

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

- Our California division finished off the 2nd quarter with an impressive undertaking of 8 CMAV's work availabilities performed at Naval Base San Diego. Way to go for overcoming the obstacles and accomplishing such a huge undertaking. 2022 has proven to be a year full of growth and establishment for our California team.
- While things are waiting to pick back up in Virginia, we are anxiously awaiting award results on the USS Cole ISRA. Whether we receive the award or not, we look forward to welcoming the vessel to River Port's facility in Newport News this October.
- In the meantime, Virginia has remained busy with the continued progress of Pier 15 and the decommissioning of the USS Whidbey Island in full swing.
- We have Jason Kjos, our new ESH Director, starting with us on July 18th. We look forward to his leadership in helping us advance our Safety Culture.
- At last- we secured our first Habitability contract with the Naval Surface Warfare Center Philadelphia Division. While we have been doing some habitability work on other miscellaneous contracts, we are starting work on our first Cost contract starting in November on the USS Stennis.
- We continue to foster our working relationship with Newport News Shipbuilding and have recently undergone a Quality/Weld/ and NDT audit by their group. We look forward to this paving the way for future collaborations.
- Following the successful collaboration with SERMC on the first ISRA project onboard the USS Thomas Hudner, Florida eagerly dived into its second ISRA project on the USS The Sullivans with full steam.
- While staying busy and charging through projects onboard the USS Indianapolis, USS Farragut, and the USS Donald Cook, Florida also received their second Disney Friendship boat to begin work on. We're excited about this opportunity to continue strengthening our relationship with Disney.

IT CORNER

Your Guide to Great Security Hygiene

Author: Keith Wilson

The following are a few common, non-technical processes that help improve your daily security hygiene. Keep in mind that the following tips aren't isolated to work, we encourage you to apply them to your personal and business life and promote security awareness within your household!

1. Create strong, unique passwords or passphrases for every account.

Great security hygiene begins with strong passwords that are at least 12 alpha numeric characters long with punctuation and are never used for more than one account. Even better, replace your traditional passwords with passphrases, which are strings of words that make sense to you such as obscure quotes from your favorite book or song. This tactic makes them easy to remember but hard to guess.

2. Consider using a password manager in your personal life.

We know it's hard to keep track of every account you own. Consider getting a password manager. Password managers create, store, and sync your login credentials across multiple devices.

3. Avoid connecting to public WiFi without a VPN.

When working remotely, never connect to public WiFi without connecting to the company VPN. VPNs, or virtual private networks, provide an encrypted connection that helps prevent cyber criminals from intercepting your traffic and stealing your data.

4. Secure your work-from-home environment.

If you work from home, remember that organizational policies still apply. Be sure to secure your work-from-home environment by keeping your devices locked when not in use and preventing other members of your household from accessing anything work related.

5. Keep your work area clean and organized.

When working in a traditional office, keep your area clean and organized. Believe it or not, messy desks qualify as security risks. It's a lot easier to misplace sensitive materials, ID cards, and other important items if your workstation is disorganized.

6. Report all security incidents immediately.

Where sensitive materials are concerned, always store them in a secure manner, and shred them when no longer needed. Proper disposal prevents unauthorized access to sensitive data.



SOCIAL CHATTER

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

This past "National Pet Day," our offices took part in a Photo Contest. Employees voted for categories, and the four winners scored a PetSmart gift card. To go along with the photo co we also hosted a Pet Supply Drive. HUGE THANK YOU! to those who contributed to the suc this drive. Your gift is making a difference for the animals at our local shelter. Here are pictu some adorable furbabies and our contribution to the Humane Societies of Jacksonville, San Diego, and Newport News. Enjoy some cuteness overload below!



The Up Center

April 26 - 28

"East Coast Repair and Fabrication, LLC is proud to be a first-time sponsor of the Step Up for The Up Center event. The Up Center's work in providing support services for children and families in the Hampton Roads area aligns with our commitment to give back to our community. We are happy to support the great work The Up Center does every day, and we feel inspired by the difference you all are making in people's lives. Thank you for all you do."



The Hampton Roads Chamber put together the most fun Cinco de Mayo-themed Hampton Roads Small Business of the Year Award Ceremony. Congratulations to all the small businesses and leaders that were honored today for their esteemed accomplishments. Glad we could be a part of the celebration.



Left to Right: We hosted a very successful Pet Supply Drive in support of our local SPCA Shelters. Along with the drive we had a Pet Photo Contest amongst our teammates. We were first-time sponsors for The Up Centers Step Up event. We sponsored and attended the Hampton Roads Chamber Small Business of the Year award Ceremony.

East Coast Repair and Fabrication, LLC.

Published by Andreika Myers • May 8 •

Happy Mother's Day! We're celebrating our fabulous moms by sharing some of the best "Mo Advice" that has stuck with us through the years. [#mommaknowsbest](#)



In honor of the upcoming Memorial Day holiday, we are kicking off our "Operation Gratitude Fundraiser" now till Memorial Day.

Let's rally together and show our appreciation to our Military and First Responder heroes. We encourage you to click the fundraiser link below to contribute to this great cause. If you would like to share it with your friends and family, feel free to share this post. We appreciate all the help in spreading the word.

<https://giving.operationgratitude.com/team/426889>



Another great event hosted by The Propeller Club, Port of Norfolk! As a proud club member, ECR was happy to participate as lunch sponsor for the Spring Golf Tournament at Riverfront Golf Club this past Thursday. Good times with great company.



Left to Right: We celebrated Mother's Day by sharing employees' #mommaknowsbest advice. We hosted a donation drive in Honor of Memorial Day through Operation Gratitude. A few of our team members had a great time attending The Propeller Club, Port of Norfolk, Spring Golf Tournament where we had the pleasure of providing lunch for its members.

National Safety Month, Week 1- Musculoskeletal Disorders

Did you know Musculoskeletal Disorders (MSDs) are a leading cause of work-related injuries? According to the National Safety Council, this costs billions a year in workers' compensation and lost productivity.

Learn more about MSD solutions from National Safety Council <https://www.nsc.org/msd...> See more



What a great race night we had this past Saturday night. Thank you to the Virginia Ship Repair Association for arranging a Ship Repair Race Night and allowing us to network with industry friends and family. Also, THANK YOU to Jorge L. Rivera Rivera for getting behind the grill and providing a feast for us to enjoy. It was great to see so many familiar faces.

Looking forward to next year's race!



We asked our team to share their "Best Dad Joke" for a chance to win a prize. Vote for your favorite entry by reacting to your favorite joke. The ECR employee with the most reactions (likes, loves, haha's, etc.) to their joke will win. Thanks so much for your participation.

Happy Father's Day to all the great fathers and father-like figures. May this day bring excellent and lasting memories.



Left to Right: The entire month of June (National Safety Month) we shared safety tips and knowledge in support of the National Safety Council. Virginia employees enjoyed a night of racing as sponsors for the VSRA Ship Repair Race Night. In celebration of Father's Day, we organized a "Best Dad Joke" contest and solicited voting from our Facebook 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.



Injury Prevention

Additionally, the overall rate of fatal workplace injuries decreased slightly, to 3.4 per 100,000 full-time equivalent workers in 2020 from 3.5 the previous year.

- More than 1 out of 5 workplace fatalities in 2020 involved Hispanic or Latino workers. The 1,072 deaths among this group represent 22.5% of all workplace fatalities.
- The 541 deaths among African American workers marks a 14.7% decrease from the previous year.
- Transportation-related fatalities fell 16.2% to 1,778 while accounting for 37.3% of all fatal work-related injuries.
- Nearly half of fatal occupational injuries (47.4%) involved workers in transportation/material moving and construction and extraction occupations.
- Worker suicides fell to 259 in 2020 from 307 the previous year – a 15.6% decrease and the lowest total for on-the-job suicides since 2015.

Time Lost Due to Work-Related Injuries - 2020

DAYS LOST

- total in 2020 ----- **99,000,000**
- due to injuries in 2020 ----- **65,000,000**
- due to injuries in prior years ----- **34,000,000**
- in future years from 2020 injuries --- **50,000,000**

Costs and Profits:

- Total Cost of All Injuries: **\$1,158.4 billion**
- Cost of every dollar spent on personal National Income Tax: **\$0.68**
- Cost of every dollar spent on food: **\$0.60**
- Home Injuries Cost: **\$396.9 Billion**
- Cost of every dollar paid in property taxes: **\$0.68**
- Motor Vehicle Crashes Cost: **\$473.2 Billion**
- 760 Gallons of Gas for every registered vehicle: **\$2,100**
- Cost for every licensed driver: **\$2,100**
- Public Injuries Cost: **\$166.2 Billion**
- Cost for every public officer and firefighter: **\$120,000**
- Work Injuries Cost: **\$163.9 Billion**
- America's 2019 profits: **14x**
- America's 2022 profits: **3x**

- **Shortcuts** – Getting the job done as quickly as possible is often the cause of many workplace accidents.
- **Weather** – Poor weather conditions on outside worksites can lead to workplace injuries and accidents. Working in inclement weather may specifically lead to an increase in overexertion and falls.
- **Training** – Inefficient training can lead to an increase in accidents. It's imperative to make sure each employee has been trained on everything from how to correctly operate specific machinery to general safety procedures.
- **Transit** – Many workplace injuries occur because of driving accidents. Make sure all company vehicles are inspected and repaired on a regular basis.

- **Hiring the right people** – Many times safety starts with human resources. It's necessary to properly screen new hires on their ability to perform specific job functions. Hiring the best people for each position is a crucial aspect of our Injury Illness Prevention Program.
- **Educating and training** – It's imperative to properly indoctrinate new hires on our Safety expectations.
- **Enforcing consequences** – When safety procedures have not been followed, there need to be adequate consequences in place. When you don't consistently respond to non-compliance, you send the message that following safety procedures isn't that important.
- **Reviewing injuries** – After injuries or unsafe practices have occurred, a review is conducted to why this happened and what can be done to prevent it from happening in the future.
- **Identifying weaknesses**– It's important to identify patterns of weakness and areas needing change or reinforcement. You should use the right industrial safety equipment suppliers, the best data possible, and real-time feedback to assess each situation and create strategies that address these areas.
- **Reinforcing safety practices**– It's necessary to discuss safety practices and prevention procedures on an ongoing basis.
- **Rewarding**– Employees should be rewarded for following and maintaining workplace accident prevention strategies.

Where is your OQE?

This is a term that is everywhere when you are discussing Navy Ship Repair.

OQE is the acronym commonly referring to:

OBJECTIVE - QUALITY - EVIDENCE

Objective Quality Evidence (OQE) Defined:

Information based on facts that can be proved through analysis, measurement, observation, and other such means of research.

One step further, pertaining to ECR Ship repair includes Documented information supporting the analysis, measurement, observation was accomplished.

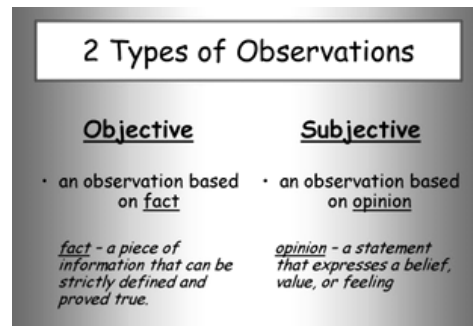
The fundamental rule for all maintenance is that **technical specifications must be met at all times**. OQE is the sea on which technical specification adherence floats. If the OQE is not provided to support specification adherence, technical specification achievement becomes nothing more than opinion, and is considered to be Subjective Evidence.

Each of us working at ECR has some measure of obligation to protect and preserve safety of life at sea; whether it is shaping or welding steel or supporting the skilled worker further behind the front lines. We should all have full confidence the results of our labor can be supported with indisputable objective evidence.

QA CORNER

Objective - Quality - Evidence

Author: David Martin



HR NEWS

Champions on the Rise

BIG NEWS ALERT!

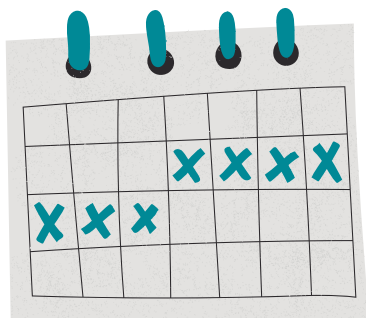
We are proud to announce a new employee recognition program called "Champions on the Rise."

The development of "Champions on the Rise", is to show our appreciation and ensure each employee feels valued as an essential part of our team. This program aims to keep employees motivated, happy, and increase morale and job satisfaction.

This new program will consist of Recognition Certificates, Challenge Coins, Service Awards, and the highly coveted Tag Award.

Set to release in August!

More details will be shared in the coming weeks.



Q3 ACTIVITIES

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

Patriotic Dress Up Day - July 1st

4th of July Scavenger Hunt - July 4th

Operation Homefront Back to School Brigade - Aug. 1st-5th

Family Outdoor Movie Night - Mid-Sept TBA Soon!

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.

- Timothy Engman
Rigger 3/C, FL
- Irving Hughes
Welder 1/C, VA
- Jereme Jones
QA Supervisor II, VA
- Dev Knox
Ship Fitter Master, CA
- Joseph LeClair
Helper 3/C, FL
- Billy Lewis
Pipe Fitter 2/C, VA
- Daniel Martin
Contract Manager, FL
- Carmen McCleod
Helper 1/C, FL
- Garrett Osborne
Contract Manager, VA
- Sean Pennington
QA Specialist, CA
- Dietra Raymond
Pipe Fitter 2/C, FL
- Eric Rich
Electrician Foreman, VA
- Tammie Rouse
Staff Accountant, VA
- Latonia Ward
Welder 1/C, FL
- Jason Kjo
ESH Director, VA



PROMOTIONS

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

- Marquel Brown
Structural Foreman to Production Manager
- Stephen Causey
OSM Supervisor I to OSM Foreman
- Myles Chapman
Welder 3/C to Welder 2/C
- Derrick Davis
Project Manager II to Senior Project Manager
- Jacob Dinmore
Senior Project Manager to Program Manager
- Brooke Ellis
Tool Room Manager to Warehouse and Tool Room Manager
- Shanae Hannegan
Admin. Asst. to Senior Admin. Asst.
- James Miller
QA-1 Inspector to QA-2 Inspector
- Raymond Olivencia Gonzalez
Electrician Foreman to Asst. Production Manager
- Francisco Sanchez Jr.
Asst. Production Manager to Production Manager
- Robert Smith Jr.
Superintendent II to Project Manager II
- Frederick Bello
Tool Room Attendant to Tool Room Supervisor
- Erin Snyder
Senior Project Manager to Operations Manager
- Robert Smith
Superintendent II to Project Manager II

HIRING NEEDS

- WELDER MASTER, VA
- PIPE FITTER 1ST CLASS, FL
- SHIP FITTER 1ST CLASS, FL
- WELDER 1ST CLASS, FL
- STRUCTURAL SUPERVISOR, VA & FL
- RIGGER 1ST CLASS, CA
- QUALITY ASSURANCE INSPECTOR II, FL
- FACILITIES COORDINATOR, FL
- ESTIMATOR III, VA
- SENIOR PROJECT MANAGER, VA
- CRANE OPERATORS, VA

ANNIVERSARIES Q3

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

1 Year Anniversary

Edwin Rivera Garcia - Hire Date 07/12/21
Shanae Hannegan - Hire Date 07/19/21
Jesse Brickhouse - Hire Date 07/26/21
Myles Chapman - Hire Date 07/26/21
Andrea Hunter - Hire Date 07/26/21
Barry Shaw - Hire Date 07/26/21
Jacob Vurnakes - Hire Date 07/26/21
Ulanda Dildy - Hire Date 08/02/21
Timothy Sheider - Hire Date 08/02/21
Joey Wiggins - Hire Date 09/27/21

3 Year Anniversary

Holly Bodner - Hire Date 07/01/19
Kimberly Wilson - Hire Date 07/01/19
Kenneth Spell - Hire Date 08/05/19
Sharon Moreno - Hire Date 08/19/19
William LeMaster Jr. - Hire Date 09/23/19
Brinson Ellery - Hire Date 09/30/19

5 Year Anniversary

James Miller - Hire Date 07/24/17
Dana Modlin - Hire Date 09/11/17

7 Year Anniversary

Rolando Cunanan - Hire Date 07/20/15
Frances Rivera Rivera - Hire Date 09/16/15

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



ECR LEADERS Q/A

Featuring: Kathleen Hinton, VP Procurement & Contracts

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

I began my career in the Ship Repair industry as a cost analyst, and I have been in this industry that I love most of my adult life. My career has been predominantly in supply chain (purchasing, subcontracts and warehousing), but I have also spent a significant amount of time in contracts, proposals and HR.

What led you to become the VP of Procurement & Contracts?

Abundant blessings and a series of fortunate events. I thank Jorge, Rene and Marie for this amazing opportunity. I am very excited to be a part of this great company!

What do you like most about your job?

Definitely the great people I get to work with. This is a wonderful company, with a fantastic reputation and tremendous potential. I have enjoyed meeting employees throughout the company, and I thank everyone for being supportive and welcoming. The contracts and material departments are new, and we will be standing up a subcontracts department this month. These departments, as well as proposals and purchasing, include exceptionally talented and dedicated employees. All of us look forward to continuously improving and better supporting those employees who are on the deck plates and in the shops repairing the ships of this great nation's Navy and maritime sector.

What motivates you?

My faith, my family and the opportunity to serve a greater good.

What values are most important to you as a leader?

Ethics, servant leadership, developing the workforce and continuous improvement.

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

Communication, positivity, flexibility/creativity, team building, reliability and risk taking

What are your hobbies (Not work-related)?

Spending time with my family, walking my dog (actually, he walks me) and piecing quilts.

What is your biggest fear?

The past couple of years of COVID lockdowns, restrictions and losses have helped me put my life into better perspective. I have a closer relationship with my family and God. With them supporting me, I am better able to face my fears through life's journey.

Tell us something we wouldn't know about you.

I was honored to serve as the national president of the American Society of Naval Engineers, which is a fabulous organization.

MESSAGE FROM OUR PRESIDENT

As companies like ours continue to evolve and strengthen its business systems, so must we focus on the dynamics of our collaboration and teamwork to achieve our various goals. Author Stephen Covey tells a story of a strong woodcutter whose yield is diminishing every day despite his increasing efforts. The woodcutter kept very busy, but his boss reminded him that his issue was his dulling saw. Indeed, when our saws aren't producing the desired yield, we must at times pause, and recognize the need for re-sharpening them. Some of this re-sharpening is a function of self-reflection and personal development, some of it is a function of improvements needed in our business systems, while other aspects are a function of effective teamwork and collaboration.

Expanding on our teamwork dynamics, our ability to work effectively as a team is an essential ingredient for our future successes. A subset of our management team has recently engaged over the last few weeks on aspects that cause teams to be dysfunctional. Author Patrick Lencioni provides some context for this in one of his books, "The five dysfunctions of a team". In summary, the high-level takeaways for me are as shown here-

An environment of Trust is fostered when team members are open, honest, and vulnerable.
Open Conflict with respect drives efficient collaboration.
Alignment and Commitment paves the way for good management of our expectations.
The enemy of Accountability is ambiguity.
A focus on collective Results is essential for achieving our goals.

Companies whose teams embrace the tenets outlined above are more effective in adapting and evolving to account for the changing competitive, market, and business growth dynamics. While we continue to work at securing work opportunities, let's challenge ourselves and each other to live up to true spirited Teamwork so that we may be effective at converting our opportunities into successes.

I will close with contrasting my remarks with our "Family" value. "We have heart- We value our co-workers, customers, and vendors as family and treat everyone with dignity and respect". As I have indicated in my comments here, although a Team concept is more appropriate for how we operate, valuing our co-workers and treating everyone with dignity and respect is an integral part of this. Indeed, our Family value is core to effective Teamwork. Lastly, in the words of Michael Jordan, "Talent wins games, but teamwork and intelligence win championships." Many thanks to our various team members for embracing the philosophies outlined here and focusing on the long game.

Be proud, Be transformative, and Be safe.



Rene Doiron

