

# 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

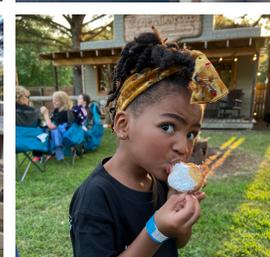
- Our California division won 5 CMAV work availabilities performed at Naval Base San Diego. Work began towards the end of September on the USS Gabrielle Giffords (LCS-10), USS Anchorage (LPD-23), USS Makin Island (LHD-8), USS John P Murtha (LPD-26), and USS Fort Worth (LCS-3). All jobs had various end dates, with the final one ending on October 28th. Congrats to our CA team for finishing the 3rd quarter strong and laying the groundwork for a busy 4th quarter.
- For our Virginia division, 3rd quarter was filled with planning and preparing for the arrival of the USS Cole. The ship has now officially made its home on our 14th pier until the projected completion date of January 3, 2023.
- Thanks to the hard work of the Warehouse and Tool Room Staff, the tool room and consumables have now relocated from the 14th street location just in time for the arrival of the USS Cole. The tool room is now facing the 14th pier for easy access for ECR employees to readily get any tools and supplies needed for the job. Secondly, the Shipping and Receiving location will also be shifted over to the gate/parking lot side. All delivery drivers and vendors will be notified of the change of address as soon as a concrete start date is in place. "We are really focusing on creating a safe, secure, and efficient environment for our facilities team and employees. After moving locations a few times now, we have a good handle on what we want to permanently create and look forward to continuing to provide excellent support to our production teams." - Brooke Ellis





- Continued progress on the revitalization of Pier 15 is well underway. Most recently, we had two cranes ripping/removing the old dilapidated wood.
- We currently have a beautiful basketball court being installed to provide recreational activity and improve the morale of the sailors onboard the USS Cole.
- Kudos to our Florida team for achieving the Production Completion Date (PCD) on their second ISRA onboard the USS The Sullivans (DD-537).
- We participated for the first time in the ASNE Fleet Maintenance and Modernization Symposium at the Virginia Beach Convention Center in mid-September. Our exhibitor booth and representing team looked great amongst partners and competitors in the industry. This event takes place once a year and alternates from being hosted in San Diego to Virginia Beach. Overall it was a great experience/opportunity to highlight our Newport News facility and how far we've come.
- Lastly, after months of organizing, we hosted a "Family Movie Night" at each division. We hope all of you that attended had a great time, and we look forward to collecting your feedback. A short survey will be sent out soon. Be sure to share what you liked/disliked about the event. This information will better assist us in planning our next companywide gathering. Below are a few photos captured at each event. More photos will be shared in an email along with the survey. Enjoy!





# HR NEWS

National Retirement Security Month & HR FAQ

## October is National Retirement Security Month

[Saving for retirement? Stick with it.](#)

October is National Retirement Security Month, and we encourage you to take this time to make or review your retirement goals and find out whether you're on track to meet them. Saving for retirement is a marathon. We don't want you to give up before the finish line, despite obstacles such as uncertain market conditions. Watch for additional resources that can help you along the way.



## HR FAQ

### 1 - When Can I Change My Insurance Elections outside of Open Enrollment?

Answer: During a qualifying event (listed below.)

#### Loss of health care coverage

- Losing health insurance for any reason except not paying premiums
- Losing eligibility (Medicaid, Medicare or a Children's Health Insurance Program)
- Turning 26 and losing coverage through a parent's plan
- Loss of job-based coverage (quit or fired)

#### Changes in household

- Marriage, divorce or legal separation
- Pregnancy, adoption of a child or any adding of dependents
- Losing coverage due to a death in the family

#### Changes in residence

- Moving to a different coverage area (state or county)
- Student moving schools
- Workers moving to and from the place they live and work

#### Other qualifying events

- Changes in income that affect the coverage you qualify for
- Becoming a U.S. citizen
- Released from incarceration
- Your spouse retires, which forces you to lose coverage
- Your spouse changes jobs

Contact [HR@ecrfab.com](mailto:HR@ecrfab.com) for information on required documents needed when changing your elections or assistance in accessing Employee Navigator.

### 2 - When can I adjust my 401(k) Deferral Rate?

Answer: Up or Down at the beginning of each quarter (01/01, 04/01, 07/01, 10/01) each year OR adjust to Zero at any time

### 3 - How do I adjust my 401(k) Deferral Rate?

### 4 - How do I add or change my 401(k) beneficiaries?

### 5 - How do I request a 401(k) Loan?

Answer (3-5): Through the Nationwide Website. Contact 800-772-2182 for Nationwide.com technical support as needed. Contact [HR@ecrfab.com](mailto:HR@ecrfab.com) for assistance in accessing your 401k account on Nationwide.com.

### 6 - How do I request a 401(k) Hardship Distribution?

Answer: Contact [HR@ecrfab.com](mailto:HR@ecrfab.com) for information on how to apply for a hardship distribution.

### 7 - Where can I see copies of important documents such as the Employee Handbook, Code of Ethics, 401(k) Plan, and Benefit information?

Answer: Click on Document Library from your home page in Employee Navigator

### 8 - Why should I make sure to keep my contact information, including my mailing and email addresses and personal phone numbers, up to date with HR?

Answer: To make sure you receive tax documents and other important correspondence from the Company on time and at the right addresses. It is also important to keep your emergency contact information updated in the event of an emergency.

## Quality- Not just something we do – it’s how we do jobs.

The distinction between just doing and how we do our tasks is akin to applying water to wet versus soaking to saturate.

At ECR, we should strive to saturate our work with Quality, not just when being watched or inspected. This may be somewhat of a paradigm shift for some, but this a key element to striving and obtaining excellence in anyone's endeavors.

The initial home screen after signing into ECRPO has the ECR Quality Policy and the ECR Safety Policy. It is easy to just click right past these two foundational statements that communicate how ECR intends to go about meeting our customer's expectations for the products and services we deliver.

## QA CORNER

*Objective - Quality*  
Author: David Martin



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## ECR Quality Policy

**S**atisfied customers providing return business due to our  
**I**mproved- products and services and the  
**M**easure of commitment by the company to meeting or exceeding all  
**P**erformance requirements of our customers and the  
**L**eadership to provide continuous.  
**E**volutions of improvement—within the company

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ECR is subject to no less than five (5) Quality Management System (QMS), Audits each year, typically we are audited at each ECR Division located in Virginia, Florida, and California by the Navy to ensure ECR is maintaining an active and robust QMS. In addition, our QMS is audited by some of our larger customers for the same reasons.

One element of auditing a company's QMS is to assess the level at which a company promotes its QMS. A typical method during QMS audits is for an Auditor to approach any random ECR Employee and ask if they know the ECR quality policy. This is not the time to be creative and recite what the quality policy might be.

### Are employees expected to memorize and recite the ECR Quality Policy when asked?

The answer is No. Not to say that it wouldn't be impressive, but it's not necessary to recite the policy word for word.

So, what do you say when approached and asked this question?

There are good options:

1. Locate the nearest posted placard found at each tool room and/or production management facility, and direct the auditor to that posting of the ECR Quality Policy. Or,
2. If you are at your desk, you can bring up the ECRPO Home screen and read it aloud. Or,
3. Say the following,

**“ECR’s Quality Policy is to ensure Customer Satisfaction and Continual Improvement.”**

This statement sums up the Quality Policy, and any competent auditor will thank you and walk away very satisfied with your answer.

# IT CORNER

*Robocalls: An Annoying Reality*

Author: Keith Wilson



## What exactly is a robocall?

The simplest definition of a robocall is any autodialed phone call where you hear a recorded message instead of a live person. They're most often used for marketing purposes.

## Are they illegal?

Yes and no. Depending on where you live, if a robocall is trying to sell you something, the organization calling must have prior written consent. Robocalls from political parties, healthcare providers, charities, debt-collectors, and purely for informational purposes are completely legal and do not require prior written consent.

## What should I do if I answer a robocall?

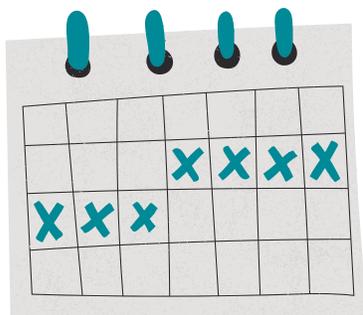
Unfortunately, answering a robocall might mark your number as "good" or "active", and you will be likely to receive more robocalls. If you do answer one, don't follow any prompts or give out any information. Instead, hang up immediately.

## Can I prevent robocalls?

You may be able to add your phone number to the national do not call registry. This works for national robocalls, but unfortunately won't help much with robocalls originating overseas using US-based phone numbers. You can also set your phone to ignore unknown callers, although in most practical applications, this is going to hurt more than it helps.

## Spoofed Numbers

Spoofing is when the caller falsifies the information about the call so your caller ID displays a different number. Scammers can easily manipulate the numbers so that they appear to be local to the area that they are calling. Please don't call these numbers back. They are often real numbers of real local individuals who have no control over whether or not their number is being used for nefarious purposes. Have you ever received a call from someone that told you they are returning your call, but you did not call them? Your number was used to spoof a call to them.



## Q4 ACTIVITIES

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

Breast Cancer Awareness Month - Oct. 1st- 31st

Wear Pink Day - Oct. 21st

Halloween Trivia Game - Oct. 28th

Veteran's Day - Nov. 11th

Holiday Donation Drive - Nov 1st – Nov. 22nd

Spirit Week - Dec. 12th - 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](mailto:amyers@ecrfab.com) to inquire about joining.*

# SOCIAL CHATTER

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

We are pleased to announce that we have successfully secured the Incremental Selected Repair Availability (ISRA) of the USS Cole for work to be performed commencing on Oct 3, 2022, at our Newport News, VA facility. This award includes a subsequent availability starting October of 2023. This year's availability will mark our third ISRA, with the first two being performed in Mayport, FL. The USS Cole, one of the Navy's Arleigh Burke-class destroyers, will undergo various structural repairs. [See more](#)



This past Thursday, we had a wonderful time at the VSRA Annual Member Networking Social event. Great seeing some familiar faces and meeting some new ones too. Thank you, Virginia Ship Repair Association, for hosting another successful event.



✓Great benefits ✓Top pay ✓401k match  
ECR is matching 100% of 2021 401k contributions, and this generous 401k matching program is available to all ECR LLC and its affiliates. Take advantage of this tremendous benefit and join the team! <https://www.ecrfab.com/careers/>... See more



Left to Right: We shared some big news on our win of the ISRA for the USS Cole. We sponsored and attended the VSRA Annual Member Networking Social event. An announcement was made of the 401k company match.

Happy to be able to support Operation Homefront in their annual Back-to-School Brigade. We want to extend our heartfelt thanks to our ECR team, who generously donated school supplies to support our local military families. [#military #community #backtoschoolbrigade #operationhomefront](#)



Happy Labor Day weekend to our employees, customers, and partners. Take a load off and enjoy one of the last few summer weekends! Whether relaxing or celebrating, we hope you all take the time to honor our outstanding workforce and celebrate everything you have accomplished throughout your careers. [#HappyLaborDay](#)



Thank you to The Propeller Club, Port of Norfolk, for putting together the Fall Golf Outing Tournament at Cypress Point Country Club yesterday. We enjoyed our time on the 17th hole giving out some swag, snacks, and refreshments to some familiar faces and making new connections. Good times!

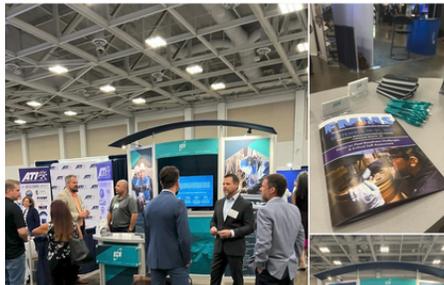


Left to Right: We hosted a School Supply Drive for Operation Homefront. We wished everyone a safe and relaxing Labor Day weekend. A few of our team members had a great time attending The Propeller Club, Port of Norfolk, Fall Golf Outing Tournament, where we provided snacks and swag for fellow members.

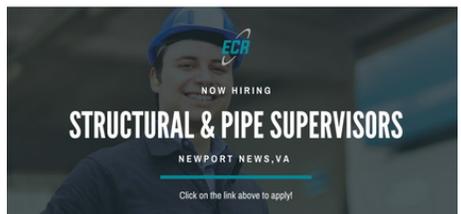
It's been 21 years, but we remember. We remember the sorrow of that day but also the dedication, commitment and strength of those who responded to the tragic events. We honor those who lost their lives on this day and the heroes who answered the call. ... [See more](#)



Stop by and see us at the ASNE Fleet Maintenance and Modernization Symposium today and tomorrow at booth M020.



ECR is hiring at our Newport News facility. Know anyone who might be interested? <https://www.ecrfab.com/careers/> [#hiring](#)



Left to Right: We honored the lives lost 21 years ago. We participated in the ASNE Fleet Maintenance and Modernization Symposium as an exhibitor, where we chatted with industry partners. We shared career opportunities with our audience.

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.



We are proud to announce the 14th annual anniversary observance of [NATIONAL DRUG-FREE WORK WEEK, OCTOBER 17 - 23, 2022](#). This yearly public awareness campaign highlights the importance of a drug-free workplace and encourages workers with alcohol and drug problems to seek help.

# SAFETY TALK

National Drug-Free Workplace Alliance  
<https://www.ndwa.org/>

## History of National Drug-Free Work Week

National Drug-Free Work Week was initiated by the U.S. Department of Labor as a cooperative agreement focused on improving safety and health in the construction industry through drug-free workplace programs. The first Drug-Free Work Week was observed in 2006, and in subsequent years, more and more organizations—representing a range of industries—also rallied behind the effort, helping firmly establish it as an annual opportunity to reinforce to employers and employees alike that “working drug free works.”

Today, the National Drug-Free Workplace Alliance, a division of Drug Free America Foundation, in collaboration with stakeholders for a safe and healthy workplace, promote this annual observance. Together, we spread the message to encourage individual workplaces to take this opportunity to educate and strengthen their safe and healthy work environments—reflecting the true spirit of National Drug-Free Work Week.

## Industry Statistics

Substance use negatively affects U.S. industry through lost productivity, workplace accidents and injuries, employee absenteeism, low morale, and increased illness. U.S. companies lose billions of dollars a year because of employees' alcohol and drug use and related problems. Research shows that the rate of substance use varies by occupation and industry.

These statistics are based upon Quest Diagnostics' 2019 Drug Testing Index report that has analyzed over 10 million workplace drug tests over three decades. The data are organized by industry which includes all positions within that industry, except for federally mandated safety-sensitive positions such as with transportation positions or nuclear operators, for example.

## General Highlights

- According to Quest Diagnostics, the urine drug test positivity rate among the non-safety-sensitive workforce in the U.S. is at 4.5 percent which is the highest level since 2004. This number is 25 percent higher than the lowest recorded rate of 3.5 percent in 2010 and 2012.
- Marijuana is the most commonly detected drug among all of the workforce including safety-sensitive.
- Opiates testing positivity decreased by 37 percent to its lowest level in 4 years to .31 percent. Opioids testing positivity has similarly decreased by 46 percent to its lowest level in five years to .43 percent.
- The U.S. general workforce positivity rate increased from 4.8 percent in 2015 to 5.1 percent in 2018.

## Cost of Substance Abuse

Abuse of tobacco, alcohol, and illicit drugs is costly to our nation, exacting more than \$700 billion annually in costs related to crime, lost work productivity and health care.

Substance	Healthcare	Overall
Tobacco	\$130 billion	\$295 billion
Alcohol	\$25 billion	\$224 billion
Illicit Drugs	\$11 billion	\$193 billion

SOURCES: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention and National Drug Intelligence Center (NDIC)

At ECR, we value our employees. Refer to Section 4.6 Substance Abuse in your ECR, LLC Employee Handbook for further information. Specifically:

“Any employee testing positive will be offered the opportunity to use the Employee Assistance Program (EAP) as eligible. Employees with developed addiction to, dependence upon, or problem with alcohol or drugs, legal or illegal, are strongly encouraged to seek assistance before a violation of this policy occurs. Any employee who requests time off to participate in a rehabilitation program will be accommodated within reason.”

# 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.

- Frank Farnbach IV  
Welder 3/C, FL
- Jaime Cruz Pacheco  
Welder 1/C, FL
- Corvon'Tra Revell  
Shipping/Receiving Clerk, VA
- Ryan Rivera Rosario  
Electrician 2/C, VA
- Shelby Schreur  
Administrative Assistant, FL
- Jesse Smith  
Outside Machinist 1/C, FL
- Howard Young  
Driver, FL
- Steven Thompson  
Outside Machinist 1/C, FL
- Robert Collot  
General Labor Foreman, FL
- Michael Veitch  
Special Projects, VA
- Sebastian Toris  
ESH Supervisor, VA
- Steven Toney III  
Helper 3/C, FL
- Manuel Uribe  
Welder Master, CA
- Kelli Royals  
Project Manager I, VA
- Michelle Roman  
Estimator II, VA
- Eduardo Gil  
Welder Master, CA
- Maurice Honora  
Pipe Fitter 3/C, VA
- William Collins  
Operations Planning Specialist, VA
- Carlos Burgos Cruz  
Welder 1/C, VA
- Kenya Latham  
Rigger 1/C, VA
- Russell Miller  
Pipe Shop Supervisor, FL
- Angel Santos-Caraballo  
Welder 1/C, FL
- Stephen Bonneau  
Structural Foreman, VA
- Bracy Crystal  
Senior Administrative Assistant, VA

*Welcome!*

## PROMOTIONS

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

- Kelly Sibley Jr.  
Crane Operator to Crane Operator Sup. I
- Alexis Powell  
Admin. Asst. to Buyer II
- James Jeffries  
Superintendent II to Project Manager I
- Jocelyn Moore  
Electrician 2/C to Electrician 1/C
- Billy Torres-Bagalso  
Tool Room Attendant to Tool Room Sup.
- Jackie Orr  
Electrician 1/C to WAF Coordinator
- Robert Cannon  
Rigger 1/C to Rigger Sup. I
- Eric Williams  
Painter Sup. II to Painter Foreman
- Latonia Ward  
Welder 1/C to Structural Sup. I
- Cory Clark  
Inside Machinist 1/C to Inside Machinist Sup. I
- Edward Whigham Jr.  
Electrician Sup. I to Electrician Foreman
- Richard Murray  
ESH Inspector II to ESH Sup. I
- Christian Burgess  
Project Manager II to Prod. Manager
- Holly Bodner  
Accounting Sup. to Accounting Manager
- Mary Caraballo  
QA-2 Inspector to QA Sup. II
- James Morris  
Welder 3/C to Welder 2/C

## HIRING NEEDS

- WELDER MASTER, VA
- PIPE FITTER 1ST CLASS, FL
- SHIP FITTER 1ST CLASS, FL
- WELDER 1ST CLASS, FL
- STRUCTURAL SUPERVISOR, VA & FL
- OUTSIDE MACHINIST SUPERVISOR, FL & VA
- CRANE OPERATOR, VA
- PIPE SHOP SUPERVISOR, VA
- MARINE ELECTRICIAN SUPERVISOR, VA
- QUALITY ASSURANCE INSPECTOR II, FL
- ESH INSPECTOR, VA
- SENIOR PROJECT MANAGER, VA

# ANNIVERSARIES Q4

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

## 1 Year Anniversary

Arturo Valdez - Hire Date 10/18/21  
Wayne Waddell - Hire Date 11/01/21  
Natasha Toms - Hire Date 11/01/21  
Sean Skewes - Hire Date 11/01/21  
Luis Morales - Hire Date 11/01/21  
Alexis Powell - Hire Date 11/08/21  
Maine Morales Lopez - Hire Date 11/08/21  
Jocelyn Moore - Hire Date 11/15/21  
John Nelms - Hire Date 12/06/21  
Simon Baney Vuocolo - Hire Date 12/20/21

## 3 Year Anniversary

Leonard Hardbarger - Hire Date 10/07/19  
Nancy Braswell Brookins - Hire Date 10/07/19  
Marquel Brown - Hire Date 10/14/19  
Madeline Lewis - Hire Date 10/28/19  
Maxwell King - Hire Date 11/12/19  
Christian Burgess - Hire Date 12/02/19  
Eric Williams - Hire Date 12/30/19

## 15 Year Anniversary

Richard Faulkenberry - Hire Date 12/17/07

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



## ECR LEADERS Q/A

Featuring: Jason Kjos, ESH Director

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

In 2014 I retired from the Navy after 24 years. I've been in the Ship Repair industry ever since. During that time, I was involved in numerous pier side availabilities as well as 6 major overhauls onboard carriers and amphib, so this is nothing new to me.

### What led you to become the ESH Director?

While serving in the navy I was always taught to be safe. Working on the flight deck, I've seen a lot of bad things happen. When I was able to lead a safety department on a carrier, I realized that this is the job for me.

### What do you like most about your job?

Helping people. I enjoy interacting with the different trades on the deck plates while helping them to stay safe doing what they love to do.

### What motivates you?

My family. They've always been encouraging and supporting me in what I do.

### What values are most important to you as a leader?

Integrity is at the top of the list for me.

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

Listening. There's a reason we have two ears and only one mouth.

### What are your hobbies (Not work related)?

I like to paint Oils and Acrylics, landscapes and still art. I also like to fish.



### What's your biggest fear?

Spiders. I hate them things (no matter how big or small).

### Tell us something we wouldn't know about you.

I was accepted to the Virginia Beach Police Academy after passing their entrance examination.

# MESSAGE FROM OUR PRESIDENT

Here we are facing our last quarter of the year when it seems that we had just turned the corner into 2022. As you may recall, during our opening quarter, we had secured two separate ISRA's. This was a significant opportunity for us to manage NAVSEA's first ISRA's with SERMC. I am very pleased to report that our Florida team has excelled and have successfully completed both projects on the USS Thomas Hudner, as well as the USS Sullivans, with no major corrective action reports, and no recordable injuries. What's more is that the team managed to do this while the USS Thomas Hudner ISRA more than doubled its project size. The Florida team has done their part in setting the bar for our current ISRA on the USS Cole which began its availability during the week of October 3rd.

What is most notable with the USS Cole project is that not only is it our first ISRA in Virginia, but it represents the very first time that a Navy ship has visited our Newport News facility. We owe this to the brilliance and visionary of our company founder Jorge Rivera, an enigma that turns the impossible into the probable by sheer determination and relentlessness. Securing the facility from CSX in 2018 and transforming it to what we see today, with its ongoing transformations is no small feat, but one that can be grasped given how the company has drastically evolved from its humble beginnings. Yes, our Evolution value has been instilled in us from the company's birth and is now in our DNA signature. Indeed, "We are BOLD- We adapt and overcome, while we chart our course for success and endurance". Embracing this value remains essential as we persist steadfastly on our path.

Our journey and evolution continues. We are making our mark as a major ship repairer, but our work endures. We press on to secure the additional skilled talented resources that is vital for us to continue our progress. We are also working to ensure that our valued personnel and leadership at all levels benefit from professional and personal growth as well. As we work to finishing 2022 strong, let's look forward to the possibilities of what 2023 will bring, as the scope of the SRA's that we take on get larger. Let's also do our part in sharing our success stories as we continue to work to attract good talent to continue strengthening our foundation.

Be proud, Be transformative, and Be safe.



Rene Doiron

