

COP *CONSTRUCTION* **CHRONICLE**

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Vice President, Pre-Construction

REUSE PROJECT LOWER PUMP STATION



Wolf Creek, Utah COP Construction was awarded the contract by the Wolf Creek Water & Sewer District. The Reuse Project Lower Pump Station job consisted of building a new pump station to transport sewer treatment plant effluent and conveying it into the irrigation system to be used on the golf course. The project includes regrading and rebuilding an existing effluent storage pond, relining it with Bentonite and riprap, installing gravity sewer lines, pressurized irrigation lines, new power, and

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copconstruction.com

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THE PRESIDENT'S PERSPECTIVE

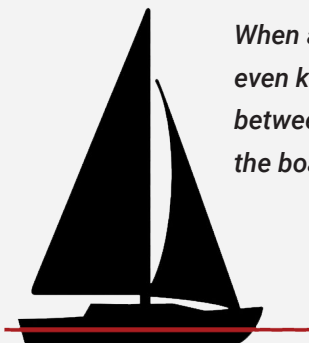
EVEN KEELED

Even keeled is another way of saying stable or balanced. This term, used figuratively since the mid-1800s, alludes to keeping a vessel's keel in a level position, assuring smooth sailing. Another common quote that I have liked to refer to over the years is by Franklin D. Roosevelt, "A smooth sea never made a skilled sailor." Being even keeled is often used when talking about how leaders act in the face of adversity or rough water...a steady influence and levelheaded.

The construction industry is a tough industry. Much like the open ocean, if we ride every wave of ups and downs, we will be high on the highs and low on the lows. My advice to young people coming into our industry is to stay even keeled; don't get too high on the highs or too low on the lows. This not only provides stability to your team and those around you, but also gives you more of a sense of calmness and stability in your personal day-to-day life.

We strategize about how to attract and retain vibrant, motivated talent that want to spend their entire careers in the construction industry with COP. Personally, I feel one way to attract and retain great talent is to provide an environment for people to work in that is even keeled. Who wants to work in an environment that is full of ups and downs and is in a constant state of controversy or change? As the leader of COP, I feel that one of my main jobs is to provide an environment that is steady, stable, and provides growth opportunities for our people. When you look at a river, the vegetation in the river does not grow in an area of rushing turbulent water, it grows in the areas of the river that are calm, slow and deep and that is also where some of the biggest fish live and grow. We need to create places that are calm, slow, deep and full of nutrients, where real growth can happen in both our personal and professional environments.

Being even keeled and levelheaded in the face of adversity is not someone who lacks passion, drive or care. You can be calm and still carry the qualities of a successful person, like drive, work ethic, tenacity, no quit, mental fortitude/toughness, and resolve. Keeping your head on straight and not letting emotions get the best of you; looking for solutions in every problem; and having good communication are qualities of a great leader. Staying even keeled and keeping your emotions in check is the only way to solve the issues we face every day in our company and industry if we also want to build and maintain great relationships.



When a vessel is floating on even keel, there is no difference between the front and the back of the boat.

Glen Perry
President & CEO

CURRENT PROJECTS

<p>3RD EAST PHASE II - MARCUS TO ARTESIAN BASIN Salt Lake City Corporation Murray, Utah</p>	<p>JOLIET WASTEWATER SYSTEM IMPROVEMENTS Town of Joliet Joliet, Montana</p>	<p>STANFORD WATER SYSTEM IMPROVEMENTS Town of Stanford Stanford, Montana</p>
<p>6000 WEST PRA TURNOUT PROJECT Highland City Highland, Utah</p>	<p>LINDON 400 NORTH PRA TURNOUT PROJECT Lindon City Lindon, Utah</p>	<p>SOUTH WEBER WELL # 2 Weber Basin Water Conservancy District Layton, Utah</p>
<p>AQUIFER STORAGE & RECOVERY PILOT PROJECT Metropolitan Water District of Salt Lake & Sandy Cottonwood Heights, Utah</p>	<p>MUSSELSHELL COUNTY FAIRGROUNDS WATER IMPROVEMENTS Musselshell County Roundup, Montana</p>	<p>TSSD GENERATOR SWITCH GEAR Timpanogos Special Service District American Fork, Utah</p>
<p>BNR WASTEWATER TREATMENT PLANT Mountain Green Sewer Improvement District Morgan, Utah</p>	<p>MUSSELSHELL JUDITH RURAL WATER SYSTEM PHASE 2B & 2C Central Montana Regional Water Authority Judith Gap, Montana</p>	<p>VOELKER PUMP STATION City of Billings Billings, Montana</p>
<p>BROADVIEW WATER SYSTEM Town of Broadview Broadview, Montana</p>	<p>PAR MONTANA Par Pacific Billings, Montana</p>	<p>WEBER BASIN SOUTH PUMP STATION Weber Basin Water Conservancy District Ogden, Utah</p>
<p>COTTONWOODS CONNECTION Metropolitan Water District of a Salt Lake & Sandy Cottonwood Heights, Utah</p>	<p>PHILLIPS 66 PROJECTS Phillips 66 Billings, Montana</p>	<p>WHEATLAND COUNTY BRIDGE Montana Department of Transportation Wheatland & Meagher County Line, Montana</p>
<p>CHS CAPITAL IMPROVEMENTS CHS Refinery Laurel, Montana</p>	<p>POINT OF THE MOUNTAIN WELL PUMP HOUSE Lehi City Draper, Utah</p>	<p>WHEATLAND WATER & SEWER Wheatland Memorial Healthcare Wheatland, Montana</p>
<p>DEADMAN ROAD OVER N. SUNDAY CR. Custer County Miles City, Montana</p>	<p>RIMROCK & 62ND STREET ROUNDABOUT Montana Department of Transportation Billings, Montana</p>	<p>W.O. 20-46 LANDFILL COMPOST FACILITY City of Billings Billings, Montana</p>
<p>FROMBERG WATER & SEWER Town of Fromberg Fromberg, Montana</p>	<p>STANFORD HOUSING PROJECT Town of Stanford Stanford, Montana</p>	<p>W.O. 24-01 BILLINGS SEWER REHAB City of Billings Billings, Montana</p>
<p>I-15 CROSSING WL UPGRADE Sandy Public Utilities Sandy, Utah</p>		

REUSE PROJECT LOWER PUMP STATION (CONTINUED)

building a CMU pump station with an underground tank. A new asphalt road will be built between the sewer plant and the pump station. This installation of reusing the effluent as irrigation water is the first in the state of Utah. The Reuse Project Lower Pump Station is in an area that is growing and COP will hopefully be part of the future development of the area. The project was designed by Gardner Engineering. It began in May 2024 and the anticipated completion is December 2024. Kyle MacArthur is the Project Manager, Sterling Barlow is the Project Engineer, and John King is the Superintendent for COP Construction. The contract amount was \$1,951,359. Subcontractors and suppliers for the project are Wood Electric, Nickerson Pump Company, Ferguson Waterworks, Axiom Constructors, LeGrand Johnson, Redmond Minerals, Raymond Keller, Salmon HVAC, Trademark Masonry, Brush Brothers, and USI Superior.



Kyle MacArthur, Project Manager, Sterling Barlow, Project Engineer, John King, Superintendent on project walk thru.



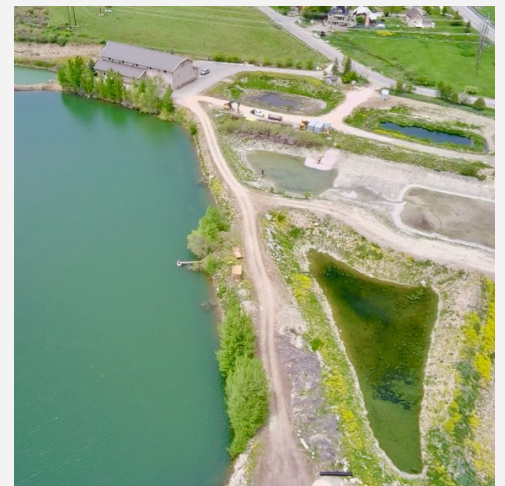
Initial earthwork for sewer lines and access road.



Installation of Reuse Project pipelines



Grading and placement of Bentonite Pond Liner



Aerial view of project.

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



Nick Knickerbocker, Superintendent presenting Taylor Jones, Foreman his employee recognition certificate.

"While looking to tackle a job that required us to demo pipe Taylor noticed the paint on the pipe and brought up the point that the paint may contain lead. This was something the Project Manager and I overlooked. We stopped with the plan to demo and had inspectors come out to test the paint. It was clear of lead but it was a great way to approach the task with the safety first on his mind", said Nick Knickerbocker, Superintendent.



Eric Smith, Vice-President, Construction presenting Jerrod Winderl, Project Manager his employee recognition.

"Jerrod shows that he is committed to the overall goal as a company. He is more than willing to communicate with others within the company as well as share crew members/equipment/and knowledge with others when needed. Jerrod's hard work/teamwork is a huge asset to COP", said Bryce Lyman, Project Manager.

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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 this 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 a published picture and description in the COP Chronicle, recognizing winners publicly in a toolbox safety meeting, etc., and COP apparel (valued at approximately \$95).

Complete this section to nominate an employee

Date: _____

Your Name: _____

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.

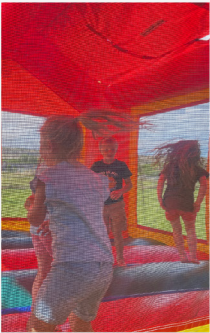
Signature/Date: _____ Supervisor Signature/Date: _____ Sr. Manager Signature/Date: _____

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.

FACES OF COP - SUMMER EVENTS

COP Construction held multiple team building events this summer. Here are some snapshots of the fun!



COP Family Fun Day at Rose Park, Billings, MT



COP hosted Mustangs baseball night!



OSHA Trench Standown BBQ

FACES OF COP - SUMMER EVENTS

The Utah Team is showing TEAMWORK with these crew BBQ's.



Cottonwoods Connection Project BBQ



Reuse Project Lower Pump Station BBQ



Salsa competition potluck in Utah.



YEARS OF SERVICE - HARD HAT STICKERS



Skyler Ausen, Equipment Operator is receiving his 1 year sticker from Nick Knickerbocker, Superintendent



Justin Broshear, Vice President, Pre-Construction is presenting Tami Watts, Office Manager her 1 year sticker



Travis Davis, Mechanic is receiving his 3 year sticker from Josh Pearson, Equipment Maintenance Supervisor



Tonya Appelt, CFO is presenting Jason Rost, IT Administrator his 5 year sticker



Jeff Jordan, Corporate Safety Manager is presenting Sonja Oe, Safety Coordinator her 5 year sticker



Brandon Karnath, Estimator is receiving his 6 year sticker from Justin Broshear, Vice President, Pre-Construction



Jared Nessler, Vice-President, Operations is presenting Jesus Serrato, Foreman with his 6 year sticker



Randy Schlueter, Foreman receiving his 10 year sticker



Todd Ames, receiving his 10 year sticker

YEARS OF SERVICE - HARD HAT STICKERS



Josh Pearson, Equipment Maintenance Supervisor is presenting Shane Stricker, Hydrovac Operator his 10 year sticker



Tonya Appelt, CFO presenting Tanya Brown, Senior AP with her 25 year sticker

SECOND AND THIRD QUARTER ANNIVERSARIES

April: Nick Brown - 13 years, Jason Fenhaus - 8 years, Anthony Gallegos - 6 years, James Hammer - 6 years, Colton Jansma - 8 years, Brandon Karnath - 6 years, Paxton Lambrecht - 6 years, John Matz - 12 years, Sonja Oe - 5 years, Glen Perry - 7 years, Justin Scown - 7 years, Eric Smith - 10 years, Nick Spiess - 2 years, Haley Verhasselt - 6 years, Britain Walker - 1 year, Jerrod Winderl - 9 years; **May:** Holly Amundsen - 1 year, Doug Beckett - 10 years, Nikki Bell - 6 years, Justin Broshear - 5 years, Levi Conrad - 8 years, John Dudley - 10 years, Ty Hickey - 1 year, Taylor Jones - 3 years, Matt Knickerbocker - 17 years, Andrew Kohn - 9 years, Mike McPherson, - 13 years, Jason Rost - 5 years, Randy Schlueter - 10 years, Kyle Upton - 6 years; **June:** Damon Adams - 2 years, Olivia Adolph - 7 years, Larin Backbone - 1 year, Spencer Blaylock - 1 year, Tanya Brown - 25 years, Travis Davis - 3 years, Paul Halton - 6 years, Alan Holmes - 3 years, Michael Johnerson - 1 years, Jeff Jordan - 8 years, Tod Mallory - 4 years, Kien Marvin - 2 years, Lee McCaffrey - 1 year, Bruce Nealy - 9 years, Blake Olliges - 11 years, Nichole Pulse - 1 year, Cooper Rude - 1 year, Shane Stricker - 10 years, Hunter Thompson - 1 year, Austin Warnes - 1 year, Chris Wientjes - 7 years; **July:** Todd Ames - 10 years, Skyler Ash - 3 years, Skyler Ausen - 2 years, Chris Axelsen - 3 years, Al Beltran - 3 years, John Beltran - 3 years, Bradley Craig - 5 years, Trish Hays - 3 years, Beth Kincheloe - 3 years, Evan Knutson - 3 years, Jeffrey Lanz - 3 years, Ryan Nutt - 9 years, Jim Phelps - 5 years, Rodnie Schillreff - 3 years, Jesus Serrato - 6 years, David Spencer - 3 years, Harold Stewart - 22 years, Matt Stricker - 3 years, Richie Vallejos - 3 years, Tami Watts - 1 year, Shane Weeres 3 years, Bill Zupanik - 19 years; **August:** Tim Ard - 1 year, Gina Ballard - 6 years, Gary Harlow - 1 year, Austin Hoagland - 1 year, Chris Johnson - 3 years, August Just - 6 years, Karl Kaplan - 1 year, Nick Knickerbocker - 13 years, DJ Lindenthal - 4 years, Eddie Linscomb - 5 years, Josh Pearson - 19 years, Alfredo Ramirez - 1 year, Isaac Rintoul - 1 year, Tyler Tillett - 3 years, Matt Wells - 6 years.

SAFETY MESSAGE



Jeff Jordan

Corporate Safety Manager

SAFETY - BECAUSE WE CARE

During this time of year we are heavy into the construction season and it seems that anywhere we travel is a construction zone. According to the Federal Motor Carrier Safety Administration, there are on average 700 fatalities that occur in work zones each year. Vehicles need to be careful when traveling through work zones for both the driver's safety and the construction workers' safety.

Stay safe while traveling through work zones with these tips:

Research your route

Before setting out on the road, research your route. When possible, avoid work zones and use any detours that are available.

Pay Attention

You should always keep your eyes on the road, but this is exceptionally important in work zones. Be aware of all signage throughout work zones that can indicate reduced speeds, lane changes and other important information. Avoid distractions such as your cellphone, eating, drinking, the radio, GPS and conversing with other passengers.

Slow Down

Lane closures, traffic pattern shifts, and reduced speeds are common in work zones. Make sure to slow down when entering a work zone and keep an eye out for road workers.

Move Into the Open Lane

When approaching lane closures, move into the open lane as soon as possible. Be sure to pay close attention to vehicles around you that could be in your blind spot.

Keep Your Distance

Rear-end crashes are extremely common in work zones – maintain extra space between your vehicle and the one in front of you at all times.

SAFETY MESSAGE

Be Patient and Stay Calm.

Work zones aren't there to personally inconvenience you. Remember, the work zone crew members are working to make improvements and make your future driving experience a better one.



PLAN AHEAD

RESEARCH YOUR ROUTE TO PREPARE FOR WORK ZONES
USE MARKED DETOURS WHEN POSSIBLE

OUR ROADS SAFETY
Partnership for Transportation Excellence
www.SkaneateleRoadSafety.gov

WORK ZONE SAFETY TIP



STAY FOCUSED

WHEN TRAVELING THROUGH WORK ZONES, AVOID ALL DISTRACTIONS

OUR ROADS SAFETY
Partnership for Transportation Excellence
www.SkaneateleRoadSafety.gov

WORK ZONE SAFETY TIP



PROTECT WORKERS

GIVE WORKERS EXTRA ROOM
SLOW DOWN AS YOU APPROACH WORKERS
BE PREPARED TO STOP

OUR ROADS SAFETY
Partnership for Transportation Excellence
www.SkaneateleRoadSafety.gov

WORK ZONE SAFETY TIP



MOVE EARLY INTO OPEN LANES
DURING **WORK ZONE TRAFFIC SHIFTS**

OUR ROADS SAFETY
Partnership for Transportation Excellence
www.SkaneateleRoadSafety.gov

WORK ZONE SAFETY TIP



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



HEAVY EQUIPMENT OPERATORS

- MONTANA & UTAH

LABORERS - MONTANA & UTAH

WASTEWATER/MECHANICAL

FOREMAN - UTAH

WASTEWATER/MECHANICAL

SUPERINTENDENT - UTAH

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