

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

Some of you may recall from our last newsletter, that our California division was moving into a new facility. The new location is coming along great, and signage recently went up, making this move nearly complete.

Our Florida division is setting up a new office and shop location in Mayport. This new space will be very accommodating, considering its proximity to the base.

At our Newport News, VA facility, we've seen so much progress in the revitalization of the piers. Pier 15 has undergone pile driving and the pouring of a new 12-inch concrete deck. In addition to the new deck, we've started the process of installing five mooring dolphins on each side of the pier. These improvements are just the beginning of what we have in store for Pier 15.

Our Florida team is working on wrapping up a collaboration with the Navy's Southeast Regional Maintenance Center on their first Incremental Selected Restricted Availability (ISRA) on the USS Thomas Hudner. The project has recently experienced significant growth which will have an impact on its delivery date. Growth aside, the project is a huge success so far for ECR, and will lay the perfect groundwork for our upcoming ISRA work on the USS The Sullivans, expected to start within a few months.

Lastly, California is making waves and is off to a strong start in the second quarter, securing CMAV work on the USS Lake Champlain, USS Kansas City, USS Boxer, and USS Mustin. Great achievements for the strengthening and success of our California division.



IT CORNER

Five Security Tools Everyone Should Use

Author: Keith Wilson



Password Managers

- **The Problem:** Most of us have dozens upon dozens of passwords to remember.
- **The Solution:** A program that remembers them for you and securely stores them behind one master password.

That's the job of a password manager – software that can create, store, and sync your login credentials across multiple devices. Be sure to make your master password strong, unique, and memorable.

Top Software: Bitwarden – Open Source, Free, Cross-Platform, and Desktop Browser and Phone Integration.

Multi-factor Authentication (MFA)

- **The Problem:** If your password gets stolen, you can easily lose control of an account – even your bank account.
- **The Solution:** Requiring a second code before access to an account is granted.

Even if you enter the correct username and password for an account, MFA prompts for a second code that is sent via some other communication method. An attacker is highly unlikely to have access to this second code.

Top Software: Any MFA that the account you are securing supports.

Ad Blockers

- **The Problem:** Online advertisements are not only annoying, they can redirect you to malicious sites as often as they get you to where you're going.
- **The Solution:** Browser plugins that block most advertisements and popups.

Cyber criminals can inject legitimate websites with malicious ads. Ad blocking plugins automatically eliminate most of them and will make your browsing experience more enjoyable and secure.

Top Software: uBlock Origin – Open Source, Free, Cross-Platform, and Customizable.

Antivirus Software

- **The Problem:** Computer infections lead to poorly performing devices and data theft.
- **The Solution:** Software that detects and removes malicious programs or code.

While free versions of antivirus programs can work well, paid options have many extra features you might find valuable. Windows comes installed with Windows Defender. Keeping your system updates current will be your best first line of defense.

Top Software: Bitdefender – Robust, Affordable, Cross-Platform, and Secure.

Awareness

- **The Problem:** Most of us spend a considerable amount of time online. Attackers are constantly evolving their attack vectors.
- **The Solution:** Pay attention! If a link or a site looks suspicious, stop. You can review the link to ensure it is legitimate and look around before proceeding.

The number one security tool that any person can have in their arsenal is awareness. Don't click things that you aren't certain of. A common tactic is for an attacker to clone a site so that it looks identical to the one you are trying to visit. A link may send you to a page that you see all the time, perhaps a sign-in to Office365, but take the time to ensure you know who sent you the link and that the link looks legitimate. If it's sending you to an address that looks fishy, like www.min1_did13-1129191075-ms.com, it's unlikely that you are visiting an actual Microsoft site!

Top Software: You! Free, Cross-Platform!

SOCIAL CHATTER

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

Today we honor and celebrate the life and legacy of Dr. Martin Luther King Jr. Let us be inspired by his words and actions. #MLKDay



FL - Week 1

We begin with Elizabeth "Bessie" Coleman, also known as "Queen Bess," who became the first African American female pilot and the first African-American to hold an international pilot's license in 1921. "Bessie" became a media sensation in the U... See more



#WednesdayWisdom #WomensHistoryMonth



Left to Right: We honored Martin Luther King Jr. by sharing his wisdom on MLK Day. We celebrated Black History Month by sharing honorable people/moments in history that made a significant impact each week. We honored Women's History Month by sharing a quote from a female trailblazer, Maya Angelou.

"Every woman's success should be an inspiration to another. We're strongest when we cheer each other on." - Serena Williams
Happy International Women's Day.



Happy St. Patrick's Day!

Check out these fun St. Patrick's Day activities the whole family can enjoy.

<https://www.goodhousekeeping.com/.../fun-st-patricks-day-/>



Left to Right: We celebrated Women on International Women's Day by sharing a quote on our social pages. We wished everyone a Happy St. Patrick's Day and shared some activities the whole family could enjoy. A few of our team members had the pleasure of representing ECR on the Judges panel and as a Technical Advisor for the VSRA 16th Annual Ship Repair Digital Lego Competition.



Left to Right: We attended BAE Systems' 'Partner2Win' Supplier ceremony celebrating the best suppliers and subcontractors for its ship repair business for 2021, where three of ECR's operations were recognized. We participated in the "Hampton Roads Regional Job Fair" to share career opportunities. The Propeller Club, Newport News, hosted a Spring Member Golf Tournament at Sleepy Hole Golf Course in Suffolk. A few ECR team members got to enjoy a round of golf while we shared a little about ECR to fellow members.

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 TALK

Assault Fourth Leading Cause of Workplace Deaths
Author: Jason Gocio



Every year, millions of American workers report having been victims of workplace violence. In 2020, assaults resulted in 20,050 injuries and 392 fatalities.

Certain industries, including healthcare, service providers and education, are more prone to violence than others. Taxi drivers, for example, are more than 20 times more likely to be murdered on the job than other workers, according to OSHA.

But make no mistake: Workplace violence can happen anywhere.

The Numbers are Alarming

According to the National Institute for Occupational Safety and Health, workplace violence falls into four categories: Criminal intent, customer/client, worker-on-worker, and personal relationship, which overwhelmingly targets women.

No matter who initiates the confrontation, the deadliest situations involve an active shooter. U.S. Department of Homeland Security (DHS) defines active shooter as someone "actively engaged in killing or attempting to kill people in a confined and populated area."

A lot can happen in the chaotic minutes before police arrive; DHS advises staying calm and exercising one of three options: Run, hide, or fight.

- If there is an accessible escape route, leave your belongings and get out
- If evacuation is not possible, find a hiding place where you won't be trapped should the shooter find you, lock and blockade the door, and silence your phone
- As a last resort and only when your life is in imminent danger, attempt to incapacitate the shooter by throwing items, improvising weapons, and yelling

Every Organization Needs to Address Workplace Violence

East Coast Repair (ECR) is committed to preventing workplace violence and to maintaining a safe work environment. Given the increasing violence in society in general, ECR has adopted the following guidelines to deal with intimidation, harassment, or other threats of (or actual) violence that may occur during business hours or on its premises.

All employees, including supervisors and temporary employees, should be always treated with courtesy and respect. Employees are expected to refrain from fighting, "horseplay," or other conduct that may be dangerous to others. Firearms, weapons, and other dangerous or hazardous devices or substances are prohibited from the premises of ECR without prior proper authorization.

Conduct that threatens, intimidates, or coerces another employee, or a customer during normal working hours will not be tolerated. This prohibition includes all acts of harassment, including harassment that is based on an individual's sex, race, age, or a characteristic protected by federal, state, or local law.

All threats of (or actual) violence, both direct and indirect, should be reported as soon as possible to your immediate supervisor or any other member of management. This includes threats by employees, as well as threats by customers, vendors, solicitors, or other members of the public. When reporting a threat of violence, you should be as specific and detailed as possible.

All suspicious individuals or activities should also be reported as soon as possible to a supervisor. Do not place yourself in peril. If you see or hear a commotion or disturbance near your workstation, do not try to intercede or see what is happening.

ECR will promptly and thoroughly investigate all reported threats of (or actual) violence and of suspicious individuals or activities. The identity of the individual making a report will be protected as much as is practical. To maintain workplace safety and the integrity of its investigation, ECR may suspend employees, either with or without pay, pending investigation.

Anyone determined to be responsible for threats of (or actual) violence or other conduct that is in violation of these guidelines will be subject to prompt disciplinary action up to and including termination of employment.

ECR strongly encourages employees to bring their disputes or differences with other employees to the attention of their supervisor(s) before the situation escalates into potential violence. However, if you feel uncomfortable doing so, you may, at any time, contact the Human Resource Department.

Know the Warning Signs

Some people commit violence because of revenge, robbery, or ideology– with or without a component of mental illness. While there is no way to predict an attack, you can be aware of behaviors in coworkers that might signal future violence:

- Excessive use of alcohol or drugs
- Unexplained absenteeism, change in behavior or decline in job performance
- Depression, withdrawal, or suicidal comments
- Resistance to changes at work or persistent complaining about unfair treatment
- Violation of company policies
- Emotional responses to criticism, mood swings
- Paranoia

Most every "place" is somebody's workplace. So, whether you are a patron or an employee, it's important to be alert.

QA CORNER

Identification and Traceability

Author: David Martin



ECR Quality Management System Procedure P-852 addresses and provides the framework for the Identification and Traceability of products and services provided to our customers. ECR's P-852 procedure was created to meet the requirements of ISO 9001:2015, Clause 8.5.2, Identification and Traceability. Fundamentally Identification and Traceability involve the development and maintenance of records for key activities relevant to our customers' needs. Identification and Traceability allow observation of processes through a review of records. These records are often subject to audit. Auditors will typically review records and then trace the trail of recorded information to see if it lines up with actual events.

Identification and Traceability are inherent to virtually every aspect of business conduct. Examples of identification and traceability application are accounting, timekeeping, scheduling, hazardous and non-hazardous waste, Health, Safety, and Environmental, security, Calibrated and noncalibrated tool issuance. These examples primarily serve to allow measurement and control of internal processes. However, Clause 8.5.2 of the ISO Standard focuses on our ECR's external outputs, (services and products), that we deliver to our customers.

The extent of Identification and Traceability is dependent upon how critical the services or products that may be delivered to our customers. Often, we find the customer dictating the extent of identification and traceability required. Examples include Level 1 Material controls, (Materials subject to conditions that failure could lead to catastrophic consequences to life and property), or maintaining identification and traceability of information in the form of drawings and software.

For the purposes of this article, we are looking at identification and traceability as it applies to a few of ECR's more common material and service processes including:

Shipping and Receiving: Materials

Materials are, identified, picked up, received, labeled, categorized, stored, delivered and records are maintained.

Tests and Inspections: Services

Test and Inspection Plans are developed, Inspections are identified by Ticket numbers as they are issued for each inspection or test, tracked, and returned for document updates and retention.

Welding and Nondestructive Testing: Materials and Services

All structural and Pipe welders and weld processes are identified by unique employee number, qualified, records are retained and updated. Nondestructive testing processes are identified with a unique serialization, and personnel qualifications are identified by employee number.

Production Schedules: Services

Schedules are generated, maintained, and delivered to our customers that show the interaction of production processes and/or constraints such as time and availability of resources.

Safety: Services

Documented services include personnel certifications, inspections are performed and documented, accidents are investigated and recorded, and OSHA record keeping.

Security: Services

Security personnel issue badges to identify personnel, maintain access controls and records of vehicles, background checks, and maintenance of records.

ECR's reliability in maintaining Identification and Traceability relies on human input. Very few individuals within the ECR Team will escape Identification and traceability responsibilities. Whether it's daily clock-in and clock-out or developing complex production schedules needed to trace production processes with millions of dollars at stake. This requires all of us to maintain diligence in following our processes as they are written, questioning these processes to ensure accuracy and relevance so that they line up with actual events.

HR NEWS

Introducing Barbara Nicholas



This past month ECR welcomed a new colleague to our team! Mrs. Barbara Nicholas joins us as Director of Human Resources with well over 23 years in the HR industry. She brings a wealth of knowledge and ideas to help our organization grow and evolve and has previously supported multiple industries including defense and private companies.

Welcome to ECR Barbara!

Tell us about yourself...

What led you to a career in HR?

At a young career age, I was led to HR through a newspaper (a long time ago) job posting in Fayetteville NC for an HR Specialist. When I accepted the position, I was forever drawn to the foundation of people in the workplace.

If you could snap your fingers and become an expert in something, what would it be?

An expert with all things arts and crafts!

What motivates you?

Both personally and professionally, I am motivated by acts of service and honest hard work. There is nothing like putting 100% effort behind something and seeing it blossom.

Who has influenced you most when it comes to how you approach your work?

The evolution of continuous learning and the ability to progress. I have learned this from several mentors over the years. Never stop learning...ever.

What's the biggest misconception people have about your position?

The biggest misconception is the HR Director is completely rule and policy-driven. While that is a large part of the position, it does not account for all the people-driven realities.

What's something—big or small—that you're really good at?

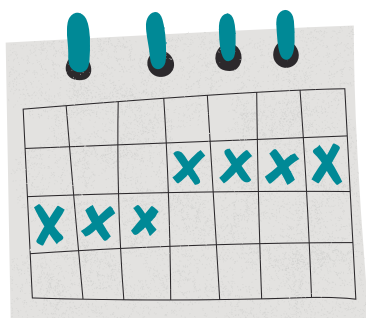
Baking bread.

What's one thing most people don't know about you?

I am a proud stock owner of the Green Bay Packers and I love to ride a Harley Davidson with my husband!

What would we most likely find you doing on the weekend?

Playing with my dogs, doing household chores, enjoying local business opportunities, and when in season – FOOTBALL!



Q2 ACTIVITIES

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

National Pet Day Photo Contest - Apr. 11th

Humane Society Pet Supply Drive - Apr. 11th-15th

Easter Egg Decorating Contest - Apr. 18th

Mother's Day "Best Advice Ever!" Activity - May 4th

Operation Gratitude Donation Drive - May 23rd-27th

National Safety Month - All June

Father's Day "Dad Jokes" Activity - June 16th

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.

WELCOME ABOARD!

Since our last Newsletter, we have welcomed the following members to our 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.

- Felicia Davis
General Labor Supervisor I, VA
- Sirron Ringer
Superintendent II, VA
- Reginald Jones
Estimator III, VA
- David Orme
Contracts Manager, VA
- Patricia Cariles
QA Specialist, VA
- Glenn Millican
Driver, FL
- Barbara Nicholas
Director of Human Resources
- Tuan Nguyen
Welder 1/C, FL
- Ralph Duskin
Director of Operations, CA
- Rosa Jones-Williams
Admin. Assistant, VA
- Breland Thibodeaux
Welder 1/C, VA
- Brian McDonough
Operations Planning Specialist, VA
- Thomas Benenati
Ship Fitter 1/C, FL
- Kathleen Hinton
VP Procurement & Contracts
- Johnnie Jones
General Labor Foreman, FL
- Michael Rivera
Welder Combo 1/C, FL
- Robert Smith
Superintendent II, FL
- Gary Clarke
Senior Project Manager, FL
- Cornelius Herbert III
Electrician Foreman, FL
- Darrell McFadden
Inside Machinist Supervisor I, FL

Welcome!

PROMOTIONS

Congratulations to our team members who got promoted since our last Newsletter.

- Harold Knox Jr.
Painter 2/C to Painter 1/C
- Torey Lane
Painter 2/C to Painter 1/C
- Tyler Thomas
Estimator II to Estimator III
- Aaron Harrison
Estimator I to Estimator II
- Kiara Benton
Admin. Asst. I to Admin. Asst. II
- Stephen Adderley
OSM 1/C to OSM Supervisor I
- Delicia Whitehead
QA Specialist to Superintendent I
- Rosa Jones-Williams
Admin. Asst. I to Admin. Asst. II
- Ulanda Dildy
Admin. Asst. I to Security Coordinator
- Robert Reagan
Assistant Superintendent to Superintendent I
- Jacob Dinmore
Sr Project Manager to Program Manager

HIRING NEEDS

- MASTER WELDER, VA
- STRUCTURAL SUPERVISOR I, VA
- PROJECT MANAGER II, VA
- QUALITY ASSURANCE INSPECTOR II, CA
- QUALITY ASSURANCE INSPECTOR II, FL
- WELDER 1ST CLASS, VA
- PIPEFITTER 1ST CLASS, FL
- SHIPFITTER 1ST CLASS, FL
- CONTRACT MANAGER, FL
- QA SUPERVISOR, VA
- ESTIMATOR III, VA
- ESH SUPERVISOR, VA
- SUPERINTENDENT I, FL
- SHIPFITTER MASTER, CA
- OUTSIDE MACHINIST 1/C, CA
- QA SPECIALIST, VA
- BUYER, VA

ANNIVERSARIES Q2

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

1 Year Anniversary

Christopher Grimes - Hire Date 04/02/21
Jocelyne Cardenes Garcia - Hire Date 04/05/21
Robert Reagan - Hire Date 04/05/21
Q. Tyler Wardlaw - Hire Date 04/19/21
Gregory Cook II- Hire Date 04/26/21
Hector Juarbe - Hire Date 04/26/21
Christopher La Torre - Hire Date 04/26/21
Lisa Robinson - Hire Date 05/10/21
Jon Austin - Hire Date 05/17/21
Levi Epstein - Hire Date 05/17/21
Benjamin Pobjecky - Hire Date 05/17/21
Kirk McCoy - Hire Date 05/24/21
Michael Bright - Hire Date 06/07/21
Anthony DeJesus - Hire Date 06/14/21
Chris Gardner - Hire Date 06/21/21
James Jeffries - Hire Date 06/21/21
Kevin Lewis - Hire Date 06/28/21
Jennifer Mather - Hire Date 06/28/21
Kenneth Robinson Jr. - Hire Date 06/28/21
Scottie Russell - Hire Date 06/28/21
Marlo Smith - Hire Date 06/28/21

3 Year Anniversary

Anthony Creekmore - Hire Date 04/01/19
Thomas Thomson - Hire Date 04/11/19
Ronnie Woods - Hire Date 04/22/19
Joshua Dewitt - Hire Date 04/29/19
Harold Knox Jr. - Hire Date 04/29/19
Robert Wahlers - Hire Date 05/13/19
James Baxter Jr. - Hire Date 06/03/19
John Brock - Hire Date 06/03/19
Lam Hoang - Hire Date 06/03/19
Lee Kopko - Hire Date 06/03/19
Daniel Lom - Hire Date 06/03/19
Samantha Manthei - Hire Date 06/03/19
Kurt Manthei - Hire Date 06/03/19
Erin Snyder - Hire Date 06/03/19
Jon Sorano - Hire Date 06/03/19
Robert Wilson Jr. - Hire Date 06/03/19

5 Year Anniversary

Ulysses Agnaonao - Hire Date 04/03/17
John Blauser II - Hire Date 06/19/17

7 Year Anniversary

Julius Abram - Hire Date 04/20/15

15 Year Anniversary

David Sobota - Hire Date 04/04/07
Patrick Hill - Hire Date 04/30/07

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



ECR LEADERS Q/A

Featuring: Ralph Duskin, Director of Operations, CA

How long have you been in the Ship Repair industry and what role did you start with?

Started in 1999 – 23+ years. Started as a Logistician. Became a Painter/Blaster by trade which lead me to become a coatings inspector.

What led you to become the Director of Operations for California?

Motivation and personal achievement; in continuing my personal growth and wanting to lead and prosper with a growing organization.

What do you like most about your job?

The continuous spontaneity of Ship Repair. Every day is a new day of new challenges providing opportunities for TEAM engagements with problem-solving.

What motivates you?

Empowering people and helping others, whether it is a TEAM member, friend or relative. I try and strive to have a positive “can do” and optimistic attitude. By lending a supportive and helping hand tends to spread optimism and usually makes TEAM members feel upbeat and positive.

What values are most important to you as a leader?

Empathy and Compassion - To understand and empathize

(being in their shoes) with the involved person/people is crucial in understanding a problem and with seeking a valued solution.

Which supporting skills do you think are most important when it comes to leadership?

Motivation through Empowerment. Leaders need to inspire their TEAM Members to go the extra mile - you may build TEAM Members self-esteem through appreciation, recognition and rewards, and by giving employees empowerment with new responsibilities to increase their investment in the company.

What are your hobbies (Not work-related)?

Love gardening/yard work; and cooking.

What does the typical day of a Director of Operations look like?

Project engagement; removing obstacles; ensuring that resources are being provided; and supporting our valuable workforce.

Tell us something we wouldn't know about you.

Travel is my true passion, learning about and experiencing new cultures. Visited over 80 countries and 48 states.

MESSAGE FROM OUR PRESIDENT

April Showers brings May Flowers

I closed our 2022 Q1 Newsletter with a remark on Reliability and Customer Service. These tenets represent qualities of an organization that are the result of a number of things. Setting ourselves apart with excellence in these areas is a function of structure and discipline in our processes, our ability to embrace learning, and dependable production management. As we consider the evolving dynamics in our competitive environment, as well as our changing market pursuits, we must recognize our call to action to continue improving our skillsets and proficiencies. Operational effectiveness is not to be taken for granted. It comes only when we recognize, set, and manage to standards of excellence that we wish to be known for. As Peter Drucker also said "Efficiency is doing things right; effectiveness is doing the right things". In this light, our choices must also adapt to our changing environment. I recently met with our front line supervisors in our Virginia operation. This is always a humbling experience for me, as my career started years ago in production supervision and management. I recognize the challenges associated with being effective in this role, and value the gravity of the responsibility. Join me in expressing a sincere thank you to our Supervisors, and to the Craft Men and Women who excel at what they do in ship repair. I appreciate what you do in representing ECR and defining the quality of our work.



My remarks here will continue with a note on the first code in our value statement- "Ethics- We adhere to the highest standards. We do the right thing, the right way, for the right reasons". We work in a competitive environment with a number of different customers and suppliers. While there are inherently different goals at play depending on where you sit, we value healthy debate in our various working relationships. I am very proud that ECR is respected as a company that not only delivers on our commitments to our customers, but also adheres to the highest of ethical standards in the conduct of our business. Indeed, great companies are judged by their actions, not by what they say. All ECR employees have a shared responsibility to maintain the highest standard of integrity and ensure we continue to have a place where we are proud to work. ECR holds each supplier, executive, manager, supervisor, employee, accountable for upholding our Vision, our Values, and our Code. By doing this, we ensure that ECR's business will be conducted consistent with the high ethical standards that we demand and expect from each other, and that others have the right to demand and expect from us.

In closing, as April showers are followed by May flowers, so is adversity followed by good fortune. As we transition to endemic realities in our world, and as we see Ukrainians face unspeakable hardship, we are reminded that a society's strength and resilience to defend itself is at the heart of the struggle, .. discipline that is also inherent in our company's DNA. As the saying goes, fortune favors the bold. As our market and competitive dynamics continue evolving, so shall our might and enduring spirit.

Be proud, Be transformative, and Be safe.

A handwritten signature in blue ink, appearing to read "R. Doiron". The signature is stylized with a large, sweeping "R" and a horizontal line extending to the right.

Rene Doiron