temperature 103°F or higher
- Headache
- Dizziness
- Confusion or other signs of altered mental status
- Convulsions or loss of consciousness

Heat stroke treatment:

- Call on-site first responder and 9-1-1 immediately; heatstroke is a medical emergency
- Move to a cool place
- Immediately immerse in a cold bath up to the neck; if not possible, place in a cold shower, or cover with cold, wet towels
- Do not give water or other drinks, salt tablets or pain relievers
- Be ready to give CPR



Watch for these symptoms in yourself, coworkers, family and friends during work or other outdoor activities. Keep each other safe in hot weather and have a great summer season.



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



MONTANA AND UTAH

**MECHANIC - UTAH
SUPERINTENDENT - UTAH**

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