



HAPPENINGS

Quarterly Newsletter



OUR MISSION & VALUES

ECR is dedicated to creating quality products for our clients with a level of reliability and customer service that consistently exceeds expectations. We continuously shape and leverage our core competencies to produce dependable quality results. Our experienced project management teams minimize project risks, our skilled craftspeople deliver a superior and timely product, and our agility translates to flexible solutions for our customers. Because we care about our people and we are stewards of the environment, we approach our work responsibly and continuously meet or exceed industry standards and regulations. This is all accomplished within a strong safety culture environment that promotes smart decision making that safeguards against known and unknown hazards. Every ECR employee and Supplier Partner is a responsible stakeholder in our mission.

Ethics

We adhere to the highest standards

We do the right thing, the right way, for the right reasons.

Family

We have heart

We value our co-workers, customers, and vendors as family and treat everyone with dignity and respect.

Community

We give back

We share with our community and support those in need.

Ownership

We own it

We do what is needed to get the job done and we take the initiative to bring about positive results.

Evolution

We are bold

We adapt and overcome, while we chart our course for success and endurance.

TEAM SPOTLIGHT

2020 Q4 Tag Award Recipients

Please join me in sending a huge congratulations to Williams Lemaster and Donovan Bramlett for receiving our 4th Quarter ECR Tag Award. These two gentlemen embody the mission and values this company is built on.



"Wiley is one of the most proactive individuals that I have ever worked with. He is an out of the box thinker, but at the same time understands the importance of following the rules." - Nate Moeiny

"Donovan's managers have the utmost confidence and trust in his work and reliability. After completing the CP duties of the day Donovan goes quietly about his business of painting new and disturbed surfaces for the remainder of the workday. Donovan is a top notch painter that takes great pride in his work." - Tom Schindler



HR CORNER

Mental Health Post-COVID

Author: Andreika Myers

As COVID cases increase, employees are being sent to work from home again, schools are returning to remote learning, fear of another lock down is on everyone's mind and signs of 2021 looking any better seem so distant.

For many this past year was spent teleworking and steering clear of coworkers, family, and friends. Our routines and way of living was completely altered and our "new normal" came with added stress, anxiety, and strain physically, mentally, and financially. Between COVID, social justice issues, natural disasters, and politics, folks have had to endure a lot this year.

“

2020 has presented a host of challenges, and there is a grave concern for what the mental health effects on our society are going to look like in a post-COVID era.

-Psychology Magazine

We want to encourage everyone of you to take some time for yourself, exercise and stay active, stay connected to your loved ones, and don't be ashamed to admit if you need some help to process everything going on. All employees have access to Anthem's Employee Assistance Program (EAP) for quick and easy 24/7 access to confidential counseling and referral services. We hope this benefit will empower you take on 2021.

COMPANY NEWS

ECR Continues on its Growth Path

As ECR continues growing, we have a couple of notable updates on the Company's growth opportunities.

- With the Newport News facility improvements well underway, we will soon have a place of our own to accommodate large ships, and of course larger projects. Although we have already been performing work at the location, we are currently pursuing larger availabilities and hope to be able to share some good news soon on our first large project at the new and improved facility. Exciting times ahead!



- ECR is establishing a presence in Wisconsin. Some of the country's new monohulled Littoral Combat Ships are being constructed in Wisconsin at Fincantieri Marinette Marine's shipyard. In addition, last spring the Shipyard was awarded a contract to build the first-in-class missile frigate with an option for nine additional ships. As we continue to support our Nation's industrial base, we will be there to provide our support.

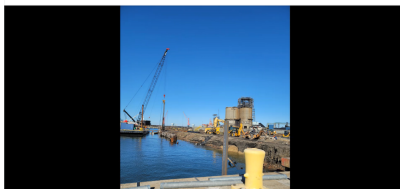
SOCIAL CHATTER

Here's what you may have missed on social or media outlets...



Left to Right: First Day of Fall Gif challenge. October marked the beginning of National Breast Cancer Awareness. Each week we featured a tip/fact to spread awareness and raise money for the Cancer Foundation. Team members participated in Wear Pink to show our support for the cause.

ECR's Company expansion has made some significant progress in the improvement of our Newport News Facility. Despite a few minor setbacks, we are making considerable headway, as can be seen in the short clip below. You'll notice, our pier fendering system is complete on pier 14, transformers are being installed, as is a compressed air system. Also, a communications box is being outfitted to support hybrid fiber-coaxial phones and fiber optic internet, as well as a full fiber-o... [See More](#)



We are looking forward to participating in the Virginia Technical Academy on-campus job fair on November 18th. This event is an opportunity for us to interact with the students, steer them in the direction of pursuing their skills in the ship repair industry, and possibly become acquainted with future leaders of ECR. Thank you, Virginia Technical Academy, for the invite!
<https://www.facebook.com/Virginia-Technical-Academy-355590541724121>

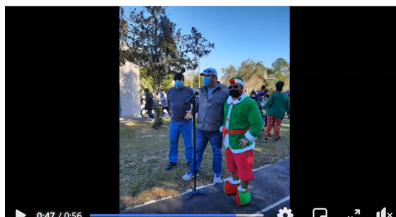


Left to Right: We shared significant progress to our Newport News facility. We hosted our first ever Drive-Thru Job Fair and attended the Virginia Technical Academy's on-campus job fair. These events helped get the word out of all the new job opportunities we have to offer here at ECR.

Published by Andreika Myers • December 18, 2020 at 11:24 AM
It was a crazy year with even crazier accomplishments over here at ECR. Check out our feature in the latest issue of Industry Today.
<https://digitalmagazine.industrytoday.com/Flippi.../23.3/58/>



Our Florida division raised \$21,171.00!!! for Long Branch Elementary School. This gave them the opportunity to purchase 265 gifts for the students, 43 gift cards for the faculty members, 8 laptops for an after-school computer science program, and 15 Jaguars Gift boxes for Student of the Months. Here's a short clip of a few of our elves dropping off the special delivery.



Left to Right: Industry Today wrote an article about our expansion in their latest issue. We kicked off our 2nd Annual Holiday Donation Drive and FL raised a whopping \$21,171.00!! for Long Branch Elementary School. We wrapped up the year with a funfilled festive Spirit Week.

Don't miss out on all the fun! Follow us on Facebook and Instagram to stay up-to-date on what's happening at ECR.



SAFETY CORNER

ECR Safety Culture - Author: Rene Doiron

ECR continues to emphasize its focus on Safety performance, while it drives to an improved Safety Culture. We finished 2020 with an injury rate that is 14% improved from the year prior. An improvement this year by another 15% is a target that will define success for us in 2021.

Our Safety Culture will be further strengthened this year with good safety leadership at all levels, and by focusing on the following:

- Uncompromising expectations on following proper safety procedures. Proper job hazard analysis, proper job setup, using the right tools the right way for the job, etc..
- Praising safety leadership where we see it. If someone exhibits noticeable leadership in a way that mitigates hazards, let's take some time to notice and recognize it- to promote the behaviors that we want to see.
- Correcting behaviors that work against the culture that we are promoting. If someone makes a bad decision that increases injury risk, let's be sure to call them on it- to correct the behaviors that we don't want to see.
- Continue preaching and overcommunicating safety. Let's be sure to use safety in our daily dialogue, even if we feel it is not needed. When everything is important, the really important stuff needs to be overcommunicated.
- Target ZERO - each and every day, on each job, in each location. It is a realistic expectation that we finish each day with zero injuries. Let's continue to emphasize our daily Target ZERO goals, and let's turn the days into weeks and months.

Consider this a call to action for safety leadership in all of ECR's functions and locations. Let's work together to promote better decisions, making every one of ECR's family members less prone to injury, and we will together celebrate the improvement in our results.

HIRING NEEDS

- ELECTRICAL SUPERVISOR, CA
- OUTSIDE MACHINIST SUPERVISOR, VA
- PIPE FITTER MASTER, CA
- PIPE SHOP SUPERVISOR, CA
- STRUCTURAL SUPERVISOR, VA, CA & FL
- WELDER MASTER, CA
- QA SPECIALIST, VA & FL
- PROJECT MANAGER I, VA
- SUPERINTENDENT, FL
- SUPERINTENDENT II, VA
- SENIOR BUYER, VA

ANNIVERSARIES/MILESTONES Q1

Thank you to the following ECR employees for their dedication and years of service :

Julio Gomez - 5 year anniversary with ECR as of 02/02/21
George Carter - 5 year anniversary with ECR as of 02/23/21

You both play a vital role in the prosperity of our company. Thank you for the hard work.



WELCOME ABOARD!

Q4 - New Team Members

Welcome to our growing team. We are so pleased that you have chosen to come and share your time and energy with us. This is an exciting time for our company, and we are delighted to welcome you as a key addition to our valued team. We can't wait to see what amazing things you all will accomplish.

- Damion Faulkner
Welder 1/C, VA
- Eric Martin
Outside Machinist 2/C, FL
- Jereme Jones
QA Supervisor II, VA
- Leander Knox Jr.
Structural Shop Foreman, VA
- Allen Bandrowsky
Superintendent II, FL
- Matthew Lasley
Pipe Shop Supervisor, VA
- David Rodriguez
OSM Supervisor I, CA
- Timothy Worley
Project Manager II, VA
- Kimberly Argo
Senior Administrative Assistant, VA
- Richard Wasdin
Pipe Shop Foreman, VA
- Mark Hammonds
ESH Supervisor II, FL
- Emilee Bici
Estimating Admin Assistant, FL
- Michael Dula
Welder 1/C, VA
- Meghan Harr
Human Resources Coordinator, VA
- Roberto Flores
Outside Machinist 1/C, CA
- Bryan Rodriguez
Pipe Fitter 2/C, CA
- Charmaine Hicks
Welder 1/C, FL
- James Miller
QA Inspector I, VA
- Matthew Millsap
Superintendent I, FL
- Ruben Ruiz
Ship Fitter 2/C, CA
- Kelvin Gray
Director of Project Management, VA
- Juanae Rowson
ESH Inspector I, FL
- Dana Thomas
Superintendent II, VA
- Frederick Bello
Tool Room Attendant, VA
- Steven Millerleile
Ship Fitter 2/C, VA
- Angel Santos-Caraballo
Structural Welder 1/C, FL



ECR LEADERS

Featuring: Thom Violette, VP Operations, VA

As we look forward to this new year, I know many are saying “Thank God 2020 is over”. Some are looking back over the year and giving thanks to those brilliant doctors, scientists, and industrialists who were able to crack the virus code, create a vaccine, test it for safety, produce it and have the trucks on the road for delivery to you in less than a year. Certainly, something that gives us hope and something to be thankful for.

But we would be remiss if we didn't take a more internally introspective look and thank our friends and coworkers who helped us through what we certainly hope to have been the most difficult part of the pandemic. Thank you for understanding that we are all in this together. Thank you for doing your part to keep us all safe. Thank you for lending a hand when you could see someone struggling to accomplish what seemed the impossible task of protecting their family while providing for them at the same time. Thanks for being a friend when the chips are down.

And on behalf of the men and women who sail our navy's ships: Thank you for your dedication and courage to continue to maintain the nation's fleet during these difficult times. Although they do their best to provide a safe environment, the navy realizes that you are taking additional personal risks, during these times, to maintain their ships and for that they Thank You. Our nation's fleet could not sail without you. Thank You.

QA CORNER

ECR Quality Assurance

Author: David Martin



Why is Quality Assurance so important to ECR?

Quality assurance helps ECR meet our customer's demands and expectations. ... It saves costs and fixes issues before problems become larger, and it helps to set and maintain quality standards that prevent problems.

The late American Management guru Peter F. Drucker said, "Quality in a product or service is not what the supplier puts in. It is what the customer gets out and is willing to pay for." It might be true that customers decide if they got quality results, but in the practical business world, you have to embed quality into products and services so that customers can then experience it.

The, "What is quality?" question has many implications that flow across your business and throughout the lifetime of your company, its offerings, and its clients. Quality is valuable, because when you have it, it brings success to the customer, and consequentially, to the business the customer buys from.

Definitions of Quality

People have found many ways to describe quality. Some of the most popular definitions for quality are listed below.

- A degree of excellence
- Conformance to requirements
- The totality of characteristics that act to satisfy a need
- Fitness for use
- Fitness for purpose
- Freedom from defects
- Delighting customers

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MAKE KINDNESS LOUD

To bring us all together and help us feel connected, We are asking for everyone to share examples of KINDNESS that you are witnessing or ways your spreading KINDNESS to others.

Please send submissions to amyers@ecrfab.com to feature in our Q2 newsletter.



MESSAGE FROM OUR PRESIDENT

With ECR's first Newsletter going out the first month of the new year, it is fitting that I reflect back on 2020 for some of my remarks.

We start a new year after putting a difficult COVID-19 laden one behind us- one that has challenged our strength and resilience- both in the workplace as well as in our homes. We now realize how much we took our liberty and freedoms for granted, and we wonder whether we will ever live our lives in the same way that we did just one year ago. Nonetheless, there is much to be thankful for as we see the depths of our country's resources come together to provide some optimism for a meaningful recovery.

We also start the new year with surreal confrontations and uprisings in our Nation's Capitol. As we come together at ECR as one family, we must find a way to help this country come together as one Nation. We indeed have much in common to rally around- our rights, our liberty, and our unbridled pursuit of happiness. In spite of these events, I am confident that we will soon look upon the upcoming year as one with greater anticipation for advancing our country's health, prosperity, and interest.



Our ECR family has done well in laying a stronger foundation throughout 2020 to better position us for the year ahead. I am very grateful to our valued employees who honor and define our feisty spirit. I am also grateful to the skilled craft women and men who excel at their work, and largely define our existence. I share in the pride that we all embrace as I consider the important work that we do to support our Nation's Commerce and Security interest. Our craft skills, our toughness, and our enduring spirit are important elements in our Company's boldness, and will allow us to continue strengthening our footing in the upcoming months.

We of course remain indebted to our customers and partners who continue to trust in us. This is not something for us to take for granted. We must continue being proficient in providing our valuable service, as our dependable standing remains important to our continued successes. As we remain committed in adhering to the highest standards, please join me in valuing and appreciating our family members who make this possible. With our united courage, we will forge ahead in 2021, continuing to chart our pursuit of excellence.

May we have fair winds and following seas for our year ahead, as we continue supporting ECR's mission.

A handwritten signature in blue ink, appearing to read 'R. Doiron', with a horizontal line extending to the right.

Rene Doiron

*How did you like the first issue?
Is there something you would like to see in our next issue?*

Email your suggestions to:
Andreika Myers | amyers@ecrfab.com

