

COP CHRONICLE

COP Construction LLC & Subsidiary

OCT 2021

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DAVIS LANE LIFT STATION AND NORTON EAST RANCH OUTFALL SEWER PROJECT



Installation of pipe to lift station.

Bozeman, Montana The Davis Lane Lift Station and Norton East Ranch Outfall Sewer Project consisted of the construction of a 20 foot x 45 foot lift station with metering building. The lift station required an excavation depth of 35 feet which was all self-performed by COP. COP installed 11,000 lineal feet of 27-inch and 30-inch gravity sewer main to the lift station with a 700 lineal foot 64-inch micro tunnel underneath I-90, Montana Rail Link tracks and two frontage roads.

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THE PRESIDENT'S PERSPECTIVE

PERCEPTION IS REALITY

"The facts are the facts, and the facts do not lie." I agree with this statement, but I believe how we perceive the facts many times are more crucial than the facts themselves. We believe what we perceive to be accurate, and we create our own realities based on those perceptions. At COP Construction, the most important asset we have is our people, followed very closely by our reputation. Without our reputation, we will not have work for our people to build. Lots of people can "be low", buy equipment, get a bond, or have good tools, but it takes sustained safety, success, high quality work, effort, and the building of trust to have a great reputation. 2022 will be COP's 75th year in business. COP's good reputation has stood the test of time but to continue that for another 75 years, and beyond, we must pay attention to our reputation and work at it.

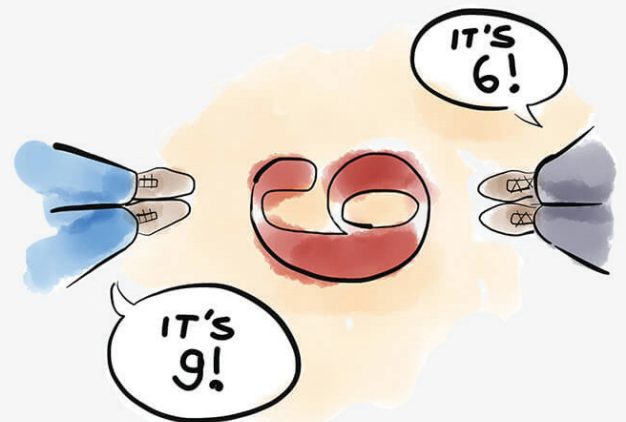
A wise old contractor told me once "It takes a lifetime to build a reputation and one project to ruin it". I would be willing to say that it could be even shorter than a project. The good news is that with proper communication, efforts, and good work, reputations can be improved quickly as well. Lately, I have been thinking a lot about how we need to take the time to "sit on the other side of the table" and consider how the other side is perceiving the facts, before we say or do anything. We also need to consider how our words and actions are being perceived.

Personally, ever since I was a child, I always wanted people to like me, and I felt the need to justify myself and "clear the air" when I did something wrong (and you know, I did a lot of things wrong...and still do). Because of this, my first natural response when our reputation is challenged or questioned, is to fight back or justify our actions. I have come to learn over time that sometimes the less said the better and many times people's perception is their reality, and the best course of action is to work harder to earn their trust, or in some cases earn their trust back. There is nothing that earns trust quicker than success and performance.

Another wise person once said, "If you are guilty, you don't have the right to justify yourself and if you are innocent there is no reason to"....pretty sound advice too. Sometimes it is not always about right and wrong, we may be right, but we could be "dead right" if our words or our actions are not perceived correctly. Often the best way to break down barriers in tough situations or relationships is to, "walk a mile in the other person's shoes", if we do that, we may see things in a whole new light and have compassion or perception of the situation that we didn't have before. Personally, I have had success deescalating many situations throughout my career by seeing things from the other sides perspective and then asking for their help in solving whatever problem I am personally having. This can break down barriers or in some cases rebuild trust that may have been eroded, for one reason or another.

The moral of the story is "Perception is Reality". If we live everyday with the thought about how our words and actions are perceived by others, it will make us a little more aware of how our words and actions can change the course of a relationship.

Glen Perry
President & CEO



FACES OF COP



COP lost long time employee Tom Kittson on July 31, 2021. Tom was a valued member of COP, working for COP for 30 years. He was the Equipment Maintenance Supervisor for the Montana office. Tom loved to take things apart and put them back together ever since he was a child so he was right at home in maintenance at COP. He always had a smile, a witty comeback, or practical joke to share. Tom is a missed part of the team!



Gary Warner has retired from the COP Construction Board. He served as a consultant and board member from August 2012 until his final meeting in October 2021. Prior to consulting with COP, Gary was the HR Manager for Pizzagalli Construction Co. for 33 years, from September 1968 through January 2002, where he was a leader in the construction HR field. During his time with Pizzagalli, Ed Bedell and Gary worked together from April 1979 to November 1997. When Ed asked Gary to join the Board, he became a major contributor in fine-tuning many of COP's policies. Gary also lead the search for Ed's replacement and was instrumental in bringing Glen Perry to fill that role.

Gary will be missed and we wish him well as he retires from the COP Board. Thank you for all you have done for us and you will always be part of the COP Family, Gary!



DAVIS LANE LIFT STATION AND NORTON EAST RANCH OUTFALL SEWER PROJECT (CONTINUED)

The project also consisted of 3,800 lineal feet of dual 18-inch force mains to bring sewage from the new lift station to the existing sewer plant. This project was unique in that it required a large excavation, which COP dewatered and shored, to install the new lift station. The project began in July 2020 and was completed September 2021. During construction, COP hosted a barbecue for the crew of 45 and various subcontractors on site to recognize all the effort that was being put forth by the team. The project was completed for the City of Bozeman, bid by Dave Loyning for \$15,674,849.00. Eric Smith was the Project Manager, Josh LeFevre was Project Engineer, and Jon Berens, Matt Wells, Jerrod Winderl, Cordell Stookey were all superintendents on this year long project.



Wet well excavation.



Lift station wall forms.

Subcontractors/Suppliers used:
Vertex Electric, Knife River, Vadnais
Trenchless Services, High Country
Paving.

DAVIS LANE LIFT STATION AND NORTON EAST RANCH OUTFALL SEWER PROJECT (CONTINUED)

Micro-tunnel jacking frame.



Backfilling wet well.

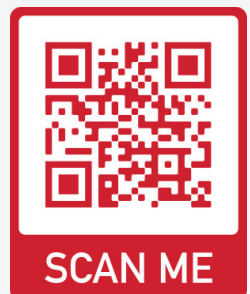


COP crew appreciation BBQ.

Pouring the wet well walls, 410 cubic yards of concrete.



Scan QR Code for a short video of the wet well walls concrete pour.



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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Todd Ames



Todd Ames - Truck Driver

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"Todd is not just doing his job from behind the wheel! Anytime a co-worker needs help, he is there to support the work. I've worked with Todd for years now and he is not afraid to get his hands dirty! Thanks Todd keep up the good work", said Josh Eaton.

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Josh Eaton "Josh took a leadership role in a large and demanding job in the coker. He is a mentor to several new to site employees from several trades," said Todd Ames. "This is not a single occurrence for Josh, he is always willing to help out where ever needed. He is always asking the right questions to ensure the job gets done right", said Sonja Oe, Field Safety Coordinator.

Donnie Kuper & Jeff Lanz "Donnie and Jeff cover all the forklift needs for the whole refinery, and are some of the busiest guys in the plant. They're always willing to help, and go out of their way to accommodate everyone, even if it means working through a break or staying late. These two exemplify teamwork," said Casey Kemp, Superintendent.

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Uriel May & John Dudley

Uriel May - Laborer

"Since Uri has started, he has continued to dedicate himself to his craft as he strives to gain knowledge every day. He asks questions and tries to understand the whole construction process. He continues to gain more and more respect from the crew, and myself as he becomes more skilled with each project", said Jerrod Winderl, Superintendent.



John Dudley - Equipment Operator

"Dudley is the 'rock' of the crew. He is versatile in any type of the equipment and adapts to the variety of projects that we get to accomplish. The quality of his work and his positive attitude makes him a leader among our crew, said Jerrod Winderl, Superintendent.

TEAMWORK

POSITIVE ATTITUDE

DEDICATION

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**

Sonja Oe - Field Safety Coordinator

"Sonja performs many different job duties for us at Exxon. Everyday she comes to work with a positive attitude and will help where ever is needed. Jares Fence Company came out to the refinery to work on a fencing project for us and Exxon required us to have a COP escort with them. We currently only have three people designated to be an escort. Sonja volunteered to help since we were short handed that week. As I described she does many different job duties on a daily basis, she took her computer with her so that she could still get her daily paperwork done in her car while watching Jares. This is just one example of many how Sonja demonstrates our core values of Positive Attitude, Teamwork & Dedication", said Nick Brown, Senior Refinery Project Manager.

Sonja Oe & John Matz



John Matz - Superintendent

"Recently our client had a problem with part of there piping systems and needed it to be repaired ASAP. As part of that we had to excavate the roadway to expose the piping that needed to be replaced. The call came from our client at 3:45pm in the afternoon and they would like it exposed today. This was obviously a hot item for the refinery to get done but John took the time to complete a LPSA/extensive safety meeting prior to performing work. John reiterated that this is work that we perform everyday but when times arise like this late in the day it is easy to rush through the job and skip steps. Our crew safely performed the job task and our client was very appreciative," said Nick Brown, Senior Refinery Project Manager.

POSITIVE ATTITUDE

DEDICATION

TEAMWORK

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.



*Brad Cutler, Utah
Area Safety Manager*

SAFETY MESSAGE

SAFETY FIRST, SAFETY ALWAYS

Safety first. We start our meetings with safety, we start our day with a job safety analysis (JSA), everything starts with safety. This is a good thing; this starts our brains working on safety right from the beginning.

I think “safety first” means in everything we do safety is the first thing we consider in planning. So many times, during the day safety should be the first thing we think of when beginning a task. I have recently in my own life discovered the importance of this idea. Several times during some home improvements I have found myself in a situation where I did not take the safe route and results were disappointing.

So, my point is fairly simple. Safety should not just be thought of first, but safety should be considered in everything we do. Whether we are at work, at home, or traveling somewhere in between. Having a safety-based state of mind helps us consider options that allow us to have the most fun, and the most options open to us. It’s hard to have fun when you’re injured.

In everything you do, consider your options. Consider ways that you can make what you are about to do safer. By doing this you have more options and more fun in your life.



DAVIS LANE LIFT STATION AND NORTON EAST RANCH OUTFALL SEWER PROJECT (CONTINUED)

Tying wet well base slab rebar.



Finishing wet well base slab concrete.

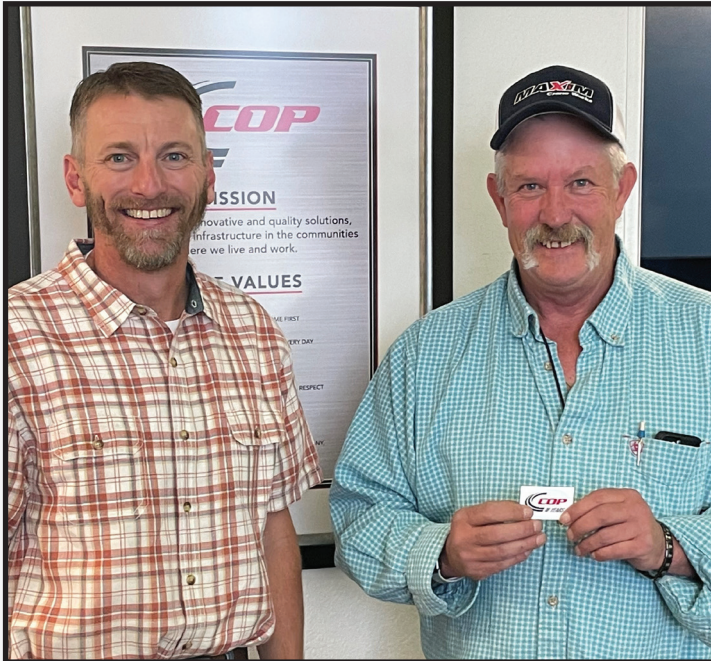


Pouring the lid of the wet well.



Filling the wet well for the water test.

YEARS OF SERVICE - HARD HAT STICKERS



Doug Beckett, Estimator, receiving his 18 years sticker, from Jason Fenhaus Estimating/Preconstruction Manager, Montana.



ANNIVERSARIES

3rd Quarter Anniversaries

July: Sam Aiton - 8 years, Todd Ames - 7 years, Neil Boyce - 6 years, Brad Craig - 2 years, Brad Cutler - 9 years, Joe Hickey - 7 years, Zachary Hixson - 2 years, Jace Miller - 6 years, JD Myhre - 1 year, Ryan Nutt - 6 years, James Phelps - 2 years, Jesus Serrato - 3 years, Calvin Southwick - 7 years, Harold Stewart - 19 years, William Zupanik - 16 years; **August:** Ed Allen - 48 years, Derian Amador 1 - year, Gina Ballard - 3 years, Kirk Bohlman - 3 years, Jesse Greenland - 1 year, Shawn Houston - 8 years, August Just - 3 years, Donald Lindenthal - 1 year, Eddie Linscomb Jr. - 2 years, Lucas Parker - 1 year, Joshua Pearson - 16 years, Mathew Putman - 2 years, Kenneth McNeill - 8 years, Ferlin Jack - 4 years, Jose Sosa - 4 years, Matt Wells - 3 years; **September:** Mikol Degele - 3 years, Russell Hoffman - 3 years, Nickolas Myhre - 9 years, Carson Willis - 7 years, Jason Wipf - 1 year.

CURRENT PROJECTS

100 S. RECONSTRUCTION
Staker Parson
Salt Lake City, Utah

20E PIONEER WWPS REPLACEMENT
Granger-Hunter Improvement District
West Valley 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

BITTERROOT HEIGHTS SUBDIVISION
BCJM Properties
Billings, Montana

CHS PROJECTS
CHS, Inc.
Laurel, Montana

CITY CREEK MEDIA FILTER
Salt Lake City Public Utilities
Salt Lake City, Utah

**CVWRF 3 WATER
IMPROVEMENTS**
Central Valley Water
Reclamation Facility
Salt Lake City, Utah

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

**DISTRIBUTION SYSTEM & SERVICE
CONNECTIONS REPLACEMENT**
US Army Corps of Engineers
Fort Douglas, Utah

EXXONMOBIL PROJECTS
ExxonMobil
Billings, Montana

KOA TRANSTECH
Bottrell Family Investment PLLP
Billings, Montana

**LAUREL SCREW PUMP
REPLACEMENT**
City of Laurel
Laurel, Montana

**NORTH BRANCH CONNECTION
TO ALPINE**
Central Utah Water
Reclamation Facility
Highland City, Utah

OGDEN WSU BRT PROJECT
Stacy & Witbeck, Inc.
Ogden, Utah

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

PHILLIPS 66 PROJECTS
Phillips 66
Billings, Montana

QFC MINOR SUBDIVISION
Quarnburg Farming Corporation
Billings, Montana

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

SIBANYE STILLWATER SLAG BUNKER
Sibanye Stillwater
Columbus, 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

WEST END RAW WATER PIPELINE
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 - Opportunity - People

MONTANA AND UTAH

GENERAL LABORER - MONTANA & UTAH

HEAVY EQUIPMENT OPERATOR - MONTANA & UTAH

CIVIL CARPENTER - MONTANA & UTAH

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