

# 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

- Early January, our Virginia division welcomed the USNS Zeus (T-ARC-7), the only active cable laying/repair ship in the U.S. Navy, at our River Port facility. Our Team worked on various repairs and wrapped up this availability in early April, making this another successful collaboration with Military Sealift Command.
- Our Virginia division won multiple awards for CMAV work on the USS Bataan (LHD-5) and USS Mesa Verde (LPD-19). Both began in mid-February and ended in late March. They also secured awards for the USS New York (LPD-21), USS Ramage (DDG-61), and USS Normandy (CG-60). All are expected to end in mid to late April.
- Virginia division also secured a bundled USS Truxtun (DDG-103) ISRA package from the Mid-Atlantic Regional Maintenance Center (MARMC). Following the success of the USS Cole, we are excited to accommodate the USS Truxtun (DDG-103) and her crew at our River Port facility come early July.
- Early into the first quarter, our California division completed availabilities aboard the USS Savannah (LCS-10), USS Cincinnati (LCS-20), and USS Manchester (LCS-28). They won 3 CMAV work availabilities to be performed at Naval Base San Diego on the USS Pearl Harbor (LSD-52), the USS Jackson (LCS-6), and USS Fort Worth (LCS-3). Work began towards mid-February on the USS Pearl Harbor (LSD-52) and is expected to end towards the end of April. Work on the USS Jackson (LCS-6) and USS Fort Worth (LCS-3) is set to start at the beginning of the second quarter, and the expected completion date is towards the end of May. Congratulations to our C.A. team on the multiple wins. The second quarter looks very busy, but we are confident you will all knock it out of the park.



- Our California division hosted a successful Q1 Safety Meeting & Employee Appreciation Luncheon in mid-February. Employees had the pleasure of enjoying food and games in the company of their colleagues.
- Towards the end of January, our Florida division completed availabilities for the USS Mason (DDG-87) and USS Carney (DDG-64).
- Work aboard the WMSL-753 USCG Hamilton began in early January, and our travel teams worked hard to close out that availability towards the end of March. Kudos to all the hands involved in the execution of that project.
- Early March, BAE Systems' 'Partner2Win' Supplier ceremony celebrated the best suppliers and subcontractors for its ship repair business for 2022 and recognized our Florida division with the "Jacksonville Ship Repair's Supplier of the Year Award." This is the third year in which ECR Florida has received this award. Way to go, Team!



Site of future shipyard development. Jacksonville Machine & Repair, LLC (JMR)



- Starting May 1, 2023, Jacksonville Machine & Repair, LLC (JMR) will transition from a division to a wholly owned subsidiary of ECR, and will begin a transition to its new operating location at 1901 Hill Street, Jacksonville. At its new location, JMR will have an 18 acre facility with 2200 feet of newly installed waterfront bulkhead with 21 feet of water depth. We look forward to increasing our level of service to the maritime industry.



- Our Warwick Maritime Solutions division started the first quarter being awarded an availability aboard the APL-66 that wrapped up towards the end of March. Work began on YRBM (L)-28 in early January and is expected to end in late August. Mid-March, Warwick also started what is expected to be a year-long project of repair and maintenance work aboard YRBM-09.



- Warwick received the M/V Commander and M/V Northstar Responder to accomplish a "quick turnaround" in loading specialized military equipment for offshore testing during a "Mobilized phase" followed by a "Demobilized phase" in offloading all test equipment. This work was accomplished in our River Port facility.

- Warwick partnered with regional companies to provide an estimate to rebuild all "Stacker-Reclaimers" used to transport coal in the neighboring plant of Dominion Terminals. We lucked out in winning this award!

- Warwick was chosen to accomplish "Emergency" mast repairs onboard the HOS Rosebud damaged due to storms. This work will be performed in our River Port facility.

- Congratulations to the first quarter TAG Award recipients, Presidents Coin recipients, and everyone nominated. The following employees were recognized for going above and beyond and embodying ECR values. Thank you for your dedication! Our ECR Virginia and Warwick divisions hosted a successful Employee Appreciation Luncheon, where we enjoyed celebrating the accomplishments of our teammates.

**Presidents Gold Coin Recipients**

Madeline Lewis (FL), Angel Santos Caraballo (FL), Jennifer Mather (VA), Maxwell King (VA), John Nelms (VA), Alfonso Grullon Peña (WMS-VA), Corvon'tra Revell (VA), Kelly Sibley (VA), Wigberto Rivera (VA), Jimmy Ramos Concepcion (VA), Jaeward Williams (VA), Anthony Waddler (WMS-VA), and Stephen Causey (CA)

**TAG Award Recipients**

Jacquelyn Stevens (CW-VA), Ulanda Dildy (VA), and Angel Luis Colon (RP-VA)



# HR NEWS

7 tips for your 401(k)

Author: Nationwide Mutual Insurance Company and affiliated companies

## 1. Join It

First the obvious: you can't benefit if you don't participate. Not joining means you miss out on pre-tax savings and tax-deferred investing. You may also miss out on generous matching contributions from ECR and access to professional money management. So [SIGN UP](https://www.nationwide.com/account-login) [https://www.nationwide.com/account-login] and start your 401(k) plan as soon as possible.

## 2. Contribute to get the match

ECR offers matching on a discretionary basis. While your own contributions come from your paycheck, the company match is added by ECR. But you're not eligible for the company match unless you also contribute. If ECR is offering, why turn down extra money?

## 3. Have a real plan

Even if you already contribute to a 401(k), just winging it might not yield the best results. Meet with an investment professional to look at your financial situation, discuss your retirement goals and develop a plan for managing your 401(k). Don't risk outliving your retirement assets or not having enough money to support your current lifestyle after you retire.

## 4. Be well-rounded

Be sure your portfolio reflects your risk tolerance and goals with an appropriate blend of stocks, bonds, and cash. Work with an investment professional to craft the best asset allocation strategy for your needs. Remember, asset allocation and diversification don't assure a profit or protect against loss, but they're generally a smart practice.

## 5. Look at long term

Your best defense against market ups and downs is to follow a well-honed strategy rather than chasing the latest hot investment sector. Review your portfolio each year to make sure it matches your long-term investment objectives, and to determine if you need any adjustments. Remember, investing for retirement is a marathon – not a sprint.

## 6. Let it grow

Taking a loan from your 401(k) for an emergency is understandable, but it could reduce the amount of money you'll have at retirement. If you don't repay the loans, you may also incur penalties and taxes. While the loan money is out of your account, it isn't bringing market returns. If you must borrow from your 401(k) keep contributing as you repay it.

## 7. Hands off until you retire

Cashing in your 401(k) before retirement means the money loses its tax deferred status and becomes subject to income taxes. There could also be an early withdrawal tax – all of which means less money for your retirement. If you change jobs, you don't have to cash out your 401(k). You actually have other options:

- Roll your 401(k) assets over into your new employer's plan.
- Keep your old account and start a new 401(k) account with your new employer.
- Roll your old 401(k) into an IRA and open a new 401(k) account with your new employer.

## A couple other things

Keep in mind that all investing involves market risk, including the possible loss of principal. There's no guarantee that your investment goals will actually be met.

Withdrawals from a 401(k) may be taxed as ordinary income, and subject to a 10% early withdrawal tax if you take them before you're 59 ½ years old.



# HR NEWS CONT.



March was Women's History Month, and to highlight it in our Newsletter, we asked Project Manager, Kelli Royals, to partake in a Q&A that touches on the importance of female representation in the Ship Repair industry and how her accomplishments led her to spread awareness of women welders through pageantry and as an author.

## 1. Tell us a little about yourself and what led you to your career in the ship repair industry.

I am a North Carolina native, mother of five, and your Miss Virginia for America Strong 2022. In high school my father invited me and my brothers to welding class, with him on the weekend. That was my introduction. I joined the United States Navy in 2007 as a Steelworker, in which I completed 8 years as a Reservist. I entered the shipbuilding workforce in 2010 as a structural welder for Newport News Shipbuilding. My career started with welding submarines and entering The Apprentice School where I finished my welding apprenticeship and graduated high honors with an Associates in Business Administration. I also worked as an x-ray pipe welder (no weld rejects) and became the first female welding Craft Instructor for The Apprentice School. In 2020 I left Newport News Shipbuilding and have been building my understanding and presence in ship repair with time at Steel America as the Weld Resource Manager, Marine Specialty Painting as the Structural QA/PM, and now East Coast Repair & Fabrication as Project Manager.

## 2. Who is the most influential woman you know? How does she inspire you?

My MiMi, Norma Royals. She is now 94 years young. She holds the record for the North Carolina Senior Games women singles bowling in Wilmington, NC and has held the record since 1995, with a 688 score over a 3 game span. She makes porcelain dolls, hand paints them, and makes their clothes all by hand! She also has metals for football and Ju Jitsu. Mimi's other hobbies are horseback riding, karate, painting, and horseshoes. My mimi had 5 children she raised while my grandfather was in the US Navy. He retired at 38 where they spent many years together before his passing this past November 2022. My grandmother has always been a secret ninja to me. She is just so skilled in all things she puts her hands too.

## 3. What are some of the biggest challenges that women face in this industry?

Women are their own worst critic therefore we sell ourselves short. Whether it be how we write our resume or the job that we go after. So, in a male dominated industry we tend to do this even more.

Having the proper size PPE. I am petite and I swim in most safety gear. I had one company purchase a harness that suited my weight. Most just didn't have me harness qualified.

## 4. How has a mentor impacted your life and/or career?

Through-out my 13+ years of manufacturing I have encountered multiple mentors and I still have mentors as I am gaining more. I love to get different angles and advice on the many facets of this industry and how I am developing myself as a leader. A mentor is a beautiful source of experience and knowledge. Most of the time my mentors gave me nuggets of truth that helped me develop the skills I needed to be successful.

## 5. Based on your opinion and experience, what are five things you need to thrive and succeed as a woman in the ship repair industry? Share examples if you can.

- **Courage**- to do the job!
- **Responsibility**- take responsibility for what you can contribute. Then be able to know your limits so that you can engineer a better way to accomplish what you can't with your own strength or ask for help when it's necessary. We are strong individuals who have children and endure much, but it's not important to "man-handle" work. We should be smart and innovative so that other women behind us see ways to complete the work just as we have, safely and ergonomically. We always want to take care of our bodies!
- **Ownership**- take ownership of what you know and are willing to understand in your job/role. I'm not always interested in learning about another trade because I am perfecting my welding skills, however when I need to troubleshoot my machine issues it is fun for me to learn from other tradesmen so I can solve small issues on my own in the future. I always wanted to get better and more efficient, whether I was the welder, the foreman, the construction supervisor, or the project manager. This also helps you build confidence in making decisions. If you are in leadership, you will find out, or already know, that it's about using all the information you have and making the best decision. So, the more you allow yourself to know the better you calculate risk in future scenarios.
- **Networks**- Manufacturing is like family. You will work with so many different people and find yourself building extraordinary relationships. Use all your networks to help accomplish goals, jobs, and gain perspective. I view networks as another form of your resume.

# HR NEWS CONT.

- **Skills/Craftsmanship-** I take a great amount of pride in anything I produce. That ranges from x-ray weld joints, to children, to cakes/cupcakes, etc. etc. Everything we put effort toward has basic skills that can be built on. I remember learning how to contour grind as a welder apprentice. This is a way to smooth the weld into the base material with a grinder. This is important in the design of the joints and other materials that may have to be added on top of this area. I religiously get my nails done and have for years. Metal is rough on fingernails. Soon after I picked up contour grinding, I remember watching the nail technician file my nails and realized it was the same as contour grinding, just different materials. I still pamper myself with getting my nails done, however I have done my own nails numerous times and taught my daughters how to do theirs. This is just one of MANY skills I have learned and was able to use in other areas of my life. For those that don't see nails as important, I recently welded a new catalytic converter on my Jeep and put a new Electronic Throttle Control in. This I attribute to my time reading drawings, verifying parts to the drawing, building parts/systems, working on ships systems, testing ship systems, etc. etc.

## 6. How can ECR better support women in this industry?

I can say I have been truly blessed to work with some amazing leaders that really supported and mentored me as I needed. Women are very amazing complex beings, and we strive for perfection. Without some of them seeing my true potential, which I was blind too, I wouldn't be where I am today. Be leaders that help empower, encourage, and listen. (I can honestly say since I have been at ECR I have experienced these attributes in my direct leadership and it is greatly appreciated)

## 7. Tell us about your book "Willow Discovers Welding" and your inspiration for it.

Willow Discovers Welding was published March 2020 and is written for children 4-7 yrs. old. The book is about a curious girl who discovers her mom is a welder and she has lots of questions about it. Willow Discovers is a series where she will discover many facets of Manufacturing. Willow Discovers Shipbuilding is written and being illustrated now. Writing a children's book series to expose children to the opportunities in manufacturing came from my brainstorming ways to pursue my platform, "Changing the Perspective of Manufacturing", in my pursuit for the Miss Virginia crown. I was one of 30 women under 30 to receive the Emerging Leaders STEP Ahead Women in Manufacturing award in 2018. When I went to DC to receive the award, we were challenged to share our success and experience with girls and women. There were so many extraordinary women there that had stumbled upon their successful careers in manufacturing. The following weekend I supported a friend at the Mrs. Virginia America pageant and realized while sitting in the crowd that this was a grand opportunity to step out of my comfort zone and share welding with women all over the world through pageantry. So, I came from behind my welding shield and stepped out of my shell!

## 8. Your success and ambition are an inspiration to many. What three-character traits do you think were most instrumental to your success?

- *Integrity*
- *Conscientious*
- *Empathy*

## 9. What is a hobby of yours?

Extravagant Cakes & Cupcakes. I started making cakes when my daughters were little. I really enjoyed decorating them to look like some extraordinary things. I took my practice attempts to work and everyone loved them. I made cakes for all types of celebrations at work. Some looked like welded pipe, a welding machine, and a few were sculpted to look like people we worked with! I eventually started making cupcakes instead and that seems to be super simple, fun, delicious, and creates engagement.

## 10. What advice would you give to women who want to pursue a career in the ship repair industry?

I tell my daughters that they can be anything they choose so try everything till they find what they love. I realize that doesn't mean they will choose manufacturing, however I never believed I would be a professional welder! Welding is a creative outlet for me. I take great pride in being a welder even if I do not weld 8 hours a day anymore. I still miss it, I really felt like I was in art class and not laying on steel welding ship components together. If you get into one trade and it isn't for you there are so many different trades to try. Be that stage builder, ship-fitter, electrician, or which ever one that creates that joyous pride in you. Then you will always be successful and enjoy what you do!

I hope that I am an example that any trade is really the foundation to a vast amount of career opportunities within the ship repair/manufacturing industry.

# QA CORNER

ECR Checkpoint Field Guide

Developed by: James A. Miller, QAI and Liam Treadwell, QAI

The following ECR Quality Assurance Department guide is provided to ensure preparation and control of checkpoints.

- **Know who is authorized to sign for the inspection.**
  - Make SURE the personnel for ECR&F and Subcontractor personnel performing the checkpoint are on the authorized inspectors list.
    - When a sub-contractor has completed the work being inspected or tested, ensure that they are present at the checkpoint. Also, verify the subcontractor's Representative is authorized to sign for checkpoints.
- **Ensure all required reference material is on-hand at the Checkpoint.**
  - A copy of the spec item is required on the deck plate during the Checkpoint.
    - Check for any references the spec item asks for and ensure they are available during the Checkpoint. *For example, during a static load test and the paragraph in the spec says, "perform a static load test in accordance with T-2 of 2.3, the specified references shall be available at the site of the Checkpoint.*
- **Verify Calibration of Measuring and Testing devices or gauges.**
  - If the checkpoint to be performed requires calibrated equipment (i.e., Torque Wrenches, dynamometer or a thermometer, pressure gauge(s)), verify that the calibration is current on each piece of equipment used for recording measurements.
- **Checkpoint records and reporting process.**
  - If the checkpoint gets canceled on the deck plates, contact QA callouts via email.
  - An UNSAT inspection does not mean that the checkpoint is a "Partial" or a failure by ECR. Partial is used only if, for example, 3 of 5 doors operate satisfactorily, and the remaining doors will be scheduled for testing afterward.
  - When everyone gets together and signs the checkpoint ticket(s), make sure the printed representative name is legible on the checkpoint form.
  - If there are not enough copies of the checkpoint tickets for each representative attending the checkpoint, notify ECR Quality Assurance when sending in the OQE to QA callouts so Quality Assurance can forward the OQE to the appropriate parties.

## Additional Guidance:

- Verify that the checkpoint has been called out To the government/customer.
- Identify the Technician or Subcontractor Representative attending the checkpoint.
- Verify what kind of checkpoint is being performed. (I), (V), (G), (Q),- Operational Test-Visual Inspection- Partial-Final-etc.
- Be prepared for questions about the checkpoint.
- Ensure all data recorded at the checkpoint is accurate.
- Make sure to obtain the required signatures of those who witnessed the checkpoint.
- Be polite and in control. Greet those you do not know at the checkpoint, and make sure to introduce yourself.
- If it is a component of a PCP, verify the technician or subcontractor has the approved document onsite before the checkpoint starts.



# IT CORNER

Author: Keith Wilson

## Use the Phish Alert Button

You receive an email asking you to take an action. Sounds suspicious, right? But don't worry. You can take the correct action and give your IT department the information they need to defend your organization against the effects of malicious email attacks. It's easy. Thanks to the Phish Alert Button, or PAB for short.

### How do I know what to report?

You should only report messages you suspect are malicious, like **phishing** or **spear phishing** emails. Reporting annoying messages like **spam** will only waste IT time and resources. These can be moved to your junk mail folder.

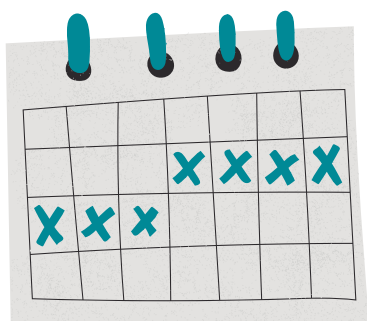
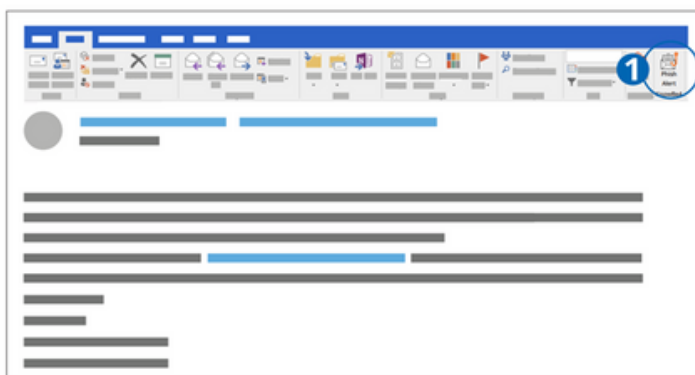
**Spam** is unsolicited and unwanted email, typically sent to try to sell you something. While it is often annoying and misleading, it is rarely malicious. **Simply delete it or move it into your junk mail folder!**

**Phishing** messages are bulk emails, typically appearing from a reputable source, that ask you to take a specific action that can cause damage to you or your organization. These messages are malicious.

**Spear Phishing** emails are targeted attacks on a person or organization, occurring after detailed research in order to make them seem especially real. These messages are extremely malicious and can lead to very damaging consequences. **Report it with the PAB!**

### Where do I find the PAB in Outlook?

While viewing an email message – You can find the Phish Alert Button in the outlook ribbon at the top of the screen. Locate the envelope icon labeled “Report Phishing” or “Phish Alert”. You can report a phishing message in one click by clicking this icon. No need to forward the email to your helpdesk!



## Q2 ACTIVITIES

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

- National Pet Day Photo Contest - April 11th
- Pet Supply Drive - April 10th - 14th
- Mother's Day Recipe Activity - May 3rd - 9th
- Operation Gratitude Fundraiser - May 22nd - 26th
- Memorial Day- May 29th
- National Safety Month - June
- Father's Day Trivia Activity- June 14th

*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.*

# SOCIAL CHATTER

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

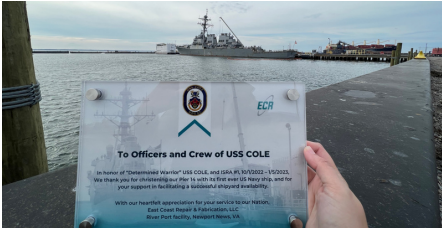
Check out our new view now through early April. We are excited to have the USNS ZEUS, the only active cable laying/repair ship in the U.S. Navy, at our Newport News facility. The ship will be here for various repairs during its Mid Term Availability. We look forward to working with our valued customer, Military Sealift Command towards a successful availability.

#ECR #ShipRepair #MSC



That's a wrap! Thank you, MARMC, as well as the CO, Officers, and Crew of the USS COLE, for entrusting us and bringing to our Newport News facility its first ever US Navy ship. We appreciate your support and collaboration throughout the first of two scheduled ISRA's for the ship, and we look forward to working with you again upon the ship's return in October.

#MARMC #USNavy #VADivision #ECR #ShipRepair #AvailabilityCompletion



**Congratulations Captain Janet Days!**

On February 3rd, 2023, Capt. Janet Days was sworn in as Naval Station Norfolk's 51st Commanding Officer. Making history as the first Black woman commanding officer of the world's largest naval base, NAVSTA Norfolk's 106-year history.... See more



Left to Right: We welcomed the USNS Zeus to our River Port facility. We said farewell to the USS Cole and presented them with this plaque for their support in facilitating a successful shipyard availability. We celebrated Black History Month by sharing noteworthy black figures in the Maritime Industry and their contributions. Each week a new trailblazer was highlighted across our social platforms.

The San Diego Military Advisory Council Breakfast (SDMAC) was proud to host Secretary of the Navy, the Honorable Carlos Del Toro, as their guest speaker at the WEST 2023 Conference held at the San Diego Convention Center on 02/16/2023. Ralph Duskin, ECR Director of Operations in California, was honored to attend as a guest of the Port of San Diego Ship Repair Association (PSSRA) to hear the Secretary's remarks.

#WEST2023 #USNavy #ECR #ShipRepair #CADivision



ECR is proud to have secured the bundled USS TRUXTUN (DDG-103) ISRA package from the Mid-Atlantic Regional Maintenance Center (MARMC). The work will be performed at our Newport News, VA shipyard, with the first availability to begin July 3, 2023, and the second availability starting next year on July 4, 2024. We look forward to leaping from the success enjoyed on the first of two USS COLE ISRA's completed a few weeks ago in January, and to accommodating the USS TRUXTUN and her crew when they arrive in July.

#Awards #USNavy #VADivision #ECR #ShipRepair #MARMC



What a fantastic day we had at the Career Fair event hosted by the Virginia Beach Technical and Career Education Center. We spoke to several students about the opportunities that await them in the ship repair industry. These bright students came prepared with questions and interest in what ECR offers. We wish them the best of luck in choosing the best career path. Thanks for having us!

#ECR #ShipRepair #CareerFair



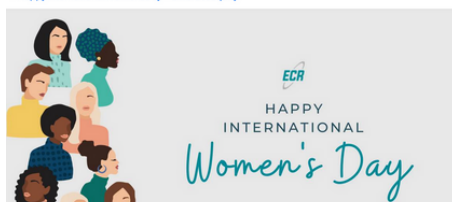
Left to Right: Ralph Duskin, ECR Director of Operations in California, attended The San Diego Military Advisory Council Breakfast and met the Secretary of the Navy, the Honorable Carlos Del Toro. We shared the exciting news of securing the bundled USS Truxtun (DDG-103) ISRA package from MARMC. We attended the VA Beach Technical and Career Education Center Career Fair and spoke to 11th and 12th graders about the opportunities the ship repair industry offers.

Happy International Women's Day!

In the words of Ruth Bader Ginsburg, "Fight for the things that you care about, but do it in a way that will lead others to join you."

Today we honor the incredible contributions of all the women in this world and celebrate all women who fought and continue to fight for gender equity and the progress made toward a more equal world.

#HappyInternationalWomensDay #EmbraceEquity



Thank you to the Virginia Ship Repair Association for putting together the 17th Annual Ship Repair Digital Innovation Competition at Nauticus. We always look forward to participating in this event and influencing the younger generation to learn more about the Ship Repair industry career paths. **Congratulations** to all the schools that participated.

Special Thanks to our team members Rene Doiron, Jason Kjos & Wigberto Rivera, who represented ECR on the Judges' panel and as Tec... See more



We're nearing the end of our time on the USCGC Hamilton (WMSL-753). We are honored that the United States Coast Guard entrusted us to take care of this vessel's repairs and look forward to strengthening our partnership. Thank you to our Team for working hard on the completion of this availability.

#ECR #ShipRepair #Awards #USCoastGuard



Left to Right: In celebration of International Women's Day, we honored the incredible contributions of all the women who fought and continue to fight for gender equity in the world. We sponsored and participated in the VSRA 17th Annual Ship Repair Digital Innovation Competition to build awareness of the opportunities available to our emerging workforce and connect STEM education to the ship repair industry. We wrapped up work on the USCGC Hamilton (WMSL-753).

**Don't miss out on all the fun! Follow us on Facebook and LinkedIn to stay up-to-date on what's happening at ECR.**





# SAFETY TALK

*Safety Briefings*

The American Equity Underwriters, Inc. (AEU)

## Safety Briefings

### Safety Programs

Prior to performing any task and to insure everyone has a clear understanding of the jobs to be performed and their individual responsibilities, job site/crew supervisors should conduct a safety briefing.

Safety briefings provide a forum for supervisors to advise their work crew of any important safety information they need to know before initiating work activity. It also provides an opportunity for crew members to ask the supervisor questions and make comments regarding the safety issue they may encounter for the work shift.

Safety briefings are designed to be short and not time consuming. They should take no longer than 5-10 minutes to deliver. The information discussed should cover critical information workers must know before beginning work activities.

There are other times and situations in which conducting a safety briefing will be helpful:

### After Lunch Break Briefings

After the lunch break on all work shifts, Supervisors or other individuals in charge should review the safety briefing that was conducted at the beginning of work activities.

### Situation Change Briefings

Whenever there is a significant change in the work process underway, (including weather), Supervisors or other individuals in charge should conduct a supplemental safety briefing to ensure all affected workers are informed of any potential hazards and what needs to be done to protect themselves from the hazards identified.

### Visitor Briefings

Whenever someone, who is not assigned to your area visits, a safety briefing should be conducted for the visiting party. The briefing should include information concerning required PPE, relevant safety rules, and updated information about the hazard(s).

### New Employees Briefings

All new employees must be given a safety briefing before engaging in work activities. The briefing should include information concerning: required PPE, how to wear the PPE, where and when to replace PPE, relevant safety rules, review of emergency procedures, location of fire extinguishers, no smoking areas, location of first aid /bio-hazard supplies, a tour of the area, and updated information about the hazard(s).

### Non-Regular Employee Briefings

When an employee is loaned to another section of the shipyard or marine terminal the supervisor who is responsible for the loaned person should conduct a safety briefing. The briefing should include information concerning: PPE requirements, location of fire extinguishers, relevant safety rules, first aid kit/bio-hazard supplies, emergency procedures, no smoking areas, and updated information about the hazard(s).

### Return to Work Briefings

Whenever an employee has been away from the job for several days due to injuries, vacation or any other reason, a job briefing should be conducted. The briefing should include questions concerning the persons' physical ability to perform the work required, any job changes that may have occurred during the absence, review of required PPE, update of relevant safety rules, and any updated information about the hazard(s).



## April is National Distracted Driving Month

It's time to just drive and pay attention to the road and hazards around you.

Do it for yourself, your family and your fellow motorists- trucks, cars, pedestrians and motorcycles. Everyone deserves to get home to their families

# What distracted driving looks like

If something requires your hands, your eyes or your attention while you're driving, it's a distraction.

## **Distractions can include:**

<ul style="list-style-type: none"><li>• <b>Cell phone use</b><ul style="list-style-type: none"><li>- Texting (even if you're using voice commands)</li><li>- Taking or making phone calls (even hands-free)</li><li>- Recording videos</li><li>- Using social media</li><li>- Checking or sending emails</li></ul></li></ul>	  	<ul style="list-style-type: none"><li>• <b>Passengers and pets inside the vehicle</b></li><li>• <b>Events outside the vehicle</b></li><li>• <b>Eating</b></li><li>• <b>Adjusting your GPS, music, podcast or audiobook</b></li><li>• <b>Using your vehicle's touchscreens</b></li><li>• <b>Handling dispatching devices and mobile data terminals</b></li></ul>
--	--	---

**These habits may be common, but they're still distracting and dangerous for you and everyone else on the road.**

**When you're behind the wheel, your only job is to drive.**

# Just Drive.

# 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.

- **Giovani Rivera Vazquez**  
Pipe Shop Supervisor, FL
- **William Shreves**  
Facilities Coordinator, VA
- **Jimmy Ramos Concepcion**  
Pipe Fitter Supervisor I, VA
- **Marcellious Walker**  
Ship Manager, WMS-VA
- **Gary Rithey**  
Machinist 1/C, WMS-VA
- **Michael Lee**  
Superintendent II, VA
- **Richard Hosack**  
Estimator III, WMS-VA
- **Gabriela Motylkov**  
Administrative Assistant, FL
- **Jennifer Branch**  
HR Coordinator, VA
- **Paul Jennings**  
Outside Machinist 3/C, WMS-VA
- **Robert Bock**  
Estimator II, WMS-VA
- **Nicholas Forbes**  
Outside Machinist 2/C, WMS-VA
- **Mark Odom**  
Crane Operator, VA
- **Danual Pearce**  
Rigger Supervisor I, VA
- **Tyrone Jackson**  
Rigger 1/C, VA
- **Travis Matthews**  
WAF Coordinator, VA
- **Dina Avila**  
QA Specialist, CA
- **Dan Van Pelt**  
Estimator III, FL
- **Maritza Montecinos**  
Estimating Admin. Asst., CA

*Welcome!*

## RETIREMENT

*Honoring your years of excellent service to our team and celebrating the legacy of hard work and commitment you leave behind.*

George Carter, Senior Estimator, FL – 3/31/2023

*Thank you for your seven years of dedicated service to ECR.*

## PROMOTIONS

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

- **Greg English**  
Superintendent I to Superintendent II
- **Jackie Orr**  
WAF Coordinator to Electrician Supervisor I

## HIRING NEEDS

- PROJECT MANAGER I & II (WMS), VA
- OPERATIONS PLANNING TECHNICIAN (WMS), VA
- SENIOR PROJECT MANAGER (WMS), VA
- CREW FOREMAN (WMS), VA
- RIGGER 1/C, FL
- WELDER MASTER, FL
- PIPE FITTER SUPERVISOR I, VA
- PROJECT MANAGER II, VA
- QA-1 INSPECTOR, VA
- ESH INSPECTOR I, VA
- SUPERINTENDENT I, VA
- RIGGER 1/C (WMS), VA
- SENIOR PROJECT MANAGER, VA
- PROJECT MANAGER I, FL
- STRUCTURAL FOREMAN, FL
- ELECTRICIAN SUPERVISOR I, FL
- OUTSIDE MACHINIST FOREMAN, FL
- OUTSIDE MACHINIST SUPERVISOR I, FL
- SUPERINTENDENT I, FL
- ESH INSPECTOR II, VA
- STRUCTURAL SUPERVISOR I, VA
- SHIP FITTER 1/C, VA

# ANNIVERSARIES Q2

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

## 1 Year Anniversary

John Byrne - Hire Date 04/18/22  
Latonia Ward - Hire Date 05/02/22  
Carmen McLeod - Hire Date 05/02/22  
Daniel Martin - Hire Date 05/02/22  
Alfredo Lebron Diaz - Hire Date 05/02/22  
Deitra Raymond - Hire Date 05/09/22  
Timothy Engman - Hire Date 05/09/22  
Billy Lewis - Hire Date 05/16/22  
Garrett Osborne - Hire Date 05/31/22  
Wilfredo Lebron Diaz - Hire Date 06/06/22  
Cody Sanders - Hire Date 06/13/22  
Brandon Riggs - Hire Date 06/13/22  
Eric Rich - Hire Date 06/13/22  
Jereme Jones - Hire Date 06/20/22

## 3 Year Anniversary

Julian Lechuga Rey - Hire Date 04/06/20  
Denise Sandoval-Sanchez - Hire Date 05/11/20  
Steven Williams - Hire Date 06/01/20

## 7 Year Anniversary

Robert Gill - Hire Date 06/17/16  
Dario Newman - Hire Date 06/27/16  
Ramon Cintron - Hire Date 06/27/16

## 10 Year Anniversary

Jackie Orr - Hire Date 05/22/13

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



## LEADERS Q/A

Featuring: Randy Byrne, Vice President of Warwick Maritime Solutions

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

I served in the US NAVY from 1981-1991 as a Boiler Technician. After being Honorably Discharged from the US NAVY, I joined a small "Down River" ship repair company named Dreadnought Marine in Sept 1991. It will be 32 years this Sept working in the shipyards as a ship repair contractor.

### What led you to become the Vice President of WMS?

I had worked with Mr. Rivera at a company named Earl Industries. We had developed a relationship which continues to this day. Having worked at General Dynamics NASSCO Norfolk for many years, the opportunity presented itself to become a part of the WARWICK MARITIME family. Building a commercial ship repair company is and remains exciting to me each day.

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

Working with co-workers who improve themselves, their teams, and the company's standings each day. Co-workers who will always take a challenging situation and make the outcome successful. Not because of self-absorbance, but because they want to see others be successful.

### What motivates you?

FAMILY – I want my family to see the drive and dedication it takes every day in doing my part to provide for a life to live at the best effort I can give.

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

Doing what you say you are going to do. All we have in this world is our word. No one can take your word away from you and should not be given lightly. If a person says they are going to do a certain thing, it should be done.

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

Being able to have a hard discussion with a co-worker when the situation warrants it. Leadership at times tries to please everyone, which only makes those who give a 110% every day less engaged. Personnel in my opinion seem to thrive when they know the goals and required end game results. Another supporting skill as a successful leader is breaking down barriers and/or obstacles. To many times we allow an obstacle to be an excuse to fail. When assigned a task to accomplish, we must take "Extreme Ownership" and from cradle to grave and clear all obstacles to achieve the objective, whether it be in your swim lane, or someone else's.

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

I enjoy automobiles, or anything that has wheels! I like to take older cars and trucks and put them back on the road. I also enjoy camping. My bride Lisa and I look forward to the time we can retire and camp throughout our great nation!

### What's your biggest fear?

Not being useful. Technology is quickly changing every day, and keeping up with this change can be challenging.

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

My best friend (outside of my bride Lisa of 41 years) is my 11-year-old Chocolate Lab, Lilly. She goes with me everywhere I go after hours. I have her groomed every 6 weeks whether she needs it or not. She's always at the door when I get home and ready to fetch the ball. Lilly is a past 4th of July Parade Champion during a local doggy competition.

# MESSAGE FROM OUR PRESIDENT

Many say that World War II could not have been won without the support and innovation of American industry. When General Motors' William Knudsen and Shipbuilder Henry Kaiser embraced their call to action, they led a production ramp up that significantly contributed to the country's victory. The nation's unparalleled ground and ship assault was no match. Shipbuilding was at the time a US strength and epitomized the spirit of the country's resilience.



With rising tensions over Taiwan and the South China Sea, at a time when China's Navy fleet is increasing in size- predicted to get to 440 ships by 2030, our fleet size is sadly retrenching. This is a sobering thought considering that our country's fleet size is under 300 and at our current pace, decreasing. We will continue to do our part in maintaining the Navy's fleet, but we must also continue to support our common message that our country's power cannot be supported by decisions that do not strengthen and build upon our nation's defense base. I was recently reminded how technology changes the equation after visiting the USS Battleship Wisconsin. Indeed, long are the days of delivering battleship ordinance. However, despite modern technology changes the equation after visiting the USS Battleship Wisconsin. Indeed, long are the days of delivering battleship ordinance. However, despite modern technology, fleet readiness is also about power in numbers when it really matters. The health of our industrial base is also at stake. Granted, our days of the country putting out 3 liberty ships every two days is behind us, but our industry is adaptable. With appropriate demand signals that are predictable and stable, our newbuild and repair yards can adjust nonetheless, and remain formidable. Without stability our industry remains challenged.

This year will mark further growth for ECR as it continues to capitalize on its facility upgrades in Newport News, as well as on its new investments in Jacksonville, FL. While we are not adjusting to the levels spearheaded by Henry Kaiser, we must work to strengthen our own base as we see increasing opportunities for work at both facilities. Along with a number of MSC opportunities that we are pursuing, we look forward to welcoming the USS TRUXTUN in July, and the USS COLE's return in October. Our pierside opportunities in Florida and California are plentiful, and our long-term lease of the new 18-acre facility in Jacksonville with 2,200 feet of newly installed bulkheads will also unveil additional opportunities to support the maritime industry in the near future. While we await policy decisions that influence our industry's workload, let's work together to normalize our human capital to better position ourselves for the emerging opportunities that we see before us.

Be proud, Be transformative, and Be safe.

A handwritten signature in blue ink, appearing to read 'R. Doiron', written over a horizontal line.

Rene Doiron