

COP CHRONICLE

COP Construction LLC & Subsidiary

OCT 2022

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2022 BILLINGS WATER & SEWER MAIN REPLACEMENT



Working in tight conditions. Shown is a bedding conveyor on the lead excavator.

Billings, Montana COP Construction was awarded the contract by the City of Billings for the replacement of sewer mains in the City. The project included the replacement of 3,160 lineal feet of 8-inch PVC sewer main and 123 services by open cut trenching along with 7,530 lineal feet of 8-inch cure in place pipe (CIPP) with 221 sewer service reconnections. All work was completed in the downtown alleys of Billings, west of Division Street and south of Grand Avenue. The excavation depths ranged from 8 to 13 feet deep and were all located within the alley ways. The project was completed with no interruption

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THE PRESIDENT'S PERSPECTIVE

SAFETY IS ABOUT PEOPLE

Safety is simple....it is about our people and making the right choices to ensure our people go home safely every single day. However, this isn't how we often talk about safety. Typically, the conversations are about EMR, TRIR, OSHA Violations, KPI's....those terms don't mean anything to the families expecting their loved ones to return home safely at the end of the day. I believe to have the proactive safety culture we advocate for; we must bring the focus back to the human level, not just the metrics.

At COP, we have been guilty of focusing on the metrics. We have probably even done a really great job of "communicating in metrics" and not to our people at times, but we have always been focused on working hard and building safe work so our people can go home safely every day and that will never change.

We are meticulous about our incident reporting, near miss reporting, job safety analysis, safety inspections, safety observation forms, etc., and using those as learning tools, which I am a firm believer in; however, I feel that we, and the entire construction industry, could be better about bringing our safety culture to the human level.

"What are you doing to plan your work safely and to enforce safe work practices so that every single person goes home safely each day? What are you doing to keep your people inspired, involved, interested, and committed to safety? How are we inspecting ourselves to hold ourselves accountable to our own Safety Management Program?" These are the conversations we all need to be having more of.

I am not saying the numbers are not important, because they are. They are a way to measure where we are at so that we can always be looking for ways to improve. Like most companies, we have a few blemishes, but overall we are proud of our safety metrics at COP. It is too easy to get caught up in measuring safety only by the numbers. Do the safe thing, not for the statistics or the "numbers", but for the people who we stand shoulder to shoulder with every day, our fellow COP team members

Think safety and plan for safety during every task to keep yourself and others around you safe, and the numbers will take care of themselves. At COP, we are committed to safety for our people.

Glen Perry
President & CEO

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.



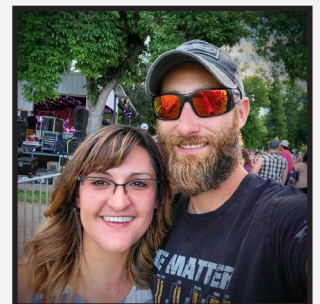
Bill Zupanik has been with COP for 17 years. Over the years Bill has operated loaders, service excavators, and mainline excavators. If he could do it differently he might have taken a different career path becoming a foreman and then superintendent with COP. Bill would like to visit Switzerland when he can.

Josh Pearson has been with COP for 17 years. He started as a mechanic and is now the Equipment Maintenance Supervisor. Josh's advice would be "to stay humble and learn as much as you can from everyone that works here, you have plenty to learn from all of them." Josh and his wife have been enjoying visits to places in Montana that they have never been to, since it is such a large state there is so much to experience.



Jade Lee has been with COP for 17 years. He started as a superintendent and is now the Equipment Manager. Jade's advice would be "hang tough through the hard times, it will be worth it." Jade wants to go to Bora Bora and sail around the islands with his wife.

Matt Knickerbocker has been with COP for 15 years; he began his official career in 2007 as general laborer. Matt grew up as part of the "COP Family" through his dad so in a way he has always been in construction. In 2008, after filling in when needed as a pipe layer he was promoted. He worked on several crews before being promoted in 2013 to Foreman. As Foreman, Matt took on more responsibilities and trained new employees. Matt's advice would be to not get discouraged when you are unsure of something. The more willing to learn the better rounded you will be no matter the position you hold. He would like to take his entire family to historical landmarks like the Grand Canyon, Mount Rushmore, Pearl Harbor, Yosemite National Park and Washington DC.



2022 BILLINGS WATER & SEWER MAIN REPLACEMENT (CONTINUED)

to resident's sewer service by bypassing sewer flows during construction.

All crews involved did an exceptional job coordinating with the public and planning construction to complete the project safely within tight working environment. The project was a huge success due to the skilled craft employees which were involved in construction.

The project was designed by DOWL and began in May 2022, and was completed in September 2022. Eric Smith was the Project Manager and Jon Berens was the Superintendent on the project. The project was bid by Dave Loyning for \$2,934,748.00. Subcontractors and Suppliers for the project were Studer Construction (Concrete & Asphalt Paving), Planned and Engineered Construction (Cure in place pipe (CIPP)), and Billings Construction Supply (Traffic Control).



Low overhead utilities.



Narrow alleys.

2022 BILLINGS WATER & SEWER MAIN REPLACEMENT (CONTINUED)



Colton Jansma, Foreman



Alan Holmes, Pipelayer



Jason Rhoades & Shawn Eissler

New concrete driveway approaches.



Another example of low overhead utilities and narrow alleys.

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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Jaimie Johnson, Laborer - Montana receiving her certificate from Matt Stricker, Superintendent, P66 - Montana

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Mike Lavenger, Laborer - Montana receiving his certificate from Matt Stricker and Levi Conrad, P66 - Montana

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Lacy Cleveland, Laborer - Montana receiving his certificate from Matt Stricker and Levi Conrad, P66 - Montana

Jaimie was recognized for using here Stop Work Authority while hole watching. She stopped the job when another contractor tried to enter the confined space without following proper LOTO procedures.

"While cleaning T-172 Mike and Lacy noticed an acid tote leaking and running into a sewer. They stopped work and notified operations then their supervisor. Operations blocked in the leak to prevent further loss of containment, said Cole Peppin, General Foreman, P66.



Jason Rhoades, Laborer - Montana, receiving his certificate from Jon Berens, Superintendent - Montana

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Jennifer Clements, Project Coordinator - Utah, receiving her certificate.

"Jason has worked well with others and used his skills in operating heavy equipment to move into a lead excavator position. He has proven that he not only can run an excavator but can motivate and work well with the rest of the crew," said Jon Berens, Superintendent and Colton Jansma, Foreman.

"I have seen Jennifer continue to grow and become more confident in both how she is doing her job as well as becoming more engaged with the entire team in Utah. If she continues to do that and have that level of dedication she will continue to grow in both her current role and others", said Glen Perry, President & CEO.

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**



Tracy Kaercher, Yard/Transport Foreman - Montana, receiving his certificate

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Jade Lee, Equipment Manager - Utah, receiving his certificate from Jared Nessler, Operations Manager - Utah

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Stephen Barringer, Laborer - Utah, receiving his certificate from Jared Nessler, Operations Manager - Utah

"I was replacing a tank hoist cylinder on the vac truck, which meant that I was working in an area with pinch points and crush hazards. Tracy demonstrated safety and teamwork, when he saw the job I was doing and made sure that the appropriate safety latches and braces were in place," said Josh Pearson Equipment Maintenance Supervisor - Montana.

"Jade is always looking for ways to help the guys in the field. However, this time he took it to another level. He engaged with the crew on the Fruit Heights Project taking on the role of superintendent for a week to help a fellow friend and co-worker that was not feeling well," said Jared Nessler, Operations Manager - Utah.

"While doing a JSA it was noticed that Stephen was wearing a new pair of work boots. Stephen explained why he purchased a new pair. He mentioned that they were steel toe boots. Someone asked why did you get steel toe? Stephen explained that sometimes he runs a jumping jack and thought it would be a good idea to have the extra protection. Without directions or requirements Stephen made a decision to protect himself. There are many opportunities through out our days that each of us need to make decisions to protect ourselves and those around us because it's the right thing to do! Well done Stephen!", said Jared Nessler, Operations Manager.



**HAPPY
RETIREMENT
JOE ALLEN**



YEARS OF SERVICE - HARD HAT STICKERS



Sam Aiton, Area Manager - Montana receiving his 9 year sticker from Glen Perry, President & CEO



Ronda Burelson, Accounts Payable - Montana receiving her 4 year sticker from Rick Morrison CFO - Montana



Bradley Craig, Transport Driver - Montana receiving his 2 year sticker from Calvin Southwick, Equipment Manager - Montana



Joe Hickey, Project Manager - Montana receiving his 8 year sticker from Joe Allen - Construction Manager - Montana



Jade Lee, Equipment Manager - Utah receiving his 17 year sticker from Jared Nessler - Operations Manager - Utah



Ryan Nutt, Estimator - Montana receiving his 7 year sticker from Jason Fenhaus - Estimating Preconstruction Manager - Montana



THIRD QUARTER ANNIVERSARIES

July: Sam Aiton – 9 years, Todd Ames – 7 years, Mark Angell – 1 year, Skyler Ash – 1 year, Chris Axelsen – 1 year, Albert Beltran – 1 year, John Beltran – 1 year, Bradley Craig – 3 years, Brad Cutler – 10 years, Trish Hays – 1 year, Joe Hickey – 8 years, Zach Hixson – 3 years, Jimmy Howell – 1 year, Clayton Johnson – 1 year, Beth Kincheloe – 1 year, Evan Knutson – 1 year, Jeffrey Lanz – 1 year, Michael Lavenger – 1 year, JD Myhre – 2 years, Ryan Nutt – 7 years, Cole Peppin – 1 year, Jim Phelps – 3 years, Rodnie Schillreff – 1 year, Jesus Serrato – 4 years, Calvin Southwick – 8 years, David Spencer – 1 year, Harold Stewart – 20 years, Matt Stricker – 1 year, Richie Vallejos – 1 year, Shane Weeres – 1 year, Bill Zupanik – 17 years; **August:** Derian Amador – 2 years, Gina Ballard – 4 years, Sean Hart – 1 year, Shawn Houston – 9 years, Chris Johnson – 1 year, August Just – 4 years, Nick Knickerbocker – 11 years, DJ Lidenthal – 2 years, Eddie Linscomb Jr. – 3 years, Ken McNeill – 9 years, Ferlin Neher – 5 years, Lucas Parker – 2 years, Josh Pearson – 17 years, Tyler Tillett – 1 year, Matt Wells – 4 years, Alan Woodward – 1 year; **September:** TJ Duncan – 1 year, Nick Myhre – 10 years, Chris Steglich – 1 year, Carson Willis – 8 years.

CURRENT PROJECTS

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

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

EXXONMOBIL PROJECTS
ExxonMobil
Billings, Montana

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

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

**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

SANDY 2022 WATERMAIN PROJECT
Sandy City Corporation
Sandy, 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

YELLOWTAIL DAM SPILLWAY
NW Construction, LLC
Fort Smith, Montana



*Brad Cutler, Utah
Area Safety Manager*

SAFETY MESSAGE

WHO'S NEXT?

Recently the Utah region of COP Construction reached a record number of days between recordable injuries of 924 days. The previous record was 878 days ending in 2018. Personally, when I focus only on the numbers and do get an injury on the jobsite, it creates a habit of being fearful of the next potential recordable injury. Don't get me wrong, we are proud of these statistics, but we also know that safety isn't just about the numbers. It is what we are doing every day to keep our people safe and plan our work safely. On the jobsite it comes down to being aware of potential hazards and planning our work around them, as well as employee attitudes and focus.

At the root of planning our work safely is the Job Safety Analysis (JSA). According to the National Safety Council (NSC), the JSA is a proactive safety management tool that helps prevent injuries and illnesses in the workplace when implemented effectively. The JSA process studies tasks in order to determine potential hazards and associated safe operating procedure for each step of a task. Creating a JSA is a three-step process and is most valuable when completed by the entire crew, not just the Superintendent. The three-steps of the JSA are: 1. Break down jobs into sequential steps and analyze the tasks with the highest frequency or risk of illness or injury first; 2. Identify all hazards, including environmental, equipment, chemicals, etc.; 3. Specify control measures or safe operating procedures to eliminate or reduce hazards and prevent potential incidents. JSAs are a process, not a one-time activity. When each JSA is completed, it should be reviewed to ensure that we have captured all the steps, potential hazards and controls. Utilizing these JSAs as a reference when we are analyzing the same work tasks we have completed in the past is a good tool in the JSA process of what went well the previous time we completed these tasks and what we need to pay more attention to this next time.

Once the JSA process is complete and it is time to pick up the tools, safety becomes about employee attitudes and focus. At COP, our core values are Safety, Positive Attitude, Excellence, Dedication, Integrity, and Teamwork and you cannot have any one of those without the other five. At times, it may be convenient to take a shortcut and potentially expose yourself or others to a risk because "It's just this one time and we will get it done faster..." This one time could injure or potentially kill someone and it is not worth it. Keeping yourself and those around you safe comes down to choosing to be safe by having a positive attitude, working with dedication and integrity, and utilizing excellence and teamwork to build infrastructure that will sustain time.

HISTORIC FLOOD



In mid June 2022, the rivers in south-central and southwest Montana rose to unprecedented levels wreaking havoc on surrounding communities. There was damage across the State of Montana including in Red Lodge, which is a small town close to the COP location in Billings. Runoff from the Beartooth Mountains turned Rock Creek, that runs through Red Lodge, into a raging torrent almost overnight. COP was in an excellent position to help with clean up as we had crews in Red Lodge working on a sewer rehab project. Restoration work has been a long process and COP is proud to be a part of the rebuild.





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

CIVIL CARPENTER - MONTANA & UTAH

GENERAL LABORER - MONTANA & UTAH

HEAVY EQUIPMENT OPERATOR - MONTANA & UTAH

PROJECT MANAGER - MONTANA

ESTIMATOR - UTAH

TRUCK DRIVER - UTAH

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