

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

ECR continues to grow and evolve, in volume, as well as in structure and discipline. After ECR's volume increasing by 26% in 2020 from the year prior, volume for 2021 is projected to be another 40% above last year's. A notable standout in ECR's growth is in California where 2021 volume will be 140% higher than last year's, and Virginia where 2021 volume will be 75% greater.

One of ECR's goals over the last 2 years was to increase its prime work, where it can be in better control over its destiny. This has been more notable in Virginia than anywhere else, where prime work will be 90% of its volume, up from 49% last year.

ECR is happy to welcome a new company to the family. Colonial Welding, a well-established company in Norfolk that specializes in shop fabrication work, will be an important partner to ECR's continued evolution.

ECR Secures its second Military Sealift Command (MSC) Mid Term Availability this year, and begins its repair availability on the USNS Arctic on 9/27 at its Newport News Location. These are exciting times for ECR, with its ability to bring additional MSC employment opportunities to the Hampton Roads area, something that no other company in the region can do.

As shared during our last Newsletter, ECR has secured a significant Habitability contract which affords ECR an opportunity to compete on Habitability work on the East and West Coast. Since that time ECR has established its Habitability division to focus on its market pursuits and secured its first habitability project on the USS Gettysburg.

ECR is on track to see a huge improvement in our overall Safety Performance of the year. If we finish the year off strong with ZERO injuries, then we would see a 30% improvement over last year's performance.

Lastly, ECR continues to develop in Wisconsin and Escanaba while it nurtures its relationships with Lockheed Martin and Marinette Marine.



IT CORNER

Our family is growing!

Author: Keith Wilson

We are pleased to welcome Vinh Nguyen to the ECR team. Vinh brings experience from Old Dominion University and years of IT support. He is a valued addition to the IT department and will be reporting to IT Manager Chris Gardner. Please introduce yourself if you see a new face with the IT team.

October is Cyber Security Awareness Month!

Here are six tips to maintain your security and privacy on the internet.

- Never share sensitive information on public forums, especially social media where cybercriminals are on a constant hunt for data.
- Mind your surroundings when working remotely. Make sure no one can hear your conversations, see your screen, or access anything work-related.
- Respect the access granted to you. Never share your passwords or badge with anyone else. Always properly dispose of sensitive materials when no longer needed.
- Utilize strong passwords. A strong password is at least 12 characters long, unique to every account, and never written down or stored in a manner that threatens security. Consider a password manager for your browser to automatically generate strong secure passwords.
- Stay alert for phishing attacks. Carefully inspect all messages for warning signs like bad grammar and threatening language. Think before you click on any links or attachments.
- Always follow policy. There might be no simpler measure of security than following security policies, which were designed to ensure that confidential information remains confidential.
- If you think these examples seem obvious or redundant, you're not mistaken. In fact, arriving at that conclusion illustrates an important point: Maintaining security (and by extension, privacy) isn't always a complex process. Most of the time, it requires nothing more than a little common sense and situational awareness.

HR NEWS

Author: HR Department

IMPORTANT NOTICE! REGARDING FMLA ADMINISTRATION

The Family and Medical Leave Act (FMLA) entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons.

ECR recently selected a third party to administer FMLA. That third party is known as Total Administrative Services Corporation or TASC. What does this mean to you? Beginning on 10/01/2021, TASC's customer service branch, FMLAMatters, will be your new point of contact for all FMLA matters, from initial leave requests to the date that that you will be required to return to work. Please note that FMLA is not affiliated with your Short Term Disability (STD) insurance through Anthem. Although FMLA leave runs concurrently with STD, you are required to contact ECR's HR Department to file an STD claim.

We encourage you to call TASC's FMLA Matters with any questions you may have at (866) 784-9266 Monday through Friday.

Please note that current policies that require you to notify your supervisor regarding absences and time off should continue to be followed.



SOCIAL CHATTER

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



Left to Right: We celebrated our Nations Independence. Our recruiting team attended "Ship Repair Career Fair" at Military Circle Mall. In celebration of Shipbuilders' Day, ECR participated in a Job Fair event hosted by Brooks Crossing Innovation + Opportunity Center in Newport News.

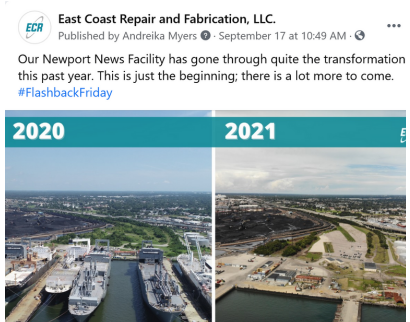
The Navy has awarded three multiple-award contracts worth approximately \$2.76 billion combined to provide sustainment support for eight littoral combat ships based out of Mayport, Florida.

ECR is honored and proud to be one of the recipients of two of the lots on the contract with a ceiling value of \$965 million. We look forward to continuing to play a significant part in maintaining the Navy's fleet of ships in the Southeast region.

Check out the GovCon article below.... [See More](#)



Left to Right: ECR was honored to be one of the recipients of an award for sustainment support for ships based out of Mayport, FL. Occasionally we share some #wednesdaywisdom on our social pages. Before the school season began, our employees contributed a tremendous amount of School Supplies for Operation Homefront's, Back-to-School Brigade®.



Left to Right: We all enjoyed some time off to celebrate Labor Day. ECR was featured in the August issue of Inside Marine. A flashback of how far our Newport News facility has come was shared to our followers.

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 Safety in the Workplace
Author: Jason Gocio



Fire remains an expensive and common cause of property loss in the United States. A structure fire is reported approximately every minute of every day and results in approximately \$12 billion in property loss every year. Planning and being prepared can help you avoid becoming one of these statistics. Recognizing the types of risks, you might face begins with identifying and understanding those hazards. Consider these common sources of workplace fire hazards or ignition sources when assessing fire risk:

- Process machinery that can overheat or generate excessive mechanical friction or static electricity.
- Systems using combustible hydraulic fluids.
- Hot work activity (e.g., welding, brazing, cutting, and grinding).
- Industrial furnaces or ovens.
- Controls and safety interlocks on fuel-fired boilers and hot water heaters, which can present a risk if inadequate or poorly maintained.
- Spray painting and use of flammable or combustible liquids.
- Accumulation of combustible dusts from manufacturing processes.
- Operations using flammable gases.
- Stacked storage of combustible materials that may impact the effectiveness of sprinklers and impede responding fire departments.
- Electrical equipment, wiring, load centers, junction boxes, circuit breakers, transformers, and motors, all of which can present a hazard if improperly installed or maintained.
- Inadequate tobacco smoking controls.



Almost all fires are small in their incipient stage and can be put out quickly if the proper firefighting equipment is available and the person discovering the fire has been properly trained. We rely on the use of portable fire extinguishers for fighting incipient stage fires.

To be effective, according to OSHA, portable fire extinguishers must be:

- Approved by a recognized testing laboratory — extinguishers manufactured in the U.S. are generally approved by FM Global and listed by Underwriters' Laboratories, Inc. (UL).
- The proper type for the class of fire expected.
- Located where they are readily accessible for immediate use and in sufficient quantity and size to deal with the expected class of fire
- Kept in good operating condition and inspected and maintained on a regular basis.
- Operated by trained personnel.

Fire Extinguisher Training: Using the P.A.S.S. Technique

- P-** Pull the pin, located at the top of the fire extinguisher. It is inserted into the handle to prevent accidental discharge.
- A-** Aim the extinguisher nozzle at the base of the flames. Remember to keep the fire extinguisher right side up and perpendicular to the ground.
- S-** Squeeze the trigger while holding the extinguisher upright.
- S-** Sweep the extinguisher from side to side, aiming at the base of the fire. Cover the area of the fire with the extinguishing agent. Watch the fire area. If the fire reignites, repeat the process

WHAT TO DO IN CASE OF A FIRE

- Sound the alarm
- Get everyone out
- Call the fire department (911)
- Assess whether the fire is appropriate for a portable fire extinguisher.

NEVER FIGHT A FIRE IF...

- The fire is spreading beyond the spot where it started.
- You can't fight the fire with your back to an escape exit.
- The fire can block your only escape.
- You don't have adequate fire-fighting equipment.

According to the NFPA's, fires involving heating equipment report, heating equipment is the second-leading cause of U.S. home fires and the third leading cause of home fire deaths. More than half (53 percent) of all home heating fire deaths resulted from fires that began when heating equipment was too close to things that can burn, such as upholstered furniture, clothing, mattresses, or bedding.

Space heaters can be effective tools for providing added warmth at home or in the workplace, but it's critical that people follow basic precautions to ensure that they're used safely

Heater Checklist

- Purchase a heater with the seal of a qualified testing laboratory.
- Keep the heater at least 3-feet away from anything that can burn, including people.
- Choose a heater with a thermostat and overheat protection.
- Place the heater on a solid, flat surface.
- Make sure your heater has an auto shut-off to turn the heater off if it tips over.
- Keep space heaters out of the way of foot traffic.
- Never block an exit.
- Plug the heater directly into the wall outlet. Never use an extension cord.
- Space heaters should be turned off and unplugged when you leave your office for any length of time or at the end of the day.



QA CORNER

Continual Improvement Through Failure

Author: David Martin



Have you ever heard the expression “Failing forward”?

This phrase has an ironic connotation because it superimposes two opposing concepts that drive progress and improvement by learning from past mistakes or failures.

Best selling author and speaker, John Maxwell, is quoted as saying “The more you do, the more you fail. The more you fail, the more you learn. The more you learn, the better you get”.

To ensure that corrective and preventive actions are effective, the systematic investigation of the root causes of failure is critical.

East Coast Repair & Fabrication utilizes a process that is designed to take advantage of process failures and mistakes to identify and improve our internal practices. Embedded within ECR's Quality Management System (QMS), is Procedure P-1020, Nonconformity and Corrective Action. The scope and purpose of the procedure is to describe the process that ECR uses to deal with non-conformity by using a systematic process for bringing about effective root cause analysis with corrective actions.

Non-conformance may be in the form of an internal complaint, customer complaint, failure of machinery, a quality management system failure, or misinterpretation of written instructions to carry out work.

It is extremely important to note that contained within [ECR's Procedure P-1020, paragraph 5.2.1](#) is the statement “Any employee discovering a nonconformance, relating to an internal problem in their work area, is empowered to report the nonconformance to their Supervisor”. Once a nonconformance is reported, the issue is scrutinized for appropriate entry into ECR's electronic Corrective Action Report (CAR) program, to document and distribute throughout ECR's management structure.

CARs are reviewed and monitored for effective corrective action progress and implementation. The CAR is not closed until the Corrective Action and Preventive Action, (CAPA), plan has been fully formed and an implementation plan has commenced or is completed.

ECR differentiates between CARs issued to us by its customers, from CARs issued to ourselves internally. ECR's process for managing CARs- from Identification, Investigation, Root Cause Analysis, to Corrective and Preventative Action Plan implementation, provides a valuable feedback loop and learning tool. ECR tracks and reports on the frequency of both types of CARs relative to work volume, so that the quality and integrity of business processes may be monitored. A summary of our CAR performance is reported on periodically, and also discussed at our Management Review meetings.

This article is intended to bring awareness to an important process within ECR's Quality Management System and to encourage every employee to participate knowing that there are meaningful lessons to be learned from nonconformances and failures.

Through ECR's system of deliberate reporting, analysis and management of nonconformances or failures we have the opportunities always fail forward.

WELCOME ABOARD!

Q3 - New Team Members

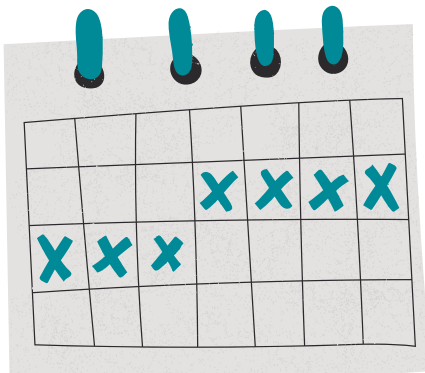
Welcome to our growing team. We are so pleased that you have chosen to come and share your time and energy with us. This is an exciting time for our company, and we are delighted to welcome you as a key addition to our valued team. We can't wait to see what amazing things you all will accomplish.

- Delicia Whitehead
QA Specialist, VA
- Edwin Rivera Garcia
Ship Fitter 1/C, VA
- Diana Lopez
Shipping & Receiving Clerk, CA
- Shanae Hannegan
Administrative Assistant, VA
- Travonte Carver
Superintendent II, VA
- Jacob Vurnakes
Pipe Welder 1/C, JMR
- Barry Shaw
Welder 1/C, JMR
- Andrea Hunter
Tool Room Attendant, FL
- Edwin Freeman
Ship Fitter 1/C, VA
- Jaime Cruz Pacheco
Welder 1/C, JMR
- Myles Chapman
Welder 3/C, JMR
- Jesse Brickhouse Jr.
Senior Project Manager, FL
- Timothy Sheider
OSM Supervisor I, FL
- Ulanda Dildy
Security Administrative Assistant, VA
- Lamont Bunting
Ship Fitter Master, VA
- James Reinsch
QA Inspector II, CA
- Angel Ubarri
Ship Fitter 2/C, VA
- Walter Leon Rosa
Structural Supervisor I, VA
- Donald Cissell
Director of Project Management, VA
- Joey Wiggins
HR Coordinator, VA
- Michael Randall
Master Welder, FL

Welcome!

HIRING NEEDS

- WELDER SUPERVISOR, CA
- ESTIMATOR III, VA
- GENERAL LABOR SUPERVISOR, VA
- CONTRACT MANAGER, VA
- STAFF ACCOUNTANT, VA
- 1ST, 2ND, & 3RD CLASS TRADES, CA, FL, & VA



Q4 ACTIVITIES

Details for each event will be shared via email. Be on the lookout!

Breast Cancer Awareness Donation Drive - All Oct.

Wear Pink Day - Oct. 22nd

Halloween Trivia Contest - Oct. 28th

Spooky Accessories Day - Oct. 29th

Thanksgiving Food Supply Drive - Date TBA

Holiday Donation Drive - Date TBA

Holiday Spirit Week - Dec. 13th-17th

If planning these kinds of events is of interest to you, you should join our Activities Committee! Where we plan, collaborate, and execute office activities and giving opportunities. Send an email to amyers@ecrfab.com to inquire about joining.

ANNIVERSARIES/MILESTONES Q4

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

1 Year Anniversary

Angel Santos-Caraballo - Hire Date 10/05/20
Frederick Bello - Hire Date 10/05/20
Maurice Pearson - Hire Date 10/12/20
Juanae Rowson - Hire Date 10/26/20
Kelvin Gray - Hire Date 10/26/20
Ruben Ruiz - Hire Date 11/02/20
James Miller - Hire Date 11/02/20
Charmaine Hicks - Hire Date 11/02/20
Roberto Flores - Hire Date 11/09/20
Emilee Bici - Hire Date 11/16/20
Mark Hammonds - Hire Date 11/23/20
Walter Wasdin - Hire Date 11/30/20
Kimberly Argo - Hire Date 11/30/20
Leander Knox Jr. - Hire Date 12/14/20
Jereme Jones - Hire Date 12/14/20
Damion Faulkner - Hire Date 12/28/20



5 Year Anniversary

Victor Williams - Hire Date 11/21/16
Charles Lewis - Hire Date 12/19/16
Aaron Harrison - Hire Date 12/19/16

10 Year Anniversary

Kimberly Mcgilbray - Hire Date 10/10/11
Jacob Dinmore - Hire Date 11/30/11

15 Year Anniversary

Robert Daughtry - Hire Date 11/17/06

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



ECR LEADERS

Featuring: Nathan Moeiny, Director of Operations, FL

In the spirit of our Quality Policy of "Continuous Improvement," Our Florida Operation has taken a dedicated focus the past 2 years in examination of our processes and methods by which we perform our business. We have utilized group communication and brainstorming to come up with and trial new ideas that work best not just for individuals or one department, but also best between them.

This has allowed us to create a better support team for our production and project management, and improved communication between these branches to transmit each of their needs to turn out a better quality, and more profitable product with less of the struggles.

This year we had the opportunity to take these concepts outside of Florida, sending our team members to San Diego and Virginia to establish methods developed here with their teams. The goal being to achieve a more unified company. I'm proud of the work we have been able to do in support of our partnering teams and the expansion we have all made with the move to River Port and seeds we have planted in San Diego, Wisconsin, and Michigan. I'm excited to see what opportunities come in this next year for us to help grow our successes even greater for us all.

Rapid growth of the company has certainly presented its challenges and growing pains, but by sticking with our principles and identifying our qualities that have worked for us well in the past while working out creative ideas to refine and enrich our methods, these challenges have pushed us to new heights. I hope to see this momentum continue, its inspiring to see what can be done when we come together to tackle these challenges as a true ECR Family.

The people that have never lost sight that their success comes from working to make those around you succeed are the people who make up the keel of our company. By helping to challenge each other and by always bringing each other up, we can guarantee our own success. By building on those people, we will create a seaworthy ship for us to sail. "A rising tide lifts all boats" -John F. Kennedy

MESSAGE FROM OUR PRESIDENT

Here we are approaching the 2021 finish line. We have much growth and learning behind us, and we continue to develop and evolve in exciting ways. The next few paragraphs were sent as a separate memo to employees by me on Oct 7th. I am including them here again given the emphasis that I would like to put on this section.

Our ECR family continues to undergo a significant transformation. I am comforted by the engagement that we have had along the way by key transformational leaders and employees that have been instrumental in helping the company advance. Our exciting prospects are contrasted with some realities of the times that we find ourselves in. It wasn't that long ago that we were celebrating the progress that we had made against the COVID pandemic. Since that time, we have recognized that a significant challenge remains that continues to test our resilience and our convictions.



As you know, we have recently been confronted with a federal vaccination requirement. Who would have ever imagined that after approaching a 2 year mark from the pandemic's onset that we would still be deeply immersed in a battle to subdue the virus and its adverse effects? While many are embracing the instructions by medical professionals, and doing what they can to protect themselves and their loved ones, some perceive what we are seeing as unwarranted and excessive overreach. While we have control over our individual decisions around this, we also have the livelihoods of our family and friends to consider, both at home and at work. As importantly, we also need to reconcile what feels right or what feels wrong with the love for the work that we do. Yes, we should all take pride in supporting our Nation's Navy fleet. The ships that we work on are our sailor's homes. I deeply respect the sacrifices that our uniformed men and women make for embracing such thankless jobs. The work that we do ensures that the ships are always ready for them to preserve our National Security Interest. This enormous responsibility calls for extraordinary considerations and sacrifices during these challenging times.

The vaccination requirement imposes a personal decision for us all, and these are decisions that have broad implications for those around us. Perhaps our call to action needs to be embraced as a LEAP of FAITH for some. Indeed, we allow such convictions to ease life's challenges in other ways. I encourage all individuals who make up our ECR family to heed the vaccination requirement so that we may soon move on to focus on a better unbridled future, so that we may continue cherishing our loved ones, and so that we may persist in our support of our national security interest with the great work that we do. Some believe that Surrendering is an ultimate sign of strength and the foundation for transcending our struggles and transforming our negative emotions. Perhaps a piece of this can help guide our judgments.

Onto something more exciting- The USNS Arctic arrived at our Newport News facility on 9/27. This is an exciting opportunity for us. It is ECR's second Major availability at the facility, one that we are prepared for with a better plan for success, and with the benefits of some lessons learned from earlier this year. We have also secured our first habitability project and established a division to focus on this market. Our work is supported by relationships that we are fostering with valued partners at River Port, Warwick, and the new addition to the family, Colonial Welding. Together we are a formidable front.

We are three quarters through the year and we continue to show improvements in our Safety performance, with Virginia's performance leading the pack with nearly 50% of total hours worked, but only 17% of the injuries. Our Target ZERO philosophy holds that we have the ability to execute our work each day with ZERO injuries. That is indeed a very realistic goal- each and every day. If we were to complete our 2021 year without another injury then

we would see an improvement over last year's performance by 30%. I personally take solace each and every day that I can go home without a notice of injury. Much of this is about the expectations that we set, and ultimately the culture that we foster. Let's continue to embrace our ownership in making sure that our valued employees understand their right, as well as their obligation to work safely, and let's all take pride in the results that will demonstrate this.

While the Navy's Port loading is relatively low over the next two years, the prospects for ECR remain plentiful. Our future is bright with opportunities that continue to be pursued in developing markets. I am appreciative of everyone's hard work and tireless efforts at contributing to our success, and look forward to everyone's support for a strong finish to the year to give us a good start for 2022.

In closing, one of our core values is "Ownership", "We do what is needed to get the job done and we take the initiative to bring about positive results". Every employee plays an integral part in embracing this value. Please join me in taking a LEAP towards aligning ourselves to a brighter future while we grow and support ECR's mission.

Be proud, Be transformative, and Be safe.

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

