



JOIN THE  
J.M. COPE TEAM

Building Leaders  
Who Build Communities



# WHO IS J.M. COPE?

## FIRM HISTORY

- 1980 J.M. Cope founded by Marty Cope
- 2011 Marty Cope passes reins to son, Andrew Cope
- 2012 J.M. Cope expands into North Carolina
- 2016 Firm grows to 50+ employees; remains committed to values
- 2017 Company re-brands to better reflect innovative, family culture
- 2019 Named one of *Charlotte Business Journal's* largest Charlotte contractors
- 2020 Company opens locations in Charlotte, NC, and Greenville, SC

When my dad first founded J.M. Cope Construction 40 years ago, he fostered an environment of hard work, authentic faith in Jesus Christ, and a collaborative spirit.



As we move forward the next 40 years, consistency around who we are, where we started, and how we approach our projects, will continue to build the legacy my Dad started.

J.M. Cope represents a promise of leadership and excellence in construction and in our community. It is of vital importance that we have the best team members to enable us to deliver on this promise.

Using the skills we have acquired we strive to reinforce our reputation as a leader in putting team first, challenging ourselves, relentlessly improving, being proactive, and remaining humble.

I am grateful for each individual on our team and the part each person plays as we usher in a new and exciting chapter of the J.M. Cope legacy. Let's open up a dialogue and see if J.M. Cope is the right fit for you.

Andrew M. Cope  
Chief Executive Officer

"We want to be a light in the community, and we do that by building quality projects that help our communities grow."

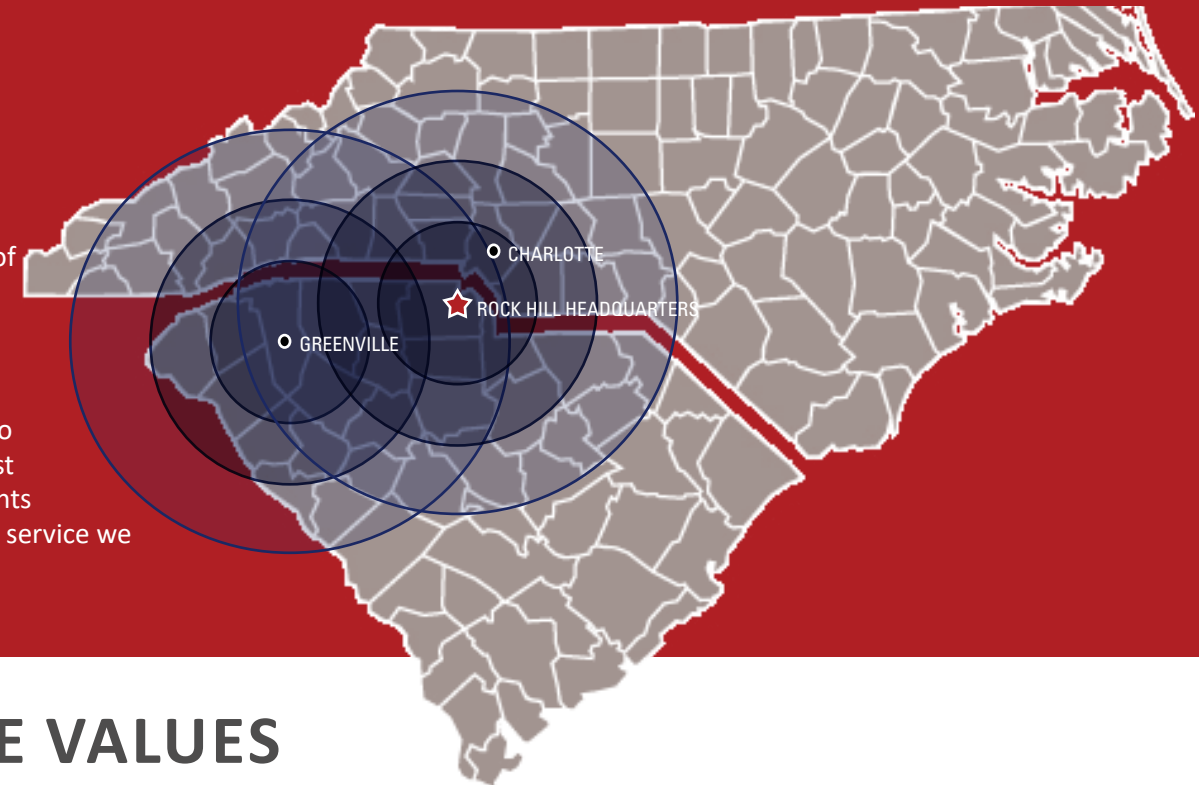
Andrew Cope, CEO

### Charlotte Business Journal Award Recipient

- 2020 Best Contractor Award
- 2019 Charlotte's Largest General Contractor
- 2017 / 2018 / 2019 Best Places to Work
- 2018 / 2019 Middle Market Leader
- 2018 Fast 50

## LOCAL EXPERTS

Focusing our reach on projects within 90 miles of our Rock Hill, Greenville, and Charlotte offices allows us to prioritize community and family. Our local focus helps us to build relationships of trust and respect with our clients and deliver the quality of service we can take pride in.



## OUR CORE VALUES

Our core values are the compass upon which we rely to guide us as both a company and as individuals, empowering us to be a force for good in the world. They represent not only the standard by which all our decisions are measured, but also our enduring commitment to our clients, partners, community, and ourselves.

### TEAM FIRST: "ALL IN" TOGETHER

At J.M. Cope, it's team first. We put our "all in together" mentality to work toward each client's goal.

### CHALLENGING OURSELVES: DREAMING BIG AND PUSHING OUTSIDE OUR COMFORT ZONE

Challenging ourselves is just one way we continue to be successful. Dreaming big and pushing outside our comfort zone are at our core and completing major projects throughout the region, shows just that.

### RELENTLESS IMPROVEMENT

Relentless improvement means never taking your foot off the gas and working to constantly improve in business, leadership, and life.

### PROACTIVE: "RUN TOWARD THE PROBLEM"

Our team is constantly trying to stay one step ahead of the competition. We want to run toward the problem to hopefully prevent it altogether. That is why teamwork and collaboration are so important.

### HUMILITY: CREATE AND RESPOND TO FEEDBACK WITH CANDOR AND VULNERABILITY

In our industry, it is important to be able to create and respond to feedback with candor and vulnerability. Humility is what drives us to improve our community through the projects we build and the organizations we support.

## A PARTNER IN THE COMMUNITY



Habitat for Humanity



Affinity Health Center  
Ribbon Cutting



Rock Hill Schools Education  
Foundation's Back the Pack



# MARKET SECTORS

Our approach to projects and client service centers around strong communication and team building. This approach has allowed us to successfully serve clients in several market sectors within our community. We work to understand the values and priorities of our clients so that we can deliver a quality product by a process that provides peace of mind.

“Without hesitation, I would recommend J.M. Cope for any challenging projects and would look forward to working with their able professionals again in the future.”

- Mr. Ralph A. Misle  
Chief Jail Administrator (retired), York County Sheriff’s Office



MUNICIPAL

## Welcome Centers

## Operations Centers

## Life Safety

## Community Centers

## Prisons

### PROJECT EXAMPLES

- Rock Hill Sports & Event Center, Rock Hill, SC
- BMX Welcome & Support Facility, Rock Hill, SC
- Moss Justice Center Expansion/ Renovation, York, SC
- Rock Hill Operations Center, Rock Hill, SC
- York County Natural Gas, Rock Hill, SC

## Retail Centers

## Outparcels

## Auto Dealerships

## Service Centers

### PROJECT EXAMPLES

- Napa Restaurant, Fort Mill, SC
- White Horse, Rock Hill, SC
- BMW Dealership, Columbia, SC
- Charlotte Metro Credit Union, Various Locations, SC
- Antrim Shops, Rock Hill, SC
- Gold Hill Crossings, Fort Mill, SC
- Crown Pointe, Fort Mill, SC
- Gateway Commons, Fort Mill, SC



COMMERCIAL | INTERIORS



INDUSTRIAL | MANUFACTURING

## Manufacturing Warehouses

## Distribution Centers

## Aviation Hangars

## Spec Buildings

### PROJECT EXAMPLES

- Armstrong Relocation, Charlotte, NC
- Fairfield County Spec Building, Ridgeway, SC
- Action Stainless, Rock Hill, SC
- Coca Cola Bottling, Rock Hill, SC
- Outokumpu Heat Treat Plant, Richburg, SC

## Hospital Renovations

## Medical Office Buildings

## Specialty Facilities

### PROJECT EXAMPLES

- Affinity Health Center, Rock Hill, SC
- Herlong Pediatric Center, Rock Hill, SC
- Fort Mill Medical Clinic, Fort Mill, SC
- Carolina Orthopedic Surgery Associates, Lancaster, SC
- Palmetto Tri-County Internal Medicine Office, Lancaster, SC



HEALTHCARE



EDUCATION

## K-12

## Higher Education

## Recreational Areas

## Bond Program Management

### PROJECT EXAMPLES

- Fort Mill Aquatic Center, Fort Mill, SC
- Rock Hill School District 3 Bond Program (54 Projects)
- Crowder's Creek Elementary, Clover, SC
- Renovations to Old Central School, Rock Hill, SC
- York Tech Student Center, Rock Hill, SC

## Churches

## Worship Space

## Family Life Centers

## Attention Homes

## Administrative & Support Areas

## Non-Profit

### PROJECT EXAMPLES

- Westminster Park LivingWater Chapel, Rock Hill, SC
- Hope of Israel Congregation, Charlotte, NC
- Our Lady of Grace, Rock Hill, SC
- Carolina Cornerstone Church, Fort Mill, SC
- Westport Baptist Church Family Life Center, Denver, NC
- Covenant Baptist Church, Gastonia, NC



FAITH-BASED



# MARKET SECTORS (CONTINUED)



OFFICE

## Offices & Interiors

### PROJECT EXAMPLES

- Family Trust Federal Credit Union Headquarters, Rock Hill, SC
- YMCA at Riverwalk, Rock Hill, SC
- South Carolina Bank & Trust, Fort Mill, SC
- The Lowenstein Building at University Center, Rock Hill, SC



HISTORIC | TAX CREDIT

## Restoration Upfit / Refit

### PROJECT EXAMPLES

- Lowenstein Building Renovation, Rock Hill, SC
- 1939 Building Upfits at Knowledge Park, Rock Hill, SC
- Monroe Center Theatre, Monroe, NC
- YMCA at Riverwalk, Rock Hill, SC



HOSPITALITY

## Hotels

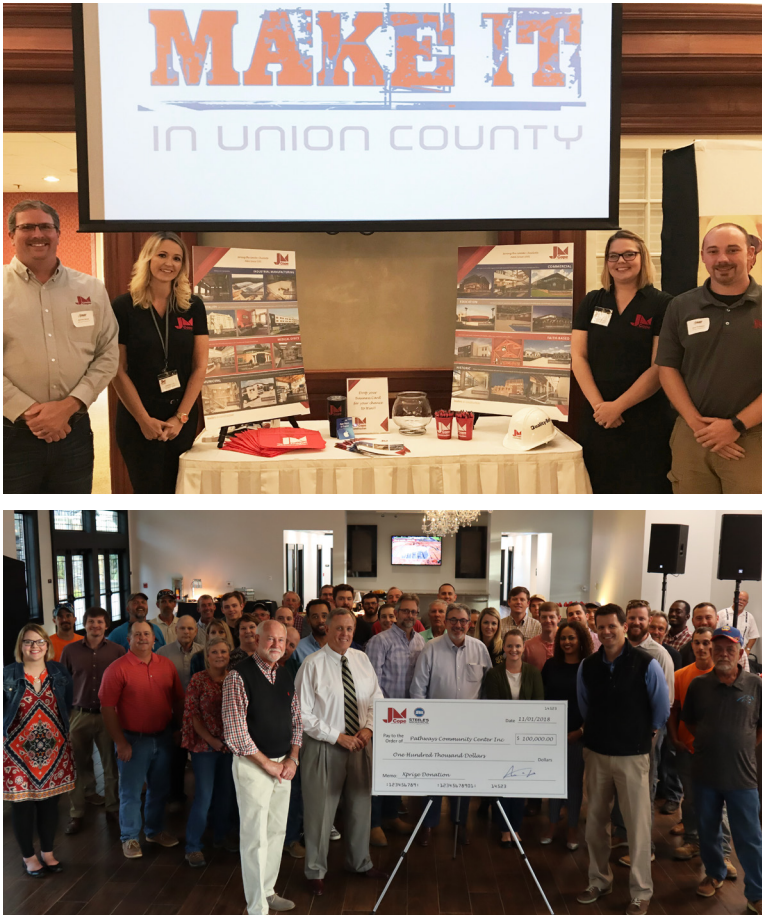
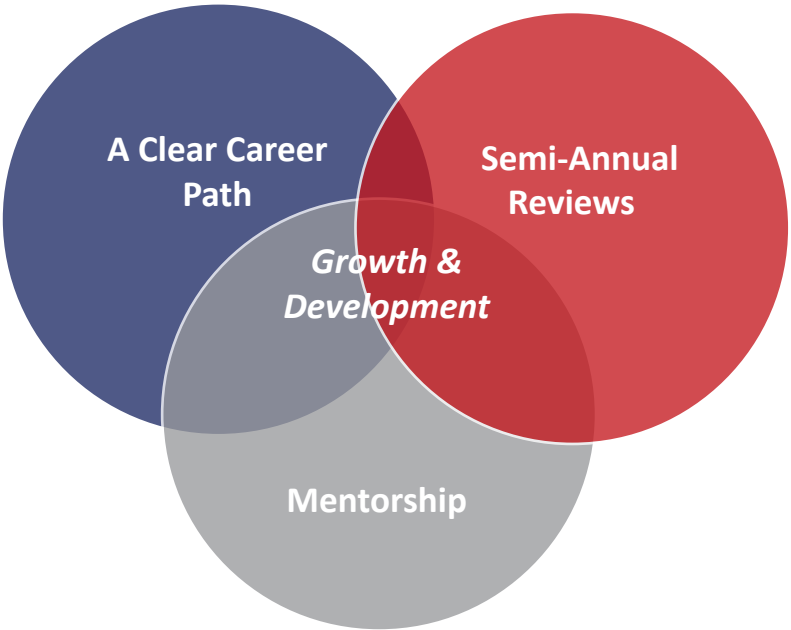
### PROJECT EXAMPLES

- Holiday Inn Express, Richburg, SC
- Tru by Hilton, Rock Hill, SC
- Holiday Inn Express & Suites, Richburg, SC
- Home 2 Suites, Fort Mill, SC
- Hampton Inn & Suites, Charlotte, NC
- Econo Lodge, Columbia, SC

# The Growth of a J.M. Cope Leader

At J.M. Cope, we “want to be a light in the community” and seek to positively impact everyone around us. We believe the more you grow and development as a person, the more you can help others. We support our neighbors, through our work and clients’ projects and beyond.

## Our Goal Is To Build Leaders Who Build Community.



“At J.M. Cope we are diligent in all of our efforts, and strive to be leaders both in our industry and our community.”

- Jeff Hayes  
J.M. Cope Project Manager



# BENEFITS PACKAGE

## EMPLOYEE BENEFITS

At J.M. Cope, we value our employees. For that reason we have crafted a comprehensive benefits package that will keep you and your family covered.

We listen to our employees to understand their priorities. From that feedback, we carefully select and monitor each of our partner providers. We work closely with our network providers to ensure our employees have the best available solutions to meet their needs.

✓	HEALTH INSURANCE
✓	LIFE INSURANCE
✓	DENTAL
✓	VISION CARE
✓	LONG-TERM DISABILITY
✓	SHORT-TERM DISABILITY
✓	401K
✓	HEALTH SAVINGS ACCOUNT
✓	ADOPTION ASSISTANCE
✓	TUITION REIMBURSEMENT

# WHY J.M. COPE

## A TEAM ENVIRONMENT WITH SHARED VALUES & GOALS

### FOCUS ON SHARED VALUES

While we indeed possess a growth-mindset, we also honor the roots in which this growth has been built, the bedrock of our company, our firm’s five core values: Team First, Challenging Ourselves, Relentless Improvement, Being Proactive, and Humility.

### A TEAM THAT SUPPORTS EACH MEMBER

We value and respect our employees’ experience and the expertise they bring to the table. Their tireless work ethic, commitment to safety and dedication to the community in which we live are not only the reason behind the success we enjoy today, but why we were named one of the Best Places to Work by the *Charlotte Business Journal*, multiple years in a row.

### BUILDING A WORLD-CLASS TEAM OF LEADERS

Great people attract great people. It’s as simple as that. We intentionally pursue talented individuals whose qualities elevate our own, further positioning us for success now and in the future.

### HAVING AN IMPACT ON LOCAL COMMUNITY

We believe actions speak louder than words, so when we say we strive to be a light in our community, we match our actions to those words. With purpose fueled by faith, we deliberately participate in endeavors that profoundly and positively impact the community in which we live, work, and play.

### AUTHENTIC FAITH AND STRIVING FOR BALANCE

We have a family-type atmosphere, and our company’s culture reflects that sentiment. Led by our faith and supported by our long-established progressive policies and benefits, we deliberately foster an environment in which a healthy work-life balance is strongly encouraged.

*“For me...it’s the people. I love my coworkers, our company values, and how we do business. I think we are a greater partner to work with for clients, subs, and architects. We do what we say we are going to do.*

*My favorite quote that Andrew says is “to be a light in the community”. We give back where we build.”*

- Jennifer Allen  
J.M. Cope Human Resources Director





## EXCEPTIONAL CUSTOMER SERVICE

*"Because of their quality of work, dependability, and a commitment to excellence, our Board of Directors no longer places construction jobs out for bid."*

Mr. Lee Gardner  
President/Chief Executive Officer  
Family Trust Federal Credit Union

*"Our building is beautiful and is designed to meet our particular workflow as a healthcare provider. This was accomplished because [J.M. Cope] took that extra step to get to know us and understand the services we provide"*

Ms. Kathy Sistare, RN  
Palmetto Tri-County Internal Medicine  
Palmetto Tri-County Medical Office

*"[J.M. Cope] had the technical competency and managerial initiative and depth of understanding to say that this particular project was not recommended right now, and so we'd move things around. We are very pleased with how J.M. Cope has adjusted the program and still allowed us to follow the vision of the master plan that began it all."*

Mr. Anthony J. Cox  
Chief Operating Officer  
Rock Hill Schools

*"Ultimately, it's the people of J.M. Cope that makes working for J.M. Cope a real pleasure and a really good experience. We have people from different backgrounds, different experience levels, different temperaments and approaches to things, but ultimately we share the same values and that is what is empowering for J.M. Cope."*

*Knowing I have a team of people who are working towards the same end goal of getting our clients a quality project at a fair price... that's why I enjoy working at J.M. Cope."*

- Garret Brink  
Project Manager







## BUILDING LEADERS WHO BUILD COMMUNITIES



Charlotte, NC  
704.940.9405

Greenville, SC  
864.351.2227

Rock Hill, SC (HQ)  
803.329.3250