

April 2021



Issue 2

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.

COMPANY NEWS

Transition to Newport News

Excitement and change are in the air. ECR Virginia division, begun moving Projects, Production, Facilities, Shipping & Receiving, and the Tool Room to Riverport (Newport News) & 14th Street. The Tool Room and 5-Wide were successfully relocated this past week. Arrangements to move the Shipping & Receiving department are in full swing and scheduled to take place on April 26th.

Vice President of Operations, Justin Stern, had the following to say, "The move was going to come sooner or later and there was no better time than now with all of the changes being implemented to bring the teams together to work under "one roof." We are implementing new ways to facilitate an open workspace so that teams can effectively communicate with each other and bridge the gap. This move will help speed that up. I am looking forward to seeing what the future holds."



HR NEWS

New Wellness Program

Author: Erin O'Neil

Good health is worth it! Anthem's Wellbeing Solutions is a suite of programs to help you with your everyday health and well-being. You receive extra guidance and support in managing your health, plus you can earn monetary rewards!

Earn up to \$200! Anthem Health Rewards offers you and your covered spouse or partner up to \$200 in rewards for taking part in employer-sponsored health and wellness programs. For extra motivation to stay healthy, you can earn \$50 in rewards for receiving a claims-based annual preventive wellness exam and flu shot, and an additional \$150 for completing other My Health Rewards activities.

“

Earn up to \$200 in rewards for taking part in employer-sponsored health and wellness programs.

Well-being Coach is a digital coaching app that offers personalized 24/7 support on the go, whenever you need it. Well-being Coach combines smart technology and proven behavioral therapy techniques to help you maintain a healthy weight or quit tobacco.

You deserve good health! Start today by registering at Anthem.com or downloading the free Sydney Health Mobile App.

If you have questions, call the Member Services number on your Anthem ID Card.

IT CORNER

Know More About Social Engineering

Article Credit: KnowBe4

Social engineering is a tactic used by attackers that takes advantage of people's emotions in order to access sensitive or confidential information. It is very important to know who we are talking to and why the person needs the data. Always remain calm, do not respond immediately, and talk to your manager or the security team if something happens.

Phishing

Phishing attacks are messages that look legitimate, but are actually scams to access your account or device. Pay attention to who forwards the message, if the subject is relevant, if the message text has syntax and semantic errors. Most important: always think before you click! And do not download any unexpected file.

Vishing & Smishing

Scams also happen via telephone (vishing) or text (smishing). If you receive a call, make sure you know the person, and wait for a face-to-face meeting to talk about confidential information. If you receive a text, do not click on any links and or forward personal data by message. Try contacting the sender by other means to confirm the purpose of the message.

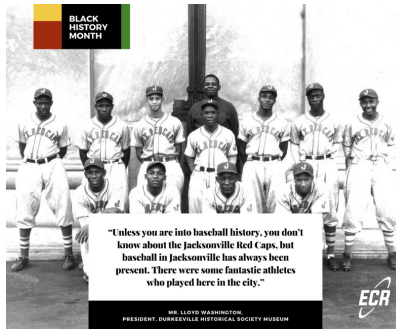
Tailgating

Scams don't just happen online. It is possible an attacker might try to access your organization's office to collect digital or hard copies of sensitive data. If you find an unknown person in the office, ask to see the person's badge and immediately notify the security team.



SOCIAL CHATTER

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



Along with encouraging our team members to partake in Wear Red Day and contributing to the American Heart Association, we came up with a fun activity to get our hearts pumping.

Play along with us!
#ECRHealthyHearts

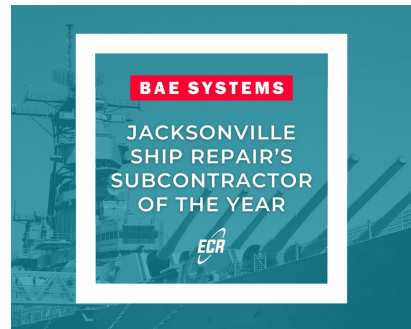


Left to Right: We welcomed the Overseas Texas City, Overseas Anacortes, and the Overseas Nikiski to Riverport. February marked the beginning of Black History Month. Each week we featured a notable moment in history. Team members participated in a BINGO Wellness Challenge activity.



The inauguration of our revitalized Pier 14 at our Newport News facility is being memorialized today. An exciting day indeed, with ECR beginning its availability on the USNS Kanawha Mid-Term Availability for the Military Sealift Command.

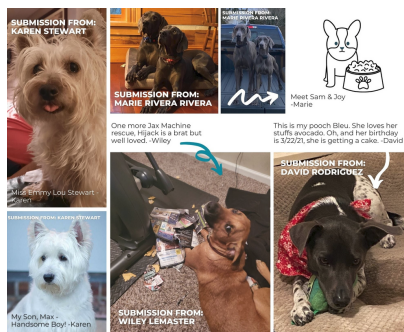
Much effort has been put into the last several weeks to complete preparations in advance of the vessel's arrival. We look forward to working diligently with our team, with our supplier partners, with the vessel's crew, and with our customer in making this project a success for all involved.



Left to Right: We kicked off the "Let Me Introduce Myself" challenge. The inauguration of our revitalized Pier 14 at our Newport News facility occurred. We were selected as BAE Systems, Jacksonville Ship Repair's Subcontractor of the Year!



Staying true to its mission, ECR is not only positioned for large-scale ship repair availabilities, but it is also a go-to contractor for supporting our valuable customers when the help is needed the most. ECR is proud to be part of a Bravo Zulu effort on a recent emergent job on the USS Vella Gulf. As indicated by MARMC, "The team worked at a sprinter's pace over the last two weeks, and we completed repairs in 11 days that historically have taken several weeks". Good collabo... See More



Left to Right: We paid tribute to "International Women's Day". We gave kudos to our team who supported MARMC on an emergent job aboard the USS Vella Gulf. We took part in a week-long, "International Puppy Day" photo contest and Pet Supply Drive.

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.



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SAFETY TALK

Fire Prevention and the Safety Culture/Climate in Ship Construction and Repair
Author: Jason Gocio

Process for hot work safety during ship repair and maintenance are documented in Naval Sea Systems Command (NAVSEA) Standard Items, NAVSEA 8010 – Industrial Ship Safety Manual for Fire Prevention and Response, NAVSEA SAF-010 – Naval Maritime Confined Space Program Manual, NSTM 074 Vol. 1 – Welding and Allied Processes and NSTM 074, Vol. III – Gas Free Engineering, and OSHA Law. All of these written processes require hot work supervisors, hot work operators, fire watches, fire marshals, and gas-free personnel to inspect, certify, and maintain safe hot work locations before the start of and throughout hot work.

Despite these efforts, between January 2017 and June 2019, 51 percent of shipboard fires during maintenance availabilities were directly related to hot work. Alarmingly, 85 percent of hot work-related fires resulted from improperly prepared or maintained work areas. In the 339 cases with a hot work-related fire, there were at least 288 times that a hot work supervisor, a hot work operator, fire watches, a fire marshal, or gas free personnel failed to identify at least one deficient condition.

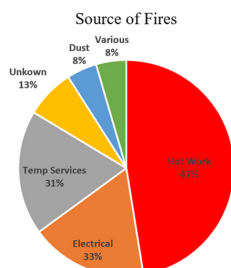
Maintenance availabilities present potential hazards not usually experienced during other phases in ship's schedule. Among the dangers, hot work poses situations where flame and heat are introduced in spaces that require significant preparation and adherence to the host of procedures and regulations listed above to ensure the highest safety standards.

Plan, Prepare, and Perform

It only takes one oversight or shortcut to undermine the extensive preparations required for safe hot work. Each person involved must understand their roles and responsibilities and adhere to them for the duration of the project. Activities performing hot work are responsible for ensuring all safety requirements are met but it takes all hands – with all of us, executing their individual responsibilities – to ensure a successful and safe maintenance availability.

Safety culture does not exist without vigilance

Maintenance availabilities can range from weeks while pier side, to several months while in drydock at a shipyard. Adherence to NAVSEA, NSTM, and OSHA laws, regulations, and procedures can never be relaxed. Conditions can change over time, alerting the safety requirements that were met initially when hot work was started. We must maintain awareness of ongoing hot work and ensure the site and adjacent areas are not compromised between shifts or periods of delay. As we have outlined in our Safety Manual, "Everyone has stop-work Authority" if they see something unsafe, because fire does not know or care who is responsible for preparing the job.



Notable Statistics

- USS Oscar Austin fire lasted just 17 minutes, but resulted in more than \$44M in damages, and after 2 years, the ship has yet to rejoin the fleet.
- In the last 30 months there have been more than 355 fires in our ports, which equates to 12 per month (every port included in this metric).

QA CORNER

2021 Quality Objectives
Author: David Martin

While ECR is not ISO certified, it maintains compliance with ISO standards as part of its Quality Management System (QMS). Part of a good QMS is to make visible its overarching company goals which are measurable, consistent with our Quality policy, and relevant to our business. Such goals are to also contribute to good customer satisfaction. A very significant part of ECR's work is related to a very important customer- the US Navy, so meeting our customer's expectations is very important. In this light, ECR's 2021 Quality objectives are as follows:

- ECR shall strive to obtain best value to our customers through meeting and/or exceeding customer expectations.
- ECR shall maintain adequate feedback systems that can be used to analyze and implement improvement processes.
- ECR Division and departmental management shall be tasked to develop and present measurable goals that lead to improvement within their respective organizational unit.
- ECR Shall maintain tracking, reporting, and engagement on Safety performance in order to emphasize focus areas for improvement.

ECR leadership and management have greater insights into the methods to be used in working towards these objectives. We look forward to all ECR employees and partners contributing to these important Quality Objectives.



WELCOME ABOARD!

Q1 - 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.

- Tyler Rhea
Helper 1/C, CA
- Billy Torres-Bagalso
Helper 1/C, CA
- Eric Schimmel
Helper 3/C, VA
- Jose Hidalgo
Helper 1/C, CA
- Jahmelle Paul
Welder Supervisor I, VA
- Joshua Dietz
Outside Machinist 2/C, VA
- James Bannerman
Welder Supervisor I, VA
- Salma Zamorano
ESH Inspector I, CA
- Robert Thomas
Welder 1/C, VA
- DeWayne Taylor
Welder 1/C, CA
- Andres Riquelme
Rigger 1/C, CA
- Marquis Nowell
Structural Supervisor I, VA
- James Morris
Helper 1/C, FL
- Luis Leon
Pipe Fitter 1/C, VA
- Lisa Harrington
Staff Accountant, VA
- Alonza Diggs
Welder 1/C, VA
- Raymond Di Leo
Structural Supervisor I, FL
- Edward Boone Jr.
Structural Supervisor I, VA
- Edward Whigham Jr.
Electrician Supervisor I, CA
- Takardi Brooks
Pipe Fitter 3/C, VA
- Hiram Alvarez
Pipe Shop Supervisor I, CA
- Reginald Holliman Jr
Ship Fitter 1/C, VA
- Deborah York
Senior Buyer, FL
- Jaeward Williams
Structural Supervisor I, VA
- Kevin Patterson
Ship Fitter 1/C, VA
- Brian Hulton
Superintendent I, FL
- Alec Gran
Welder 1/C, VA
- Robert Flanagan
ESH Supervisor, VA
- Stephen Adderley
Outside Machinist 1/C, VA



HIRING NEEDS

- CRANE OPERATOR, VA
- WELDER MASTER, CA
- OUTSIDE MACHINIST SUPERVISOR, VA
- PIPE SHOP SUPERVISOR, VA
- STRUCTURAL SUPERVISOR, VA, CA & FL
- QA SPECIALIST, CA
- QA INSPECTOR II, CA
- LOFTSMAN, FL
- ESH INSPECTOR/SCP, VA
- CONTRACTS MANAGER, VA
- PROJECT MANAGER II, VA
- SENIOR PROJECT MANAGER, VA
- SUPERINTENDENT, VA & CA
- ESTIMATOR, FL
- STAFF ACCOUNTANT, VA

ANNIVERSARIES/MILESTONES Q2

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

1 Year Anniversary

Christopher Anderson - Hire Date 04/06/20
Chiquan Cowles - Hire Date 04/06/20
Christopher Gonzales - Hire Date 04/06/20
Julian Lechuga Rey - Hire Date 04/06/20
Neil Davenport - Hire Date 04/20/20
Vincent Harris - Hire Date 04/27/20
Denise Sandoval-Sanchez - Hire Date 05/11/20
Tony Tran - Hire Date 05/26/20
Jeffrey Johnson - Hire Date 06/01/20
Steven Williams - Hire Date 06/01/20
Jordan Kemp - Hire Date 06/08/20
Charlotte Savage - Hire Date 06/08/20
John Bale - Hire Date 06/15/20
Harvey Garcia Castaneda - Hire Date 06/15/20
Daniel King - Hire Date 06/29/20
Kareem Mitchell - Hire Date 06/29/20



5 Year Anniversary

Robert Gill - Hire Date 06/17/16
Ramon Cintron Jr - Hire Date 06/27/16
Robert Cannon Jr - Hire Date 06/27/16
Marquel Brown - Hire Date 06/27/16

10 Year Anniversary

Raymond Olivencia Gonzalez - Hire Date 06/10/11

15 Year Anniversary

Kenneth Wilson - Hire Date 06/12/06

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



ECR LEADERS

Featuring: Matt Duncan, Director of Operations, CA

The culture of an organization has the single greatest influence over outcomes. Organizational culture can be defined as a company's beliefs, values, attitudes and how they influence the behavior of its employees. The interesting thing about organizational culture, however, is that many company leaders give very little thought to the culture of their organizations. I've worked for other organizations, and won't name names, who's actual organizational culture was not in line with their mission & values statement. Each one of those companies had a "mission & values statement"; however, they never seemed to be guided by it.

ECR has a firm understanding of the influence and importance of organization culture. We truly embody our stated mission and values; our mission and values are more than just slogans. Our organizational culture is what has led us to the success that we are enjoying today and what will continue to guide us in the future. I've never been more proud to be associated with an organization, and I'm extremely excited about our future prospects.

MESSAGE FROM OUR PRESIDENT

Much has happened since our first ECR Happenings issue of the year. Our first newsletter highlighted the progress of our Newport News facility. Since then, with the use of the facility from our sister company River Port, we secured for the facility our first Military Sealift Command (MSC) Mid Term Availability (MTA) on the USNS Kanawha. We are also working on more pursuits for the year with the MSC MTA market. While doing more MSC work in the Hampton Roads area is an exciting prospect, it is important for us to recognize where we must improve in doing work at our Newport News location, including partnering with River Port for our project and operational needs. This comprises improvement needs in various areas- From the pre-planning of the work, providing easy access to our tooling and temporary services, setting up the ships for the work in an organized fashion, the building up of our production teams, to the coordination of our work with our subcontracting plans. Our ongoing USNS Kanawha project has been a challenge for us on a number of different fronts, but we now have greater visibility on the areas needing improvement.



Our performance in Florida continues to be strong, and our California operation will see more volume this year since its inception. As we also highlighted in our January Newsletter, ECR has established a presence in Wisconsin to support Fincantieri Marinette Marine (FMM) and Lockheed Martin (LM) for FMM's newbuild programs. Our partnering is the result of our dedication to serving our customers. When our customers call, we respond- a simple statement, yes, but our ability to listen, hear, and adapt is truly a defining ECR characteristic that sets us apart. We look forward to establishing ourselves as a key partner to FMM and LM.

While the future is bright, we have much growth to do and much to navigate through to honor our commitment to excellence. As we continue evolving our focus on different market segments at our Newport News facility, we must continue building on our foundation. The dedication and feisty spirit of our teams will continue to be essential, and more importantly, the call to answering our leadership demands will challenge us. Assessing and recognizing deficiencies, establishing structure to our communications, devising and implementing processes, all within an uncompromising safety culture and collaborative environment is no small task. Clearing the pathway for our skilled craft women and men to succeed each day is the key, and our ultimate objective.

Our toughness and our enduring spirit will continue being vital elements of our character as we continue strengthening our footing in the upcoming months. May we have fair winds and following seas for our months ahead as we continue supporting ECR's mission.

A handwritten signature in blue ink, appearing to read 'R. Doiron'.

Rene Doiron

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

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

