



P.O. Box 20913 Billings, MT 59104

COP CHRONICLE

COP Construction LLC & Subsidiary

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, UTAH, & WYOMING

Pipe Layers

Equipment Operators

Civil Carpenters

General Laborers

Truck Drivers

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

www.copconstruction.com

COP CONSTRUCTION LLC

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Ed Bedell
President & CEO

Glen Perry
Chief Operating Officer

Rick Morrison
Chief Financial Officer

Sam Aiton
Area Manager- Montana

Jasen Bennie
Area Manager- Utah

Anthony Gentile
Industrial Manager- MT/WY

Taylor Bryson
Human Resources Manager

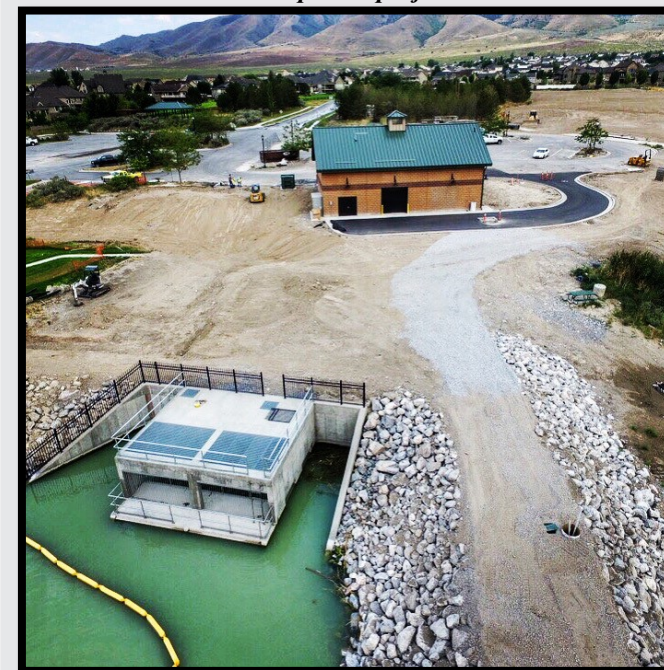
COP WYOMING LLC

P.O. Box 979
Sheridan, WY 82801
307-673-2570
307-333-0188 fax

Crystal Lamm
Design Editor

Marina Pump Station

Completed project.



Saratoga Springs, Utah-

The Saratoga Springs Marina Pump Station Project was bid by Bruce Despain and awarded to COP in the amount of \$5,318,491. Work began in December of 2016, and the project was led by Rod Braegger, Project Manager and Josh Cole, Superintendent.

This project consisted of installing 1200 Linear Feet (LF) of 30-inch ductile iron pipe and 100 LF of 42-inch HDPE,

dredging of the marina, as well as part of the lake and constructing settling ponds for the dredged material. The project also included 37-foot-deep excavation for a wet well and 25-foot-deep excavation of the 42 inch HDPE.

COP also constructed a new pump station consisting of four new 10 inch pumps with mechanical pipe, including two self-cleaning amiad filters. A new intake structure, with 30-inch SS wire screens and air burst systems, was also installed.

The challenge pertaining to this job was the design change to relocate and redesign the intake structure. This was done by moving it out of the lake and onto shore with the use of sheet pile. Other than that, the project ran smoothly from start to finish.

Saratoga Springs Marina Pump Station was completed about a year later in December of 2017 with no recordable incidents. Thank you to Rod Braegger, Josh Cole and to the whole crew for working safely!

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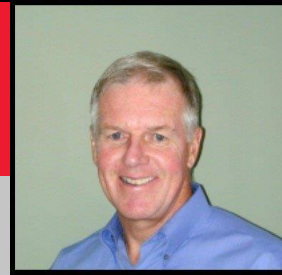
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2017 Year in Review

FROM THE DESK OF THE PRESIDENT



I thought that it would be appropriate at this time of the year to reflect back on our many successes in 2017.

Financial:

First, let's start with the financial results for the year. 2017 was a good year, financially, for COP. While it did not match the great results of 2016, the outcome will provide us with a strong, financial foundation as we enter 2018.

Succession Program:

As indicated in the previous edition of the COP Chronicle, the Company's Succession Program kicked off in earnest in April of 2017 with Glen Perry joining COP as the Company's Chief Operating Officer. Progress over the remaining eight months of 2017 has been better than we ever would have anticipated. Glen has transitioned into his role very successfully and has been a great addition to our already talented Sr. Management Group. In addition to Glen's arrival, we elevated two Construction Managers, Joe Allen and Jared Nessler, to our Sr. Management Strategic Planning Group. As we have done this year, we will continue to keep you abreast of our Succession Program progress in 2018.

Expansion of the COP Middle Management Group:

In 2017, we added fifteen talented middle management personnel to the COP Team from outside the Company, while only losing five to retirement or the acceptance of opportunities elsewhere. This resulted in a net increase of ten very qualified salaried employees. This strengthening of our middle management team will better allow COP to pursue the many opportunities that will be available to us in the coming year.

Development of Talent within COP:

I am pleased to announce that COP promoted six hourly craft employees to salaried middle management positions. COP worked with these employees while they were in the trades for the Company by strengthening their management and leadership abilities. In return, this allowed them to make the transition to COP middle management. Their hands-on field experience, coupled with the management and leadership training they have received, will make them a valuable addition to our team moving forward.

Expansion of COP Services:

During 2017, COP expanded its already abundant construction services, complementing our abilities to successfully tackle complex project opportunities throughout the Intermountain Region.

- 110 Ton State of the Art Hydraulic Lattice Boom Crane
In mid-2017, COP purchased a new SANY hydraulic lattice boom crane supplementing our already extensive equipment fleet. The addition of this state of the art crane to our fleet will allow us to self-perform crane work in the refineries and will allow COP to better perform COP's typical type of work and expand into new areas of construction as well.
- COP Hydrovac Services
Also in 2017, COP purchased a new SchellVac Hydro Excavation unit. The addition of this additional service will both aid our current operations and allow COP to provide outside services to new customers.
- COP Trenchless Services
At the end of 2017, COP put in place the necessary equipment and personnel to start a new Trenchless Services Division. The Trenchless division of COP will have the ability to perform Jack & Bore, Slip Lining, Pipe Bursting and Horizontal Directional Drilling work. These added abilities will open up new opportunities for the Company as well as compliment the many construction services we already offer.

As you can see from the above, 2017 was an exciting and progressive year for COP. Furthermore, I am very confident 2018 will be a positive extension of the great successes and accomplishments we were able to cultivate in 2017.

Ed Bedell
President & CEO

SARATOGA SPRINGS MARINA PUMP STATION *Continued*



Establishing the road down to the intake structure.



Complete intake structure, waiting to install misc. metals on the structure before pulling sheet pile.



Excavating out the wet well, Komatsu 490 up top and PC 35 in the bottom.

SAFETY MESSAGE



*Brad Cutler-
Safety Coordinator*

Ice, Snow, and Frost - - Slips, Trips, and Falls

It's winter time again - the temperatures have dropped and the snow is flying. So what really changes and what should we look out for? The obvious answer is the changes in the surface we work on. It rains and then freezes or it snows and then thaws and freezes. But either way you end up with a slick sheet of ice. Then the snow continues and you get a layer of snow with ice underneath it. Then it starts to thaw then freeze the next night and you have crusty snow with ice underneath.



Any of these scenarios results in an unpredictable and dangerous surface where we walk, work, and drive. A slip, trip, or fall can result in back injuries, leg injuries, and many other injuries depending on how you land. The resulting injuries and changes to your work day can become very serious very fast. So what do you do? What do you change?

The answer is simple but often hard to remember -- SLOW DOWN! Look at the surface you are about to walk on or work on. If possible, clear the snow and ice. Where are your tools? Did you leave them out before the snow or frozen rain? Now they are frozen in place and can create a tripping hazard. The answer to these situations is in the details. Put away your tools, keep the work area clear. Watch where you are walking and the surface condition. If need be, walk slower and more carefully. Concentrate on keeping your center of gravity over your feet. This means taking small, slow steps on slick surfaces. During this time of year slips, trips and falls account for most of the accidents.

BE CAREFUL AND PAY ATTENTION.

GLEN'S MESSAGE



Glen Perry- COO

As the Chief Operating Officer of COP Construction, I feel a strong responsibility to lead the company according to our Mission and Core Values. Below is a list of some of the "Guiding Principles" that have stood by me throughout my career and my life. I have also categorized them into COP's "Core Values" that are so important to the Company and how we conduct business. While they don't all fit exactly into one of the six "Core Values" of COP, I feel that, for the most part they all do fit within one of those values. For me, that is a telltale sign that COP is a great company and that it has a rich history and a great future.

I felt that as the new COO of COP, it may be good for those that read our Chronicle to get a little insight into how I think and to see some of the things that are important to me when it comes to not only guiding COP Construction, but also my own personal life.

SAFETY:

- Safety First...Accidents Last

EXCELLENCE:

- A client will remember if it was a quality project a long time after they forget the price.
- Follow the contract, don't deviate without direction in writing.
- The contract can be your best friend, use it as a tool with the engineers, subs and suppliers. Document, document, document.

INTEGRITY:

- Be honest in all your dealings, no matter who it is.
- Be Fair
 - Treat the owner and engineer with respect
 - Treat all subs / suppliers the way we would want to be treated, focus on building strong teams.
 - We don't talk down to anyone. That doesn't mean we aren't firm and strong.
 - It can take a lifetime to build a reputation and one project to ruin it.
 - You can make money anytime, but you make relationships once.

POSITIVE ATTITUDE:

- Never judge yourself against others, just against your best self.

TEAMWORK:

- Communicate clearly and often with all parties involved in a project.
- If you make a mistake, tell us as soon as it happens, it will never be any easier to fix.
- Project Managers should be planning months in advance, Project Engineers should be planning weeks in advance, Project Superintendents should be planning days / weeks in advance.
- Think Ahead – Pre-Plan – Be Proactive, Not Reactive
- Follow Up, don't just ASSUME people are doing what they are supposed to be.
- Don't make other people's problems your own.
- People are our biggest asset.
- Use the three A's of management with your Direct Reports: Authority / Autonomy / Accountability.
- Use your resources, don't try to go it alone.
- The "Opportunities" on a project are as important to manage as the "Issues".

DEDICATION:

- Be prompt, have a sense of urgency
- Work is hard to get and harder to get rid of...focus on start-up & close-out. How a job starts is usually how it goes.

I am truly excited to be a part of COP and to have each of you that are reading this Chronicle to be a part of, or work with, COP too. It is very important to me that our Company is highly regarded and well respected in the industry. Please feel free to reach out to me if you have any questions or concerns and I would be glad to help. Happy New Year from COP!

FACES OF COP
Special Edition

Dennis McPherson

Dennis McPherson began working for COP during the third week of May in 1971 as a laborer. Dennis's brother, Ted, had been working for COP as an equipment operator for several years and helped Dennis get his foot in the door. The project Dennis started on was located at West Thumb in Yellowstone National Park, building two new bridges. Dennis was still in high school at the time and had to take a day off of work to go back to Livingston, Montana for his graduation from Park County High School at the end of May.

Dennis's first project at West Thumb was quite the experience. There were no living or eating facilities open when they started the project. He slept in his car, cooked on a Coleman stove and bathed in the creek for the first 6 weeks of the project. After that, COP moved a couple of bunk house trailers to the site so that everyone had a place to stay. The bunk house trailers were a welcome godsend for the entire crew!

This project was very time consuming and the crew had very little time off. They worked 7 days a week, 12 hours a day due to the short summer season in the park. Needless to say, it didn't take long for the crew to get on each others' nerves.

When Dennis did have free time, he would work with Jim Brook, the Superintendent at the time, and learned how to operate the crane. Jim had been in the Navy in the Sea Bees and could run just about anything. It was a great opportunity for Dennis to learn the one piece of equipment he didn't have any experience with. Dennis had a ranch background, so with the exception of the crane, he was able to operate most of the equipment they had on the project, which included a John Deere track loader and a Hough front end loader. This was before OSHA, so none of the equipment had rollover protection (ROPS) on it. Dennis would become an equipment operator in 1972, running a crane, loader, excavator, backhoe and end dump.

Dennis progressed steadily with COP over the years and built his career. He worked as a foreman on bridge, pipe and treatment plant projects from 1975-1977. He was then promoted to Superintendent in 1977 and was named Superintendent of the Year in 1979. Dennis moved to Billings, Montana in 1983 and acted as Vice President, General Superintendent and part-time Estimator from August 1983 to July 1984, then Vice President, Estimator and Project Manager until 1991.

In 1991, Dennis successfully estimated the \$8.3 M East Bridge Project in Billings. This was before there was such a thing as a computerized estimating system at COP, and this was the largest project COP had ever done up to this point. Dennis acted as Vice President and Project Manager on this project until its completion in 1992.

From 1993-1998 Dennis added Estimating Manager and Equipment Manager to his list of titles and, over the course of his career in estimating, he estimated projects ranging from \$5,000 to \$3.5 M. From here he worked as a Project Manager and Sr. Project Manager until 2005, when he became the Area Manager of Salt Lake City, Utah and Rock Springs, Wyoming. From 2009- 2015, Dennis was the Montana Area Manager and Vice President of COP Wyoming LLC and in 2015 became the Chief Operating Officer of the Company until his retirement in 2017.

Among these accomplishments, Dennis has been happily married to his wife, Sue, for 44 years. They have one son named Michael and two grandsons named Declan and Harlan. Dennis enjoys fishing, hunting, camping and any other outdoor recreation.

Dennis' resume is very impressive! He considers himself to be an honest, fair, respectable and an aggressive individual. He also greatly values the respect of his co-workers, as well as business associates. I think we can all agree with these statements and are so fortunate to have had Dennis as a part of the COP family for 46 years! Congratulations on your retirement, it is very well deserved.



Dennis and his wife, Sue.



Pictured L to R: Dennis McPherson and Rick Morrison, CFO.



Dennis' retirement dinner at the Petroleum Club. Top Row L to R: Joe Allen (Sr. Construction Manager), Ben Brahinsky (COP Board Member), Anthony Gentile (Industrial Manager), Gary, Warner (COP Board Member), Taylor Bryson (Human Resources Manager), Sam Aiton (MT Area Manager), Nick Patch (Estimating Manager), Rick Morrison (CFO), Front Row L to R: Jim Roscoe (Former COP Board Member), Ed Bedell (President), Dennis McPherson (Former COO) and Jasen Bennie (UT Area Manager).



Dennis at the 2016 Christmas Party.



Left photo from L to R: Dennis McPherson, Ed Bedell and Taylor Bryson.



Right photo: Dennis and his wife, Sue, at his retirement party.

AWARDS

2016/2017 PROJECT AWARDS



Utah Construction & Design– 2016 Highway Project of the Year (Under \$10 Million)

US-89 Roadway and Tunnel Project– South Ogden, Utah

Montana Contractors’ Association– 2017 Industrial/Commercial Project (\$1-\$5 Million)

Units 3 & 4 Dewatering Project– Colstrip, Montana

Utah AGC– 2017 Improvements Project Civil/Public Works Project of the Year

Marina Pump Station Project– Saratoga Springs, Utah

Utah AGC– 2017 Rural Highway Project of the Year

SR-91;SR-13 to Mantua Drainage and Barrier– Brigham City, Utah

3rd Quarter Anniversaries

July– Ryan Nutt– 2 years, Josh Dupea– 3 years, Calvin Southwick– 3 years, Taylor Bryson– 4 years, Johnny Heinzman– 16 years, Todd Ames– 3 years, Jesse Martinez– 2 years, Dustin Rahn– 2 years, Brad Cutler– 5 years, Neil Boyce– 2 years, Jace Miller– 2 years, Joe Hickey– 3 years, Sam Aiton– 4 years, Harold Stewart– 15 years, JD Myhre– 4 years **August**– Ed Allen– 44 years, Josh Pearson– 12 years, Kimberly Hope– 14 years, Stephen Salz– 3 years, Ken McNeil– 4 years, James McClain– 2 years, Shawn Houston– 4 years, Tom Eastlick– 1 year, Tony Whitley– 1 year, Keith Sorum– 1 year, Drake Riddle– 3 years, Rodney Castro– 1 year, Billy Thomas– 1 year **September**– Nick Myhre– 5 years, TJ Schmidt– 1 year, Alan Woodward– 4 years, Lynn Homer– 5 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 *Excellence *Integrity *Positive Attitude *Teamwork *Dedication*

Mike Bazzano

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Pictured: Mike Bazzano– Superintendent

Mike’s Construction Manager said that, “While on the Mantua project setting concrete barrier, Mike identified a potential risk of hand injury when removing the connection rod/pin. Mike designed and fabricated a device to grab the pin while keeping the hand out of the pinch point.”

Jade Lee

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Pictured from L to R: Jared Nessler– Construction Manager, Jade Lee– Superintendent and Jasen Bennie– Utah Area Manager

According to the COO of the Company, Jade showed several ways in which safety for COP and the subcontractors on the job were important to him. He had the right tools for the situation and he made sure that the subcontractor was safe before sending him into a manhole. “This sends a message that our Safety culture is not just getting to our people, but it is also getting to our clients, that is huge from my perspective.”

Jory Wantulok

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Pictured from L to R: Anthony Gentile- Industrial Manager, Jory Wantulok– Pipefitter Foreman and Sterling Murphy- Superintendent

Jory’s Superintendent says that, “Jory brings a positive attitude to work every day. His positive attitude and willingness to work on very challenging projects makes him a great asset to COP.”

John King

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Pictured from L to R: Jared Nessler– Construction Manager, John King– Superintendent and Jasen Bennie– Utah Area Manager

According to the Equipment Manager, “John started providing photos of equipment when equipment arrives and leaves the job. These photos include the condition of equipment, cleanliness and hours on the machine.” This helps to make his life much easier.

CURRENT PROJECTS

COP CONSTRUCTION LLC

CHS PROJECTS
CHS, Inc.
Laurel, MT

EXXONMOBIL CIVIL PROJECTS
ExxonMobil
Billings, MT

WTP CHEMICAL BUILDING DISINFECTION IMPROVEMENTS W.O. 15-10
City of Billings
Billings, MT

PHILLIPS 66 PROJECTS
Phillips 66
Billings, MT

PC-709 HIGH SIERRA, 11th FILING
High Sierra II, Inc.
Billings, MT

CRAIG WASTEWATER SYSTEM
Town of Craig
Craig, MT

WEST GLENDIVE WASTEWATER SYSTEM IMPROVEMENTS
Dawson County
Glendive, MT

W.O. 16-09 GRAND AVENUE RECONSTRUCTION
City of Billings
Billings, MT

HYSHAM WATER SYSTEM IMPROVEMENTS
City of Hysham
Hysham, MT

OXBOW RESERVOIR-TRANSMISSION MAIN
County Water District of Billings Heights
Billings, MT

W.O. 17-01 6th AVENUE NORTH WATER & SEWER REPLACEMENT
City of Billings
Billings, MT

W.O. 17-10 SCHEDULE 2B SS & WATER REHAB
City of Billings
Billings, MT

W.O. 16-10 14TH STREET WEST STORM DRAIN
City of Billings
Billings, MT

W.O. 17-01 SCHEDULE 2A NORTH 32ND STREET WEST
City of Billings
Billings, MT

HAFB PRV REPLACEMENT PH. 2
United States Air Force
Layton, UT

HAFB WARDLEIGH WATER LINE
United States Air Force
Layton, UT

TABIONA BRIDGES
Utah D.O.T.
Tabiona, UT

FRANCIS WWTP
City of Francis
Francis, UT

CURRENT PROJECTS UNDER CONSTRUCTION

MARINA PUMP STATION
City of Saratoga Springs
Saratoga Springs, UT

650 NORTH INTERCHANGE
Utah D.O.T.
Clearfield, UT

CREEKSIDE WASTEWATER TREATMENT PLANT
Park City Municipal Corporation
Park City, UT

MANTUA BARRIER INSTALLATION
Utah D.O.T.
Brigham City, UT

HAFB WELL 9
United States Air Force
Layton, UT

NEPHI MAIN STREET
Utah D.O.T.
Nephi, UT

HAFB GOLF COURSE
United States Air Force
Layton, UT

3100 SOUTH SEWER LINE BYPASS
Granger Hunter Improvement District
West Valley City, UT

TIMPANOGOS CANAL LINING
Central Utah WCD
Timpanogos, UT

UDOT SR-224 DRAINAGE
Utah D.O.T.
Snyderville, UT

COP WYOMING LLC

ROCK SPRINGS WATER TRANSMISSION LINE PHASE 1
City of Rock Springs
Rock Springs, WY

ALTERNATE BACKWASH WATER SUPPLY TANK
Central Wyoming Regional Water System
Casper, WY

GILLETTE MADISON PIPELINE
City of Gillette
Gillette, WY



Please go “like” and follow our social media accounts!

Find us on Instagram as:
@copconstruction



Find us on Facebook as:

COP Construction LLC



We also have our new website up and running if you haven't checked it out yet!

www.copconstruction.com

