

COP CHRONICLE

COP Construction LLC & Subsidiary

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Haley Verhasselt
Design Editor

FEATURED PROJECT

SPRING 2020

Laurel Water Treatment Plant Phase III



Aerial view of the Laurel water treatment plant.

Laurel, Montana - The Laurel Water Treatment Plant Phase III project was located in Laurel, Montana. The owner was the City of Laurel. The project was valued at \$7,800,000. Jason Fenhaus was the Project Manager and Matt Wells was the Superintendent on the project. The project began October 2018, with a completion date of May 2019. The project was designed to demo the existing covered sediment basins and construct a new building with advanced water treatment to better meet the City's water demand. All the work had to be performed while maintaining water to the City's filters so the plant could still supply water to The City of Laurel and the CHS Refinery. The challenge on this project was figuring out pour sequences to maximize pour days. We knew cold weather was likely going to be a challenge on the tail end of the project so we knew we needed to maximize every available day to pour. We were able to work with the design engineer and increase

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www.copconstruction.com

FROM THE DESK OF THE PRESIDENT



The past two months have been challenging and stressful for all of us. As you have heard on the national news, the Coronavirus pandemic has been compared to “going to war”...this generation’s Pearl Harbor. Like all the past horrific events our Nation has had to face over the years, we will survive and be stronger for it. To this point, I would like to share with you a true story which is an example of how members of the “Greatest Generation” survived and prevailed during the difficult times of the Second World War.

In December 1942, World War II was well under way. My father, a 30-year-old Tech Sergeant in the Army Air Corps, was stationed at Columbia Air Base in South Carolina. He was a crew chief providing service, maintenance and repairs on a B-25 bomber unit. His plane was named “Snot Nose”.

The word around the base was that they were going to be deployed overseas shortly. My parents were not married at that time and my mother was living in Syracuse, New York. My father contacted my mother and asked her to come to Charleston, South Carolina, as soon as possible so they could be married prior to his deployment. My mother and her mother immediately jumped on a train and headed for Charleston; however, just prior to their arrival, the army put a lockdown on the base and cancelled all leaves. My mother and her mother arrived in Charleston and rented a room in a local boarding house. On the morning of Thursday, December 10, 1942, my father left the base against orders, basically going AWOL (Absent Without Leave) to meet up with my mother and her mother. They went to St. Philip’s Episcopal Church in Charleston, where they were married, with my grandmother as their witness. That evening, my father and mother spent the night together in the boarding house, with my grandmother sleeping on the floor out in the hall. The next day, my father returned to base and turned himself into the authorities while my mother and grandmother boarded a train back to Syracuse. They “busted” my father down to Corporal for a few days, but returned him to the rank of Tech Sergeant along with reassigning him to his previous duties.

After a series of “we are shipping out...no we are not”, my father and his unit were finally deployed in early January of 1943 from Columbia Air Base. The unit was loaded on trains that took them to San Francisco, where they boarded a transport ship on February 14, 1943. They arrived in Egypt 42 days later to start the mission of chasing Rommel out of Northern Africa and fighting their way up through Italy. On March 22, 1944, the unit was



Edward F. Bedell and his plane “Snot Nose”

based near the Pompeii Airdrome, just a few miles from the foot of Mt. Vesuvius; when the volcano started to erupt, spewing ash and lava stones, the unit had to be evacuated. In the end, 88 planes were a total loss due to damage from the eruption. On May 13, 1944, while the unit was stationed at Alesan Airfield, Corsica, an island in the Mediterranean Sea, the German air force attacked the airfield, causing extensive damage and the loss of many lives. During the air raid, my dad was wounded by shrapnel and later received the Purple Heart.

The war in Europe ended on May 8, 1945. The unit boarded a transport ship in Naples, Italy on July 27, 1945, and arrived in Virginia on August 7, 1945. All the members of the unit were assigned temporary duty at home, so my father returned to Syracuse approximately two years and eight months after last seeing my mother. In September, my dad returned to Columbia Air Base where he was Honorably Discharged from the service on September 29, 1945, ready to enjoy the fruits of life that he and his fellow service men/women had earned. I can only imagine how stressful and difficult that two years and eight months was on my parents, but they survived and were married for over 56 years until my father passed away on January 31, 1999. Like my parents, we will also get through this difficult time. Keep in mind, the forecast for this current crisis is a few months of restrictions, not the years of sacrifice World War II inflicted on the “Greatest Generation”.

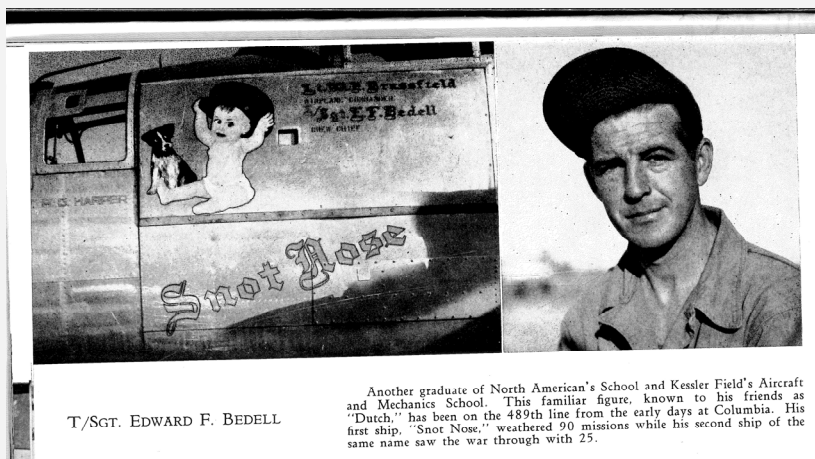
As the Chronicle goes to print, I am proud to state that COP has cautiously and safely worked through March and April with no known cases of the virus hitting any of our employees. This was the result of our dedicated employees taking ownership of their actions, practicing social distancing measures, adopting safe hygiene practices such as washing hands, wiping down areas with sanitary wipes and coughing/sneezing into their sleeves. All you need to do is listen to the evening news to know we at COP are extremely fortunate to be able to continue to work during this difficult time when many industries are shut down!!

Hopefully, my story about my dad and mom may have also brought back similar memories for many of you about what your family members had to sacrifice and endure in World War II as part of the “Greatest Generation”. Like so many of them did years ago, we will get through this latest crisis...and we will do it together!

I want to personally thank everyone on our team for your dedication and hard work as we head into the stabilization phase of this pandemic. Your efforts are making a significant and positive difference.



Ed Bedell
President & CEO



T/Sgt. EDWARD F. BEDELL

Another graduate of North American's School and Kessler Field's Aircraft and Mechanics School. This familiar figure, known to his friends as "Dutch," has been on the 489th line from the early days at Columbia. His first ship, "Snot Nose," weathered 90 missions while his second ship of the same name saw the war through with 25.



Above: My father and his plane "Snot Nose"; Right: My father is on the left posing with a captured German fighter plane.

Laurel Water Treatment Plant Phase III Project Continued...

some of the pour sizes which reduced the number of concrete placement days and helped the project schedule. Due to the tight schedule of this project, large concrete pours had to take place during a historically cold February. To keep the project progressing large tenting structures had to be constructed to cover each pour. Once the concrete was in place, COP Construction utilized ground heaters carefully draped across the forms to provide the needed heat to allow the concrete to cure properly.

Teamwork was a critical role in construction of this project. COP Construction had several different trades working on the project at the same time. Coordination between the trades and subcontractors was vital in maintaining progress due to the limited working area. Teamwork between the City, Engineer, and COP Construction was also vital in this project. We had to work together as a group to develop plans and strategize how to effectively complete this project while the winter conditions slowed progress down.

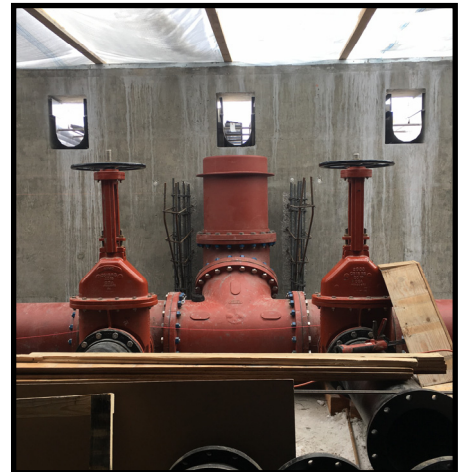
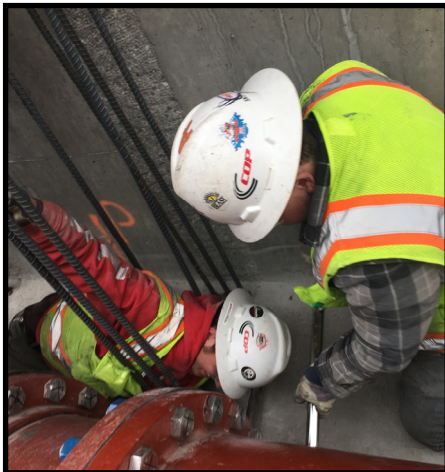
Due to the decreased production, the project was still under construction when the Yellowstone River's turbidity increased with the spring runoff. As a result, we all worked together to design and set up a temporary treatment plan that would still allow the plant to run without continually plugging the existing filters. Since we hadn't tied the new sediment basins into the water plant's system yet, we had to pump water from the existing sediment basins into the uncompleted building. Then the settled water had to be pumped back into the existing system to the filter building. It took careful coordination with the City of Laurel's plant operator to "time" the influent pump and effluent pump with the City's output to their water system. If these pumps were not pumping the exact same amount of water, the new sediment basin would either run dry or overflow.

Subcontractor's on the project were Ace Electric, Inc.; Fisher Sand & Gravel Co.; Frontier Fence Co.; Great Plains Structures, LLC; Grizzly Steel, Inc.; JCT Construction; KLJ; McGurran Precision Painting, Inc.; Millennium Construction & Consulting; Pacific Steel; Peck Transport & Excavation; Rimrock Engineering, Inc.; Wharton Asphalt; and Yellowstone Basin Construction.





The Laurel Water Treatment Plant in different phases of construction.



FACES OF COP

Meet our Montana Superintendents....

Jon Berens

Jon grew up in Shepherd, Montana. Jon and his wife, Pamela, moved to Boise, Idaho and lived there for several years while she went to nursing school. They then moved back to Shepherd, where they built their home and started their family. They have two boys, Cole (9) and Cash (5) and an Australian shepherd named Dabbs. They enjoy camping, riding four wheelers, and fishing.

Date of Hire: March 30, 2010

Other Positions with COP: Equipment Operator, Foreman

Favorite Food: Anything barbeque



Neil Buckingham

Neil grew up in Terry, Montana. He graduated from Terry High school in 1988. His family includes his wife, Nicole, kids Tyler and Taylor, and bulldog Ruffles who is 11. Nicole works at Stewart Title; Tyler is a Sophomore at MSU Bozeman and Taylor is a Sophomore at Billings West High School where she plays soccer and basketball. Neil enjoys going to Denver Bronco games and hunting. He is a sports fanatic. His teams are the Denver Broncos, LA Dodgers, and Golden State Warriors.

Date of Hire: March 3, 1993

Other Positions with COP: Pipelayer-Foreman

Favorite Food: Steak



Don Eustice

Don was born and raised in Butte, Montana. He has been married twice, his first wife passed away from a brain tumor; and he met his second wife in 2011 and they married in 2014. He has one stepdaughter from his first marriage, three grandchildren, and one great-grand daughter. He has two step children from his second marriage and three grandchildren. Don and his wife purchased their first home in Roundup two years ago. In his free time, he enjoys hunting, fishing, camping, and all things outdoors.

Date of Hire: October 10, 2019

Other Positions with COP: No other positions

Favorite Food: Lasagna



Casey Kemp

Casey was born and raised in Billings, Montana. He graduated from West High in 2006 and began working for COP that summer. He has an awesome wife, Brittany, and two beautiful daughters, ages 13 and 2. They have no pets, but their 2 year-old keeps them busy enough. The Kemps spend spring and summer on the rivers and in the Beartooths, and fall and winter watching football. Casey's favorite pastime is rafting and backpacking.

Date of Hire: September 18, 2006

Other Positions with COP: Laborer, Carpenter, and Foreman

Favorite Food: Fajitas



John Matz

John was born in Livingston, Montana and grew up in Billings. He graduated from Billings Central. John has been married to Lisa for 36 years. They have four grown children, Lloyd, Mike, Brittney, and Sam with four grand sons, one granddaughter and another granddaughter arriving in May. His favorite pastimes are fly fishing, camping, spending time with his grandkids and picking on Jon Berens.

Date of Hire: May 1, 2012

Other Positions with COP: Operator, General Foreman

Favorite Food: A nice rare steak or whatever Jon Berens brought for lunch



Mike McPherson

Mike was born in Wyoming and went to school in Billings. He has two sons, Declan (22) and Harlan (7). He enjoys fishing, grilling, camping, and boating.

Date of Hire: May 12, 2011

Other Positions with COP: Yard Help, Mechanic, Operator, Foreman, Project Engineer

Favorite Food: Boudin



Shane Sheridan



Shane was born and raised in Billings, Montana. He attended school at Skyview High School and college at Dawson Community College, where he played baseball. He has a beautiful wife, Sarah, and two great kids, Louie and Ruby. His dogs, Fancy and Banjo, are cow dogs who love to play. Shane enjoys fishing and bow hunting. Shane would like to note that he and Joe H are still the reigning champs in shuffle board!

Date of Hire: June 1, 2016

Other Positions with COP: Lead Hoe, Foreman

Favorite Food: Chicken fried steak

Cordell Stookey



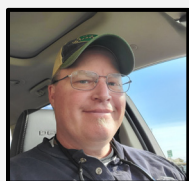
Cordell was born in Miles City, Montana and moved to Big Horn, Wyoming when he was 6, where he grew up on a ranch. He played football, basketball, ran track, and played golf during high school. In his free time he likes to golf, hunt, and fish. In November 2019, his son Ryett was born. It's been the best time watching him grow and taking care of him for the past months.

Date of Hire: October 16, 2015

Other Positions with COP: Pipelayer, Foreman

Favorite Food: Grilled cheese and tomato soup

Jory Wantulok



Jory grew up in Cheyenne, Wyoming. He moved to Sheridan, Wyoming to help with his family ranch, as well as work towards an Associates Degree in business and welding. Jory is married to Jodi. He has two sons, Jared and Zavier, ages 24 and 21. Jodi has two sons, Davis and Ledger, ages 11 and 7. He enjoys riding his motorcycle and hiking.

Date of Hire: September 17, 2019

Other Positions with COP: Pipefitter, Pipefitter Foreman

Favorite Food: Green Chile

Matt Wells



Matt was born and raised with his five brothers in Riverton, Wyoming. Hunting, fishing, camping, hiking, motorcycle riding, etc. were near constant activities. This translates well to residing in Montana. Matt met his bride in Arizona and they married in 1991. They were blessed with their two babies in 1994 and 2003. Matt has traveled extensively around the nation and globe growing his skills, but is so pleased to have settled in Billings as a COP Superintendent. He has enjoyed meeting the demands of his job while learning fresh names/faces, buying a new home, transferring his family from Helena, joining a Billings church home, hitting nearby roads on his Harley and basically indulging in all this great state has to offer. His favorite past time is driving his family whackadoodle.

Date of Hire: August 6, 2018

Other Positions with COP: No other positions

Favorite Food: Anything meat and spicy

Jerrod Winderl



Jerrod grew up on a ranch in western Montana and in the mountains where his dad was a logger and worked for MTDOT. He likes being outside and working with his hands, which has led him down many roads and different hobbies. Jerrod enjoys hanging with his brother, shooting, reloading, fishing, woodworking, working on cars, backpacking, brewery road trips, mountain biking and bird hunting with his German Shorthair, Zeke. His favorite pastime is competing in long-range shooting matches.

Date of Hire: April 20, 2015

Other Positions with COP: Foreman

Favorite Food: Steak

FUTURE OF COP - CORRECTION



Britain Walker, was listed as a Laborer in last Chronicle's Future of COP section. Britain is a Carpenter in the COP family and the dad of this sweet boy, Campbell.



Brad Cutler, Utah Area Safety Manager

SAFETY MESSAGE

COP...The Best in a Bad Situation

Together we have established 6-foot social distances. Together we have learned to do our jobs from a distance, while still completing our work. Together we have learned to wash our hands. Together we have learned to be responsible in our personal lives so that we do not bring the virus to work, and vice versa.

Now we enter a new phase of this very unusual situation as the country goes back to work. We still do the same things, we maintain our social distance, we wash our hands, and we are smart about how we spend our time and who we spend our time with. As of the time of the writing of this article, COP has no verified cases of the virus. That has been our greatest defense. Being smart with our time away from work and at work.

I believe all that is left is to continue the course. To do the responsible thing for yourself, for your family, and for those that work around you. I believe as a COP family, we have done very well through this situation, providing all that we can to help each other and our families. We have done this by continuing to work, earning a paycheck, and protecting one another as best we can.

It is very gratifying to me to be a part of a group of people united in a cause as important to this one. Thank you for your efforts individually and as groups in creating the opportunity for me to work and protect the ones I love.

YEARS OF SERVICE



Sam Bower, Assistant Project Manager, receiving his 2 year sticker from Joe Allen, Construction Manager - MT



Bryce Lyman, Project Engineer, receiving his 1 year sticker from Joe Allen, Construction Manager - MT



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*

Chad Weyland



Chad Weyland - General Foreman

Chad's Superintendent said, "I would like to recognize Chad for his excellence and dedication in working with and managing our subcontractors while I was gone to the ConExpo. I received excellent feedback that he was helpful and professional while directing the subcontractors."

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Landon Hebertson



Landon Hebertson - General Foreman

"After crews worked all night, Landon came off his job to come and relieve the guys who had been working all night. Landon also stayed for the remainder of the week to ensure that the work was completed and that the owner was happy. Even after being pulled off a job last minute, Landon was able to have a positive attitude and treat the work as his own," said Landon's coworker.

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Chris Molina



Chris Molina - Laborer

Chris's coworker said, "After crews had worked all night at Compass Minerals, Chris was pulled last minute off his job to relieve the guys who had worked all night. Chris showed up and engaged in the work even though he had not been on the project. He was able to maintain a positive attitude, even though he may not have wanted to switch projects."

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Clancy Riding



Clancy Riding - Laborer

According to a coworker, "During our Compass Mineral shutdown, Clancy worked all night using equipment that kept having problems. Instead of giving up, he continued to fix the problems and stayed as long as it took to finish the welds and even stuck around to make sure none of them leaked when the water was turned on."

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COP'S COVID-19 RESPONSE

We are all in this together. Our commitment to the safety of our people and the communicates where we live and work continues to be a priority as we navigate the ever-changing COVID-19 pandemic. Below are a few of the things we are doing to keep our people safe and informed during these unprecedented times:

- Website tab dedicated to COVID-19 as a resource for our employees, their families, and our clients. <https://www.copconstruction.com/safety/covid-19-response/>
- Cancelled all non-essential company travel indefinitely and encouraged employees to strongly consider delaying or cancelling any non-critical personal travel plans
- Created an internal COVID-19 Response Team
- Developed and implemented an Infectious Disease Policy
- Developed and implemented a system for reporting and tracking potential exposure cases
- Proactively sourcing PPE such as disinfectant, masks (on order), wipes, wash stations, etc. to make sure that our projects and employees are never without the products they need to work safe, including extra sanitizing efforts.
- Constantly reminding our people to not let the distractions of COVID-19 or even the additional safety requirements of COVID-19 to take our attention from the normal everyday risks that we normally have on all of our projects
- Senior management constantly staying educated up to date on the ever changing COVID-19 environment so as to make sure we are doing everything we can to stay relevant, safe and successful through these times.
- Encourage employees who are able to to work for home, especially when dealing with school and daycare closures. Staggered schedules have also been implemented to reduce the amount of staff in the office.
- Use of Daily Wellness Check-in Logs on all jobsites as part of our morning JSA meetings.
- Continuous communication with staff on staying healthy and preventing the spread of COVID-19
- Covering COVID-19 safety topics with employees at daily JSA/ safety meetings and require meetings to take place outdoors, not in confined job trailers
- Encourage staff to follow all CDC guidelines for personal hygiene, social gatherings, self-imposed 14-day isolation if exposed to COVID-19 and after out of state travel,
- Encourage staff to do all meetings my virtual meeting software and if in-person meetings were required, to practice safe distancing in an ample sized room.
- Keeping one operator per piece of equipment in the field and thoroughly wiping down equipment and shared tools.
- Requiring social distancing in the office and on the job sites.
- Taking extra precautions for employees who are at greater risk
- Families First Coronavirus Response Act (FFCRA or Act)
- Make every effort we can to stay positive and resilient and understand that we will be stronger as a company and a nation as we work together to move through these times.

memo

To: All Employees
From: Glen Perry, COO
Date: April 3, 2020
Re: COP Construction Core Values and COVID-19

During this time of uncertainty and the challenges that we are all dealing with daily, it is even more important for us all to lean on our CORE VALUES based culture at COP Construction. Every one of you could probably add to the list under each CORE VALUE and I can't thank you all enough for all you are doing during these difficult times. Our toughness as individuals, as a country, and as a company are being tested and I am very proud of how we are responding to this challenge to date, at all levels. I saw a billboard in Utah that really said it all for me...To Beat COVID-19...Adapt / Innovate / Overcome!

SAFETY: LIVING IT BECAUSE FAMILIES COME FIRST

- Protect our people by following all COP Construction, CDC and government guidelines to the best of our abilities as a company and as individuals.
- In addition to COVID-19 safety guidelines, stay alert and safe on our projects with our normal safety risks.

EXCELLENCE: DOING IT RIGHT AND DOING OUR BEST EVERY DAY

- Commit to excellence even in the face of adversity.
- Continue to build quality work and maintain a viable company.
- Document, Document, Document, this need never changes in any situation.

INTEGRITY: DOING THE RIGHT THING

- Be honest when you are feeling ill or experiencing any COVID-19 symptoms.
- Be honest if you have been in contact with others who may be experiencing symptoms.
- Have personal accountability and take ownership in protecting yourself and others.
- Be fair in all our dealings regarding COVID-19 impacts on our projects and company.

TEAMWORK: DOING OUR JOBS WITH EMPOWERMENT, TRUST, RESPECT AND UNSELFISHNESS

- Trust each other...work together and look out for each other, COP's people are our greatest asset.
- Communicate clearly & often
- Say something if someone is not doing their part to maintain a safe work environment.

POSITIVE ATTITUDE: CAN DO, WILL DO AND HAVE FUN

- Take one day at a time. Be as upbeat everyday as we can be and then do it again the next day.
- See the bigger picture of what qualities and best practices this experience is working into our company, our people and our country.

DEDICATION: COMMITMENT AND LOYALTY TO OUR PEOPLE, COMPANY, CUSTOMERS AND PARTNERS

- Doing what we can to help each other, our families, our customers, our communities and our country.
- Never give up!

CURRENT PROJECTS

3 WATER IMPROVEMENT PROJECT

Central Valley Water Reclamation Facility
South Salt Lake, Utah

500 SOUTH PUMP STATION

Salt Lake City Department of Public Utilities
Salt Lake City, Utah

BAXTER LANE EXTENSION

Four Corners Water & Sewer District
Bozeman, Montana

BIO NUTRIENT REMOVAL PRIMARY EFFLUENT CHANNEL INTERCONNECTION

Central Valley Water Reclamation Facility
Salt Lake City, Utah

BOZEMAN SOURDOUGH WATER MAIN

City of Bozeman
Bozeman, Montana

BROADUS LIFT STATION & LAGOON

Town of Broadus
Broadus, Montana

CHS PROJECTS

CHS, Inc.
Laurel, Montana

CVWRF 3 WATER IMPROVEMENTS

Central Valley Water Reclamation Facility
Salt Lake City, Utah

EXXONMOBIL PROJECTS

ExxonMobil
Billings, Montana

FIRE WATER LINE PROJECT

Big West Oil
North Salt Lake, Utah

LEHI SANDPIT TRANS. LINE DESIGN

Lehi City
Lehi, Utah

LOGAN BORE

Logan, Utah

MDU PROJECTS

Montana Dakota Utilities
Billings, Montana

MRL RAIL YARD

Montana Rail Link
Laurel, Montana

MT-21 BRIDGES (SIMMS AUGUSTA)

LHC, Inc.
Simms/Augusta, Montana

MURRAY WATER MAIN

Murray City Corp.
Murray, Utah

PERITSA CR - 6M W OF HARDIN

Montana Department of Transportation
Hardin, Montana

PHILLIPS 66 PROJECTS

Phillips 66
Billings, Montana

SILVER CREEK PHASE II

Granite InLiner
Park City, Utah

SILVER SPUR - RIVER HEIGHTS BORE

Silver Spur Construction
Utah

SSL FORCE MAIN

Central Valley Water Reclamation Facility
South Salt Lake, Utah

ST. LABRE SS MAIN & LIFT STATION

St. Labre Indian School
Ashland, Montana

STAPLES WATERLINE

City of Billings
Billings, Montana

SSL FORCE MAIN

Central Valley Water Reclamation Facility
South Salt Lake, Utah

US-191 SLIDE NORTH OF DY JUNCTION

Riverside Contracting
Hardin, Montana

VOELKER PUMP STATION

Ace Electric
Billings, Montana

W.O. 19-01 1ST AVENUE NORTH WATER

City of Billings
Billings, Montana

W.O. 19-47 CENTENNIAL PARK IRRIGATION

City of Billings
Billings, Montana

YELLOWSTONE RIVER CAMPGROUND

Yellowstone River Campground
Billings, Montana

ANNIVERSARIES

1st Quarter Anniversaries

January: John King – 10 years, Bryce Lyman – 1 year, Sam Bower – 2 years, Andrew Partin – 4 years, Richard Morrison – 25 years, Paul Seegmiller – 10 years, Nick Knickerbocker – 4 years, Dave Jarman – 11 years, Jeff LaBard – 12 years, Christen Hankammer – 1 year; **February:** Vaughn West – 4 years, Chad Hull – 4 years, Johnny Biesheuvell – 18 years; **March:** Neil Buckingham – 27 years, Ron Beeman – 8 years, Casey Wollmann – 1 year, Matt Fend – 4 years, Jan Bramble – 15 years, Tracy Kaercher – 29 years, Dave Loyning – 24 years, Brady Frank – 2 years, Brett Breitenbach – 2 years, Jon Berens – 10 years



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

MONTANA AND UTAH

PIPE LAYER

EQUIPMENT OPERATOR

CIVIL CARPENTER

GENERAL LABORER

TRUCK DRIVER

ESTIMATOR - UTAH

To view job descriptions and apply for our current openings, visit our Career Center at

www.copconstruction.com