

# 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

As our operation in Wisconsin continues to develop with Fincantieri Marinette Marine, so does our relationship with Lockheed Martin. We will be doing Ship Alteration work and Habitability upgrades through the end of the year on the USS Minneapolis St Paul, a Freedom class LCS. We also look forward to securing similar follow-on work on the USS Cooperstown. Work for Lockheed Martin will be performed in Escanaba, Michigan, where it is but an hour away from our work in Marinette Wisconsin.

Our relationship with Newport News Shipbuilding (NNS) continues to grow with work that we feel confident in securing to refurbish some catwalk platforms for the USS Stennis. We continue to bid on opportunities with NNS, and hope to be in their facility on the USS Stennis for the separate Shipboard Habitability work that we are independently pursuing with the Naval Surface Warfare Center, Philadelphia.

We continue to pursue commercial work in Jacksonville. While TOTE, Crowley, and Manson continues to afford us recurring work opportunities, we hope to be soon expanding our network with work for Walt Disney in support of the barge and pontoon rebuilding effort associated with the Steamboat Willie theme boat.

ECR's parent company, S23 has one more addition to the family. Colonial Welding, a well-established fabrication facility located in Norfolk has joined the fold. Colonial has built a successful shop with expertise in Engineering, Design, and Fabrication. They have experience in Marine, Construction, HVAC, Manufacturing, and Structural systems. Colonial will continue its work in servicing its current markets and will also become an extension of ECR, in support of its shop fabrication needs. We look forward to the synergies that this addition will bring to the family.

Lastly, we are looking to move our back office function from our current Portsmouth location on Shipwright street to a nice office building in downtown Portsmouth. We look forward to establishing a new comfortable home for the administrative functions that are essential to our business.



## IT CORNER

*How You Can Strengthen ECR's Security Culture*

Author: Keith Wilson

A healthy security culture features individuals who understand their responsibilities, can readily identify cyber threats and other risks, and know what to do should a security incident arise. Here is how you can help strengthen our security culture:

### **Take Training Seriously**

We get it. Training can sometimes feel like a distraction that impedes productivity. It's also a vital element of developing a healthy culture that avoids security incidents. Furthermore, the lessons you learn from awareness training can be applied to your personal life, which will help you avoid scams and keep your personal information safe.

### **Lead by Example**

Even if you are not in a management or leadership position, setting a good example matters. Remember, your attitude influences others and, by extension, the health of our organization's culture. When you address security awareness with optimism and sincerity, your teammates will take notice and feel inclined to reciprocate that behavior.

### **Think Like a Scammer**

Whenever you are faced with a scenario that could threaten security (such as a potential phishing email), put your scammer hat on. Ask yourself, "How likely is it that I'm being scammed right now? What's the worst that can happen if I click that link or divulge that information?" This proactive mindset helps people identify and eliminate threats.

### **Never Make Assumptions**

Imagine you oversee wiring funds to third-party vendors. You receive an email from your boss with a random request to send money to a new vendor. Do you process the request without a thought? If yes, then you have assumed that the email is from your boss and not an imposter. Assumptions lead to costly mistakes. Ask questions instead!

### **Always Follow Policy**

We mentioned earlier that culture cannot be manufactured through rules and guidelines. But that does not reduce the importance of following organizational policies. In fact, ensuring that security policies are never circumvented for any reason is a form of leading by example and directly impacts our overall security posture.

## HR NEWS

Author: Denise Sandoval-Sanchez

### **Great News!**

PaydayNow is now available on the app stores for both Apple (iOS) and Android devices!

This is great news, as you can now review your current check, pay history, and W2 information personal details from anywhere, and all in one convenient location.

If you want to download this app you can search for "[PaydayNow](#)" in the app store. Once downloaded, you will use your Employee Kiosk login information to log in.

If you have not yet registered in Employee Kiosk, click on the "Create an account" link on the app to create a log-in.

You will need our Company Code to create your account.

**Code: ECRF**

### **401K Information**

As you know we have two 401k enrollments during the year. Our second enrollment just happened on 7/1/21.

If you did not take any action to opt-out between when you were hired and when you were eligible to begin contributing to your ECR's 401(k) Plan, you were auto-enrolled in the plan at a 4% pre-tax deferral rate per pay period. If you would like To change your deferral rate to something different than 4%, you must log in to the Nationwide website and change it.

Remember, you can adjust your deferral rate to zero at any time, or you can adjust it up or down on 01/01, 04/01, 07/01, and 10/01 by logging in to the [Nationwide website](#).

Please call 800-772-2182 for Nationwide website technical support, 800-548-6436 for Nationwide 401(k) assistance.

**Contact the HR Department at [HR@ecrfab.com](mailto:HR@ecrfab.com) or 757-605-4352 if you have any other questions.**

*Lastly, Thank you to those who are consistently reading our Wellness Wednesday emails. Please be on the lookout for more good information, fun activities, giveaways to come.*



# SOCIAL CHATTER

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



ECR is happy to report a significant long-term contract award from the Naval Surface Warfare Center Philadelphia (NSWC) for the furnishing of design, installation and repair services for Habitability Systems, Spaces, Facilities, Fixtures, and Equipment. This is a multiple award contract and will afford ECR the opportunity to leverage its West Coast, as well as both of its East Coast operations. A genuine thanks to all of ECR's subcontract partners who played a central role in participating with ECR on this contract pursuit. We look forward to fostering new working relationships with ECR's vendors and partners, as well as with the Warfare Center. If you have an interest in growing with ECR on its work to maintain the nation's fleet of vessels, or have an interest in Shipboard Habitability work, come join our evolving and dynamic team.

For more details click the article below.  
<https://www.govconwire.com/.../navy-taps-eight-/>



Left to Right: We celebrated Admin Professional Day with Donuts for everyone. We received a significant long-term contract award from the Naval Surface Warfare Center Philadelphia (NSWC). BAE Systems awarded us the 2020 Subcontractor of the Year and Gold Award Winner.

Come on out to the VSRF "Ship Repair Race Night" at Langley Speedway, on June 12, 2021, 4:30 PM - 10:00 PM.

This year ECR is proud to be a sponsor of this event as well as a long-time supporter of Ryley Music Racing. We are proud of Ryley's achievements in ... [See More](#)



This month marks 22 years in business for ECR. From our humbled beginnings to the still growing and dynamic company we are today, our strong foundation continues to fuel our progress. We are incredibly grateful to those who took a chance on us to help the company strengthen and evolve. We look forward to our future growth as we forge ahead and continue investing in our infrastructure and in our people.



Today ECR had the pleasure of attending Hampton High School's Maritime Academy Hiring Event for their soon-to-be graduating class. Between on-spot interviews and discussions about the potential opportunities, we feel optimistic, knowing the future looks bright for these exceptional students. Hampton High School, Thank you for the invitation and for allowing us the opportunity to meet the future leaders of our industry.



Left to Right: We sponsored the VSRF Ship Repair Race Night and showed our support to Ryley Music Racing. May marked 22 years in business. Our recruiting team attended Hampton High School's Maritime Academy Hiring Event and got to meet some future leaders of our industry.

ECR is honored to receive a "Key to the School" for Long Branch Elementary School. Last year for the annual Christmas Drive, we raised over \$21K in conjunction with several vendors and subcontractors. Just this week, the school's Principal brought us this giant key signed (front & back) by every student and faculty member. It is now proudly displayed in the conference room of the Florida division office. Thank you, Long Branch Elementary School, for this thoughtful gesture.



**East Coast Repair and Fabrication, LLC.**  
Published by Andreika Myers • June 14 •

We are excited to report that we have secured our second Mid Term Availability (MTA) with Military Sealift Command on the USNS Arctic, the third ship in the Supply class fast combat ships, for work to be performed at our Newport News facility. Work will commence on August 6th and will go through early October. Three months ago we christened our revitalized Pier 14 at the facility with the arrival of the USNS Kanawha for its MTA. Our lessons learned on this project will be valuable for our work on the USNS Arctic and all future availabilities.

We will leverage the planning time that we have over the next 8 weeks to establish a good execution plan with our suppliers, and we look forward to continue forging a good working relationship with MSC.

In addition, ECR is continuing to service the Navy's needs with recent awards for CMAV work on the USS Ramage, USS Paul Ignatius, USS Gunston Hall, and USS Arlington for work in the June-July timeframe. We are proud to be a significant part of the Navy's fleet maintenance solution.

This past week we awarded 5 ECR employees the coveted ECR Tag Award. This award is presented twice a year to recognize our top talent who demonstrate excellence on the job and exemplify key components of our mission.

Congratulations to Musa Yemhatpe, Jodi Orlich, Brooke Ellis, Robert Wahlers, and Patrick Bingham for your achievements! Thank you once again for your commitment and invaluable contributions toward helping ECR reach its full potential.



Left to Right: We received a "Key to the School" from Long Branch Elementary for our contributions to them this past couple of years. We secured a Mid Term Availability (MTA) award with Military Sealift Command on the USNS Arctic. We awarded 5 of our employees who demonstrated excellence on the job with the ECR Tag Award.

**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.**



# QA CORNER

*ECR is Looking In The Mirror.*

Author: David Martin

**ECR is currently conducting our annual Quality Management System Internal Audit. The internal audit Commenced in June and will continue through December 2021.**

Quality Assurance is conducting the Internal Audit to determine the effectiveness and relevancy of the company's current Quality Management System. The results of the Internal Audit will be analyzed by ECR's Top Management to determine the effectiveness of ECR's internal processes. ECR uses a management system,(QMS), that gets measured and monitored in order to gauge success in adherence to the company's own processes.

The internal audit is being conducted by a team of six ECR Employees from Virginia, California, and Florida representing various departments. Each auditor attended a week-long intensive training program contracted with Perry Johnson Consulting, Inc. Perry Johnson, Inc. is a well-recognized and respected organization that provides auditor training and conducts external audits with the aim of issuing third-party ISO certificates to companies that comply with the stringent ISO 9001 standard.

ISO 9001 is the standard that defines the requirements for ECR's Quality Management System (QMS). It is intended to help ECR improve efficiency and improve customer satisfaction. ECR's Quality Policy reflects the primary focus of the ISO Standard as it emphasizes customer satisfaction and continual improvement.

## A little more about ISO...

**ISO** (International Organization for Standardization) is an independent, non-governmental, international organization that develops standards to ensure the quality, safety, and efficiency of products, services, and systems. ISO standards are in place to ensure consistency of a company's ability to meet customer requirements and to promote continual improvement.



## The Principles of ISO are:

- Engagement of people.
- Customer focus.
- Leadership.
- Process approach.
- Improvement.
- Evidence-based decision making.
- Relationship management.

# SAFETY TALK

*Prevent Incidents Before They Start*

Author: Jason Gocio

Identifying risks and taking proactive safety measures to reduce hazard exposure on important topics from ergonomics to chemical management is crucial to creating a safe workplace. A lot of incidents that happen throughout ECR and throughout our industry, whether in the workplace or somewhere else, are preventable, and that means, if you take extra precautions and you're really safety minded, we could reduce the number of accidents or injuries here at ECR. One of our most preventable incidents is Slip, Trips, and Falls. Currently, slip, trips, and falls account for over 20% of our injuries. That momentary lapse of attention, thinking about a personal problem or distraction by an activity that ends in a slip, trip or fall. A stumble down a stairway. A trip over an uneven surface. Slipping on the ice. It can lead to a variety of regrettable events, ranging from, a simple bruised shin to something more severe. It's just one of a number of conditions and situations that set the stage for slips, trips and falls in our environment. Before performing any task, if we take the time to plan it out and not allow distractions to happen, we can reduce the number of Slip, Trips, and Falls.





# WELCOME ABOARD!

## Q2 - 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.

- Ray-Mond Atkinson  
Ship Fitter 1/C, VA
- Jon Austin  
Program Manager, VA
- Joshua Bohannon  
Welder 1/C, VA
- Michael Bright  
OSM Supervisor I, VA
- Jocelyne Cardenas Garcia  
Administrative Assistant, CA
- Gregory Cook II  
Ship Fitter 1/C, VA
- Anthony DeJesus  
Superintendent II, VA
- William Doyle  
Project Manager I, VA
- Levi Epstein  
Tool Room Attendant, FL
- Chris Gardner  
IT Manager, VA
- Cadrea Gilliam  
WAF Coordinator, VA
- James Jeffries  
Superintendent II, VA
- Hector Juarbe  
Electrician Supervisor I, FL
- Christopher La Torre  
Superintendent I, FL
- Kevin Lewis  
Superintendent II, VA
- Jennifer Mather  
Senior Project Admin. Assistant, VA
- Kirk McCoy  
Rigger 1/C, VA
- Octavis Mizell  
Structural Supervisor I, VA
- Jesus Navarro  
Pipe Fitter Master, CA
- Benjamin Pobjecky  
Structural Supervisor II, FL
- Lisa Robinson  
Staff Accountant, VA
- Kenneth Robinson Jr.  
Ship Fitter 2/C, VA
- William Rodriguez  
Pipe Fitter 1/C, FL
- Scottie Russell  
Welder 1/C, VA
- Marlo Smith  
Senior Project Manager, FL
- Christian Strausburg  
Pipe Fitter 2/C, VA
- Liam Treadwell  
QA-2 Inspector, VA
- Chavay Walker  
General Labor Supervisor II, VA
- Rickly Wallace  
Painter 3/C, FL
- Q. Tyler Wardlaw  
Production Manager, CA
- Michael Wilcox  
Ship Fitter 1/C, VA
- Mallory Witrak  
Buyer II, VA



Welcome!

## HIRING NEEDS

- WELDER MASTER, CA
- PIPE SHOP SUPERVISOR, VA
- WELDER SUPERVISOR, CA
- STRUCTURAL SUPERVISOR, VA, CA & FL
- QA SPECIALIST, CA
- QA INSPECTOR I, VA
- QA INSPECTOR II, CA & VA
- OPERATION PLANNING SPECIALIST, VA
- CONTRACT MANAGER, VA
- SUPERINTENDENT II, CA
- HELPERS, CA
- 1ST, 2ND, & 3RD CLASS TRADES, CA, FL, & VA

# ANNIVERSARIES/MILESTONES Q3

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

## 1 Year Anniversary

Tyler Thomas - Hire Date 07/06/20  
David Martin Sr. - Hire Date 07/06/20  
Fahirzad Khan - Hire Date 07/06/20  
Steven Ward - Hire Date 07/13/20  
Danny Conger - Hire Date 07/13/20  
Jason Byrd - Hire Date 07/20/20  
Boris Shpak - Hire Date 08/04/20  
Curtis Harvey - Hire Date 08/04/20  
Brooke Ellis - Hire Date 08/04/20  
Patrick Bingham - Hire Date 08/10/20  
Joseph Nicolay III - Hire Date 08/12/20  
Mary Caraballo - Hire Date 08/17/20  
Richard Rhodes - Hire Date 08/20/20  
Bruce Clark - Hire Date 08/28/20  
Cory Clark - Hire Date 08/28/20  
Marco Santana - Hire Date 09/14/20  
Jake Kushiya - Hire Date 09/14/20  
Jermaine Jones - Hire Date 09/14/20  
James Zahn - Hire Date 09/21/20  
Julian Lechuga - Hire Date 09/21/20  
Brandon Jackson - Hire Date 09/21/20  
Owain Salmon - Hire Date 09/28/20  
Peter Kwiatkowski - Hire Date 09/28/20  
Randy McNair - Hire Date 09/29/20



## 5 Year Anniversary

Leon Copeland Jr. - Hire Date 08/08/16

## 10 Year Anniversary

Lorenzo Evans - Hire Date 09/24/11  
Conrado David Jr. - Hire Date 09/24/11  
Alfredo David - Hire Date 09/24/11

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



## ECR LEADERS

Featuring: Kelvin Gray, Director of Operations, VA

What a whirlwind we have experienced through the first part of this year. We have moved to River Port and have completed our first ever in plant Military Sealift Command Mid Term Availability (MTA). It is a great time to be a part of a "Winning Team." I am very proud of the effort our entire team has given to make this transition successful. We also continue to grow

our CMAV capabilities by performing more complex projects, which have allowed us to grow our workforce. Our relationship with BAE continues to grow tremendously. It has proven to be very beneficial with our pulling out of NASSCO Norfolk and MHI. With the recent award of the USNS ARCTIC, we are looking forward to its arrival and its successful completion. Many more of these opportunities are soon to follow. Thank you to each one of our team members who have helped make our success possible. I am so proud of you all and so grateful to be a part of the team!

# MESSAGE FROM OUR PRESIDENT

We have much to be thankful for as we reflect back on the first half of 2021 and forward to the upcoming months. We are making great progress in getting us through the COVID pandemic and our daily lives are getting back to a good sense of normalcy with group events and gatherings. We are glad to celebrate once again our individual freedoms with a renewed sense of enjoyment and appreciation.

Our last Newsletter highlighted the work that we had secured on the USNS Kanawha for our new Newport News location. With the benefit of lessons learned from this project behind us, we now have a better opportunity for success on the upcoming USNS Arctic mid-term availability which we have coming up in September. While our new location continues to be transformed, we look forward to fostering good relations with our new MSC customer and new suppliers. Our Wisconsin operation continues to flourish, our California operation remains steady, and the commercial work in our Florida operation continues to bring us



opportunities. Since our last Newsletter, we also secured a long term contract which gives us opportunities to diversify our work offering in pursuit of Shipboard Habitability work. Our new customer, the Naval Surface Warfare Center in Philadelphia will compel us to develop a different business model for pursuing and executing on the work that we secure. This is a unique challenge that we are eager to confront.

While our volume for the first 6 months of the year has been at a significant pace above last year's average, I am happy to report that the quality of our performance has improved. The number of corrective action reports issued to us by our customers has decreased 10% from 2019 to 2020, and is on a current pace for a notable 39% improvement in 2021. This significant improvement speaks well to our adaptability as we continue to strengthen our processes and raise the bar on our expectations. What is even more impressive is ECR's Safety performance. Our overall recordable injury rate over the first 6 months of the year is at a 20% improvement from 2020's performance. The standout is with our performance in Virginia. Our injury rate for the first half of the year is seeing a remarkable 82% improvement from last year, far better than the industry benchmark.

Our culture will continue strengthening as we emphasize safety leadership in the areas that influence our behaviors the most. It is the environment that is created, and our behavior and approach to the work that ultimately dictates what our culture is. Our front line supervision hold important keys to this. They set the tone for each day and promote smart decision making in the environment that they create, resulting in safer work practices. To leverage our leader's influence in this area, we have partnered up with Signal, our Longshore Mutual partner for providing valuable Safety Leadership training for our supervisors. We look forward to further improvements in this area.

While we work to continue raising the bar on our expectations and increase the depth and breadth of ECR, let's continue to encourage, celebrate, and exemplify good leadership where we see it. Doing so will fuel our progress as we continue growing and supporting ECR's mission.

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

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](mailto:amyers@ecrfab.com)

