

COP CHRONICLE

COP Construction LLC & Subsidiary

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Haley Verhasselt
Design Editor

**1st Quarter
2019**

Fox Pump Station



Installing the new skid mounted pump station in the building.

Billings, Montana - The Fox Pump Station project is located in the Billings Heights. The owner is the City of Billings. Dave Loyning estimated the project and it is valued at \$2,692,600. Jeff Dahlen is the Project Manager and Jerrod Winderl is the Superintendent. The project began October 15, 2018, and is scheduled to be completed in June 2019. The project includes installing a new pump station for the City of Billings to replace an old, outdated, undersized pump station serving the Billings Heights area. Long lead times on ordering items and coordinating with subcontractors has made preplanning critical to executing the project on time and under budget.

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www.copconstruction.com



FROM THE DESK OF THE PRESIDENT

A Lesson in Free Enterprise

More and more we hear the phrases “free education”, “free healthcare”, “free...whatever”. Unless the laws of physics have changed since my days in engineering school, nothing is free; just like there is no “perpetual motion machine”. Please read below the “Lesson in the Barnyard” by Ron Adams with Will Enns.

Once upon a time in the barnyard next door, there was a little red rooster. One day in the barn, he found some grains of wheat in a bag that Farmer Brown had forgotten. “Look, look,” he said to his barnyard pals. “If we work together and plant this wheat, we’ll have some nice warm bread to eat. Who will help me plant it?”

“Not I,” grunted the pig. “Anything I earn will be deducted from my welfare check.”

“Not I,” moaned the cow. “I’ll lose my UI.”

“Not I,” brayed the donkey. “We don’t have a contract.”

“Not I,” honked the goose. “You haven’t done an environmental assessment.”

“Then I will do it myself,” said Little Red Rooster. And he did.

The wheat grew and grew and ripened into a golden blanket. “Who will help me harvest the kernels and grind them into flour?” asked Little Red Rooster.

“Not I,” grunted the pig. “I’m too busy with my employment preparation course.”

“Not I,” moaned the cow. “That’s not in a cow’s job description.”

“Not I,” brayed the donkey. “That’s considered contracting out.”

“Not I,” honked the goose. “Cutting grain destroys bird habitat.”

“Then I will do it myself,” said Little Red Rooster. And he did.

“Who will help me bake bread?” asked Little Red Rooster.

“Too busy rolling smokes,” grunted the pig.

“Must prepare my resume,” moaned the cow.

“That’s unauthorized overtime for me,” brayed the donkey.

“Baking contributes to global warming!” honked the goose.

“Then I guess I will,” said Little Red Rooster. And he did. He baked six big, delicious loaves of bread.

“You can’t eat all that bread by yourself,” squealed the pig. “You should share some with me!”

“Give me some too,” moaned the cow. “It’s only fair.”

“Me too,” brayed the donkey. “Solidarity forever!”

“Equal share!” honked the goose.

“No way,” said Little Red Rooster. “First, I’m going to rest a while, then I’m going to eat all the loaves by myself.”

*“Corporate greed!” roared the pig.
“Cruel insensitivity of the rich,” moaned the cow.
“Inequality!” howled the donkey.
“Threatening endangered species!” honked the goose.*

And the barnyard animals hurriedly began painting signs and organizing a protest.

When Farmer Brown came to investigate the commotion, he immediately realized what was wrong. “Don’t be greedy,” he admonished Little Red Rooster. “Look at that underprivileged pig. Look at that poor cow. Look at that unfortunate donkey. Look at that helpless goose. They’re all barnyard victims.”

“But I earned the bread,” protested Little Red Rooster.

“Yes, that’s the great thing about our free enterprise barnyard,” said Farmer Brown. “Any animal can earn as much as he likes. You should be happy to have all this freedom. In other barnyards, you would have to give your bread to me. Here, the privileged animals share with the less fortunate, so you must give five of your loaves to your less fortunate friends.”

And he did.

And the animals all lived happily ever after, even Little Red Rooster, who smiled and crowed, “I understand! I understand!”

But his barnyard friends wondered why he never baked any more bread.

For those of us who choose to work in the construction industry, I think the message is clear...while there is “no free lunch” for us, we all share a sense of pride in, and benefit from, our hard work and accomplishments each day. This is what free enterprise is all about.



Ed Bedell
President & CEO

ORGANIZATIONAL CHANGE

Jasen Bennie, Utah Area Manager, has resigned his position to pursue other opportunities and interests. He is going to stay on at the 500 South project for several weeks, and help bring it closer to a successful completion. We wish Jasen the very best and thank him for his dedication to COP and hard work for the past 14 years.

For the immediate future, Glen Perry, COO, will be assuming the Utah Area Manager role. We have tremendous confidence in the Utah team and fully expect them to be a major part of COP’s future successes.

Fox Pump Station Continued...



Installing the suction line.



Installing the manufactured pump skid into the new building.

PLEASE JOIN US



National Association of Women in Construction

Core Purpose: "To enhance the success of women in the construction industry"

A *free* networking event open to anyone in the construction industry

Thursday, May 30, 2019 at 12:00pm

Petroleum Club - Billings, MT

Please join us for lunch and learn all about NAWIC!

ABOUT: We are looking for women who are interested in becoming a member of the Association and a new Montana Chapter. Currently, there isn't a NAWIC Chapter in Montana, therefore, we would like to encourage you to help us start one in the area! Come learn how NAWIC can enhance your company and the success of the women that work there. In addition, learn more about the association, membership, and our education and professional development programs.

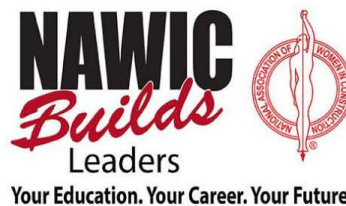
Please Visit <http://www.nawic.org/nawic/default.asp> for more information

E-mail Olivia to RSVP by Friday May 24th

Olivia Poettmann, NAWIC Member

Email: opoettmann@copconstruction.com

Sponsors:



FACES OF COP

Meet our Project Engineers....

BRANDON KARNATH UTAH



Brandon grew up in Belgrade, Montana, then moved to Butte, Montana to study Civil Engineering at Montana Tech. He graduated in December 2017 and moved to Utah with his wife so she could go to the University of Utah to become a dentist. In his free time, Brandon is usually doing something outside.

Date of Hire: April 23, 2018

Favorite Food: Chicken Marsala

Favorite Movie: Any of the Lord of the Rings movies

My Idol is: I don't have one particular person who is my idol. I try to learn from everyone around me and apply the habits and techniques that make them successful.

BRYCE LYMAN MONTANA



Bryce was born and raised in Gillette, Wyoming. He graduated from Montana Tech in Butte, Montana in December 2018 with a degree in Construction Management. He was hired on in the Billings office shortly after graduation. He started with COP in the summer of 2018 as an intern in Gillette. He likes to spend most of his time enjoying Montana and the outdoors. He especially likes hunting, fishing, and running around in the mountains. He has two mini Australian Shepherds (Copper and Koda) that keep him busy.

Date of Hire: January 7, 2019

Favorite Food: Burger with Fries

Favorite Movie: Tropic Thunder

My Idol is: My dad. I truly appreciate all of the things he has done for me and my family. He is a very knowledgeable, hardworking, family oriented person.

MIKE MCPHERSON MONTANA



Mike was born in Riverton, Wyoming. He went to school in Billings. He has worked for COP as a laborer, oiler, mechanic, welder, carpenter, operator, foreman, and project engineer. Mike has two sons, Declan (20) and Harlan (6). He likes to hang out with his sons, camp, hike, play guitar, and fish.

Date of Hire: May 12, 2011

Favorite Food: Fish Tacos

Favorite Movie: Raising Arizona

My Idol is: Sam Elliot. Cuz he's Sam Elliot.

What is a PROJECT ENGINEER? A Project Engineer assists the Project Manager and Project Superintendent in managing construction projects from inception to completion of each assigned project.

**NATHAN BAILEY
MONTANA**

Nathan grew up in Laurel and went to Rocky Mountain College. He graduated with a degree in Business Management and Mathematics. He is married with four kids. He and his family are active in their faith and love playing sports and being outdoors. They enjoy summers by hiking and fishing, as well as playing softball and golf. In his free time, Nathan enjoys riding his motorcycle and playing the guitar. He also does a podcast for their church and is in the process of starting another one.

Date of Hire: July 2, 2018

Favorite Food: Tacos

Favorite Movie: Glory Road

My Idol is: Tim Tebow because he lives his life for God everyday and he treats everyone with love. Even with all the negativity thrown his way, he perseveres through it all and still continues to be successful in what he does and is never negative about it or towards anybody.



**SAM BOWER
MONTANA**

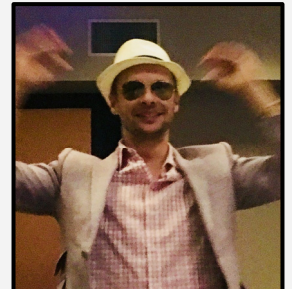
Sam grew up in Shepherd and has a dog named Ruka.

Date of Hire: January 8, 2018

Favorite Food: Mac and cheese with a side Caesar

Favorite Movie: I don't like movies. I always fall asleep.

My Idol is: I don't have an idol.



**STEVE CARTER
MONTANA**

Steve was born and raised in Helena, Montana and went to Montana State. Go Cats! He has two awesome kids. In his free time, Steve enjoys anything with a motor...dirt bikes, 4-wheelers, boating.

Date of Hire: May 15, 2018

Favorite Food: Anything that comes off a Traeger!

Favorite Movie: The Departed

My Idol is: Jon Berens! Because he is Jon Berens (COP Superintendent)!!



THANK YOU



*Jon Berens, Superintendent
receiving his 9 year sticker from
Glen Perry*



*Ron Beeman, Project Manager,
receiving his 7 year sticker from
Glen Perry*



*Johnny Biesheuvel, Foreman,
receiving his 17 year sticker from
Nick Brown and Sterling Murphy*



*Paul Seegmiller, Field Mechanic,
receiving his 9 year sticker from
Jasen Bennie*



*Jan Bramble, Payroll Administrator,
receiving her 14 year sticker from
Glen Perry*



*Matt Knickerbocker, Foreman,
receiving his 12 year sticker from
Joe Allen*



*Tracy Kaercher, Yard/Transport
Supervisor, receiving his 28 year
sticker from Sam Aiton*



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*

Brandon Karnath



Brandon Karnath - Project Engineer

“Brandon has shown dedication since he hired on at COP. He has been willing to put the extra time in when needed. He is usually the first to arrive and one of the last to leave. Brandon always has a positive attitude and never talks poorly about anyone or any situation. Brandon is a valued employee to the COP team,” said Brandon’s Project Manager.

* DEDICATION *

* P O S I T I V E A T T I T U D E *

Sam Aiton



Sam Aiton - Montana Area Manager

According to Sam’s coworker, “Sam helped with a large subdivision bid here in Utah. Because of his previous experience and knowledge in this kind of work, it helped our estimating team in a big way. He displayed a lot of teamwork when doing this.”

* T E A M W O R K *

Landon Hebertson



Landon Hebertson - General Foreman

Landon’s Project Manager said, “Landon has demonstrated in both safety and excellence on both the I-84 cable barrier and Hoytsville projects. On both projects when his superintendent was away, Landon conducted business safely and with excellence. Landon can be counted on at all times to do the right thing, lead and conduct business with the owners professionally. Landon is a valued employee to the COP team.”

* S A F E T Y *

* E X C E L L E N C E *

Jade Lee



Jade Lee - Equipment Manager - Utah

According to the Utah Safety Manager, “As we moved into the new building Jade decided we needed to designate the entire warehouse garage as a 100% eye protection zone. This decision made Jade’s life more difficult, but it was the right call and the safest call for that area. Signs have been posted and eye protection provided for all employees and visitors to this area.”

* S A F E T Y *

Continued on Page 10

EMPLOYEE RECOGNITION CONTINUED

Jan Bramble



Jan Bramble - Payroll Administrator

“Jan Bramble was more than willing to come in to work on a paid holiday, Christmas Eve 2018, and work in order to complete the weekly payroll in a timely manner, even though everyone else in the company was on a holiday. This is a tribute to her dedication and loyalty to the company. Everybody expects their paychecks to be delivered on time; holiday weeks are no exception and Jan was there to make sure it happened,” said Jan’s Manager.

Bruce Nealy



Bruce Nealy - Truck Driver

According to Bruce’s Superintendent, “Bruce has gone the extra mile to help out fellow employees in all aspects on any given day, along with being a mentor, of sorts, to some of the younger guys. When he is not busy running his truck, he gets out and helps out where he can. His selfless efforts and the taking-on of additional tasks that aren’t necessarily in his job scope set an excellent example of teamwork.”

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Want to see more of something or have project photos, news to share? Message us or send an email to Haley at hverhasselt@copconstruction.com

ANNIVERSARIES

1st Quarter Anniversaries

January: Zachary Marietti – 1 year, Lawrence Triolo – 1 year, Johnathon King – 9 years, Samuel Bower – 1 year, Andrew Partin – 4 years, Richard Morrison – 24 years, Paul Seegmiller – 9 years, Nick Knickerbocker – 8 years, Dave Jarman – 10 years; **February:** Jeffrey Jex – 3 years, Johnny Biesheuvel – 17 years, Aaron Carter – 3 years, Chad Hull – 3 years, ; **March:** Neil Buckingham – 26 years, Ron Beeman – 7 years, William Zupanik – 6 years, Matt Fend – 3 years, Matt Knickerbocker – 12 years, Raeanna Wilson – 2 years, Jason Lehman – 6 years, Michael Mullin – 1 year, Janet Bramble – 14 years, Kendall Meyer – 5 years, Tracy Kaercher – 28 years, Dave Loyning – 23 years, Brady Frank – 1 year, Brett Breitenbach – 1 year, Jon Berens – 9 years

SAFETY MESSAGE



Brad Cutler,
*Utah Area
Safety Manager*

PPE - Use the Right Equipment for the Job

Personal Protective Equipment (PPE) is standard in the construction industry. At COP Construction, we talk about PPE daily, but the point we want to talk about this quarter is the right PPE for the task at hand.

Hard hats, safety vests, and safety glasses are standard PPE for all jobs; and safety shoes and gloves are typically required, but which type should be worn in what circumstances? The COP employee stacking wood needs a different type of gloves than the employee who is pouring concrete. An employee grinding metal needs different eye protection than the employee driving a forklift. The point is, different situations require different protection, or an employee may need to be better protected with different gear. The basic leather gloves and safety glasses is a good standard for most, if not all, situations for us. Someone who is grinding metal needs to have better protection than simple safety glasses. There are face shields and safety glasses that are goggles that seal around your face to help prevent particles from getting in your eyes. There are also procedures to prevent particles getting into your eyes by properly cleaning and taking off these PPE items.

PPE is our last line of defense against injuries. It is our last, and sometime best, defense against unforeseen incidents. If you are wearing the right PPE for the job, that last line of defense is a good one.

CURRENT PROJECTS

COP CONSTRUCTION, LLC

CANAL VISTA SUBDIVISION

City of Billings
Billings, Montana

CHS PROJECTS

CHS, Inc.
Laurel, Montana

EAST HOLLY STREET

Sub to Knife River
Sidney, Montana

EXXONMOBIL PROJECTS

ExxonMobil
Billings, Montana

FOX PUMP STATION

City of Billings
Billings, Montana

LAUREL PHASE 3 WTP

City of Laurel
Laurel, Montana

MANHATTAN SEWER REHAB

Town of Manhattan
Manhattan, Montana

MDU PROJECTS

Montana Dakota Utilities
Billings, Montana

P-746 HIGH SIERRA SUBDIVISION, 12TH FILING

High Sierra Development
Billings, Montana

PHILLIPS 66 PROJECTS

Phillips 66
Billings, Montana

SIDNEY WASTEWATER TREATMENT FACILITY

City of Sidney
Sidney, Montana

W.O. 18-01 N 27TH WATER MAIN REPLACEMENT

City of Billings
Billings, Montana

W.O. 18-30 CM/CG CITY/COUNTY DRAIN

City of Billings
Billings, Montana

500 SOUTH PUMP STATION

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

BIO NUTRIENT REMOVAL PRIMARY EFFLUENT CHANNEL INTERCONNECTION

Central Valley Water Reclamation Facility
Salt Lake City, Utah

ECHO BRIDGE

Utah Department of Transportation
Coalville, Utah

HOYTSVILLE STRUCTURE REPLACEMENT

Utah Department of Transportation
Hoytsville, Utah

SILVER CREEK TRUNK SEWER REHAB

Snyderville Basin Water Reclamation District
Park City, Utah

SOUTHWEST AQUADUCT REACH 1

Jordan Valley WCD
Bluffdale, Utah



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

PROJECT ENGINEER - UTAH

ACCOUNTING SPECIALIST - MONTANA

UNDERGROUND UTILITY SUPERINTENDENT -
MONTANA

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

www.copconstruction.com