

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

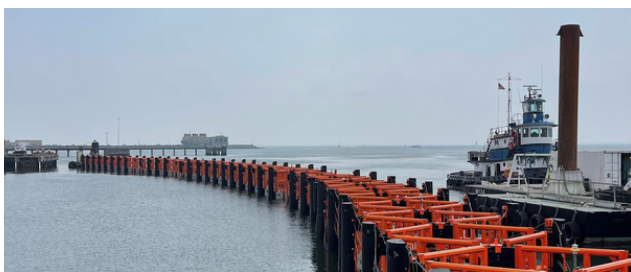
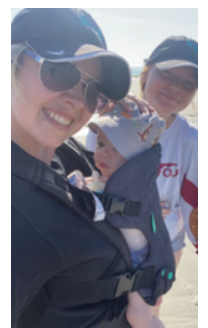
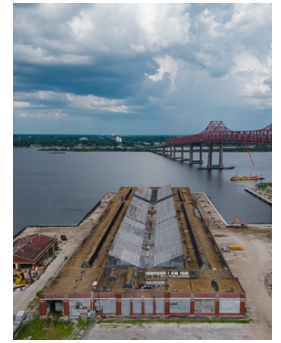
We adapt and overcome, while we chart our course for success and endurance.

COMPANY NEWS

- Our Virginia division won multiple awards for CMAV work on the USS Normandy (CG-60) and USS Ramage (DDG-61). Both began on April 3rd and ended in late April. They also secured awards for the USS New York (LPD-21), which began on May 8th and ended mid-June, and USS Nitze (DDG-94), which began in mid-June and is coming to an end here soon.
- The third quarter has already gotten off to a great start, with our Virginia division getting ready to welcome the USS Truxtun (DDG-103) to our River Port facility.
- Our Virginia division now has its own 53-foot Welder Certification Trailer that contains all the necessary resources and equipment for testing, qualifying, and certifying weld procedures and welders. The trailer features eight welding stations to carry out various processes, including TIG, stick, flux-cored, and MIG welding. With this new addition, we are eager to facilitate the testing of new welders joining the team and the training of our workforce as they improve on their existing skills.
- Our California division had quite a busy second quarter with work on the USS Jackson (LCS-6) and USS Fort Worth (LCS-3) that began in early/mid-April and ended in mid/late May. They also won 3 CMAV work availabilities to be performed at Naval Base San Diego on the USS Kansas City (LCS-22), the USS Anchorage (LPD-23), and USS Halsey (DDG-97). Work began in mid-June on the USS Kansas City (LCS-22) and ended in early July. Work on the USS Anchorage (LPD-23) and USS Halsey (DDG-97) started at the beginning of the third quarter, and the expected completion date is towards the end of July. Great job to our California Team on a successful second quarter and keeping the momentum going into the third quarter.



- Our Florida division won an award for work to be performed on the USS Delbert D. Black (DDG-119). This project began in late April and ended in late May.
- As of May 1st, our Florida division went through a major change with the separation of our JMR division. The Florida team has been essential in assisting with the transition of JMR becoming a wholly owned subsidiary of ECR.
- JMR began its transition to the 1901 Hill Street, Jacksonville property. This new location is undergoing improvements to increase its level of service to the maritime industry. Demolition has started on the old Ford plant, and we look forward to seeing continued progress in the months to come.
- Mid-June, ECR & JMR teamed up to Sponsor an unforgettable event for Long Branch Elementary School. Together, they celebrated the hard work and achievements of students and faculty during the last days of school by indulging in some delicious Mister Softee ice cream.
- On July 8th, JMR & ECR personnel participated in the 1st annual Beach Cleanup Day hosted by Atlantic Marine Cleaning. This event took place at Jacksonville Beach Sea Walk Pavilion. Thank you to participants Brooke Ellis with baby River, Madeline Lewis, Victor Williams, his wife Deena, Erin Snyder, and his wife Kelley for rolling up your sleeves and helping clean up our community.



- River Port's facility took another step towards establishing security measures for accommodating US Navy ships. A HALO barrier system has now been installed to better protect our Nation's fleet while at our facility.
- Our Warwick Maritime Solutions division started the second quarter by being awarded a year-long availability aboard the APL-32 that began in mid-April.
- Warwick, with assistance from ECR along with select Teaming Partners, completed the pier side availability of the USNS Sisler (T-AKR 311) here in River Port, four days ahead of schedule. This was a first-time contracted availability managed by Patriot Services for MSC.
- Warwick executed a successful Contract onboard HOS Red Dawn located in Cheatham Annex, completing this availability three days ahead of schedule. This work was accomplished for Seaward Services.
- Warwick completed a successful 11 ½ month long repair availability onboard the APL-61, currently scheduled to depart River Port next month.
- Warwick's Safety Team recognized Jeremy Caban with the "Caught Being Safe" award for the second quarter.
- Warwick awarded Ricky Lee Whisonant with the WMS Employee of the 2nd Quarter award for exhibiting perseverance and dedication.

- Warwick awarded the USNS Sisler crew for their support of a successful 2023 post-docking availability.
- Warwick presented Moody Marine Service with the WMS Contractor of the Quarter award for a stellar work performance accomplished onboard the USNS Sisler.
- Congratulations to the second quarter TAG Award recipients and everyone nominated. The following employees were selected for going above and beyond and embodying ECR values. Thank you for your hard work and dedication!

TAG Award Recipients

Natasha Toms (ECR-VA), Aaron Harrison (ECR-VA), and Charmaine Hicks (ECR-CA)

- Colonial Welding got together for a team building night on June 22nd at the LeMans Karting on Airline Boulevard. Thirty-four employees and family members showed up for a night of racing, laser tag, and good pizza. Everyone had a great time. The karts are really fast, and they have two-seaters to take the little ones racing. LeMans Karting was very accommodating and made sure everyone was safe and having fun.



Dan McAdoo with great niece Josie McAdoo after a race.

HR NEWS

Influencing without Authority

Sources: (Poulsen, 2021), (The Access Group, 2022), (Miller, 2019), (Cherry, 2023)

You don't have to be a director, manager, or even the most senior person on the job site to have influence in the workplace.

Why does it matter? Leading without authority can improve collaboration, secure buy-in from key stakeholders, and strengthen your career.

So how can you accomplish this? According to THINK School of Creative Leadership, there are 7 steps to developing influence without authority.

1. Build Credibility & Trust-

Develop expertise in your discipline or industry or both. For example, earning a certificate or taking a course on a subject is a way to strengthen your expertise. Also, develop meaningful relationships with your colleagues where you understand their personal and professional motivations. People are more likely to want to help you reach your goals if they trust that you would do the same for them.

HR NEWS CONT.

Influencing without Authority

Sources: (Poulsen, 2021), (The Access Group, 2022), (Miller, 2019), (Cherry, 2023)

2. Mobilize your Allies-

Allies are colleagues that believe in you, want to support your mission, and who you can count on. Find your allies higher up the chain who can push others to support an initiative.

3. Find Common Ground (and Non-Negotiables)-

Focus on what you have in common to strengthen relationships and increase your influence. Understand your colleague's environment to know what you have in common, what you don't, what is negotiable, and what isn't.

4. Listen & Seek to Understand-

Listening, humility, and a willingness to learn from others are instrumental to influencing without authority. You must be able to listen and empathize, and to be perceived as seeking to understand better.

5. Tap Into Passion Through Storytelling-

Put your best case forward using your storytelling skills. Speak with passion to persuade people to adopt your initiative.

6. Only Bring Practical Solutions-

Your manager or supervisor already has plenty of problems to deal with. Instead of bringing them more problems, only bring practical solutions to the table. This can build your credibility, make your colleagues' lives easier, and most importantly, move your project forward.

7. Let Go of Your Ego-

It is important to have high emotional intelligence and a low ego to successfully lead without authority in the workplace. Have self-confidence and display self-acceptance. Be able to let go of mistakes and accept and embrace change. Have a strong sense of curiosity about others. Be sensitive to your colleagues' feelings and display empathy and concern for them. Accept responsibility for mistakes and manage your emotions in difficult situations.

Influencing without authority is less about personal power and self-promotion than it is about getting things done with others when you have no direct authority over them, and with the right skill set, you can influence colleagues without having power over them.



QA CORNER

Is Quality Free?
Author: Dave Martin

Thank you for visiting Quality Corner, this quarter's article is focused on perceptions and quality culture that all of us in the ECR family should consider fundamental to our daily functions no matter what operational role or position we occupy.

Philip B. Crosby, (June 18, 1926 – August 18, 2001) was a businessman and author who contributed to management theory and quality management practices. Crosby initiated the “Zero Defects” program at the Martin Company. As the quality control manager of the Pershing Missile program, Crosby was credited with a 25 percent reduction in the overall rejection rate and a 30 percent reduction in scrap costs.

Throughout his work, Crosby's thinking was consistently characterized by four absolutes:

- **The definition** of quality is conformance to requirements.
- **The system** of quality is prevention.
- **The performance standard** is zero defects, (relative to requirements).
- **The measurement** of quality is the price of non-conformance. (Often expressed in terms of defect rates).

Crosby also introduced the idea of "quality is free," which is the notion that the cost of preventing defects is always lower than the cost of dealing with defects after they occur.

What determines good quality?

The quality of something can be determined by **comparing a set of inherent characteristics with a set of requirements**. If those inherent characteristics meet all requirements, high or excellent quality is achieved. If those characteristics do not meet all requirements, a low or poor level of quality is achieved.

Why is quality the key to success?

Providing high quality products and services is a key to business success. That is because **high quality promotes customer satisfaction and customer satisfaction has a direct link to business revenue**.

Some memorable quotes by memorable people regarding Quality:

- “Quality is remembered long after the price is forgotten”. – Gucci
 - Also stated, “The Bitterness of Poor Quality Remains Long After the Sweetness of Low Price is Forgotten”.
- “Quality is never an accident; it is the result of intelligent effort”. – John Ruskin
- “Quality is not an act. It is a habit.” – Aristotle
- “Quality means doing it right when no one is looking.” - Henry Ford
- “Quality is more important than quantity. One home run is much better than two doubles.” – Steve Jobs



IT CORNER

Health and Safety in your Office

Author: Keith Wilson



You've made your workspace comfortable with a plant next to the monitor and a cute souvenir from your last vacation. But what about the ergonomics at your desk? Take a few minutes to make sure the time you spend sitting at your desk doesn't put a strain on your body. To prevent accidents, you should also check your office for potential risks. All of these aspects contribute to a safe and healthy working environment.

Adapt your workspace to your needs – Good posture helps to avoid tension and strain when working. To do this, you must set up your office ergonomically and align it with your body.

Desk

Adjust the height: When resting on the tabletop, your forearms should form a right angle in relation to your upper arms.

Check your legroom: Is there enough space, or is freedom of movement restricted?

Secure cables: Cables should not hang loosely across and under your desk. Cable ties and mountable under-desk trays can help you sort out your messy cables.

Computer

Laptop: If possible, use a laptop stand and an external monitor to take the strain off your neck and shoulders.

Monitor: The top one-third of the monitor should be at eye level. The monitor should be 18 to 24 inches from your face.

Keyboard and mouse: Both should be near the edge of the desk so that you do not have to work with your arms outstretched.

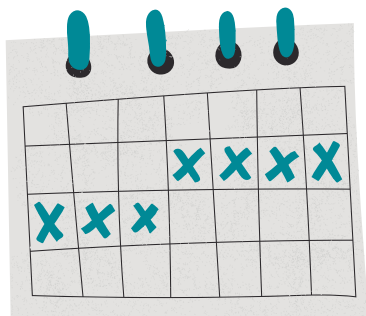
Chair

Armrests: Adjust the height so that your forearms form a right angle in relation to your upper arms.

Chair height: Adjust according to your own height. Your feet should be flat on the floor.

Backrest: An upright sitting posture places less pressure on the spine. If there is a lumbar support cushion, adjust it to the level of your lower back.

Keep Active! Avoid sitting still in your chair all day. Stretch your arms and legs occasionally or get up to do some yoga for a few minutes. To prevent eye strain, practice the 20-20-20 rule: Every 20 minutes focus on something 20 feet away for 20 seconds.



Q3 ACTIVITIES

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

T-Shirt Design Contest - Now - July 18th

Labor Day - Sept. 4th

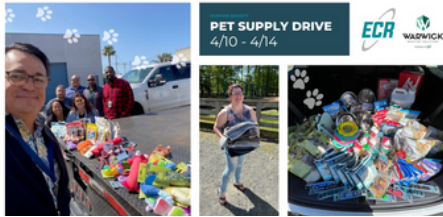
Family Fun Day Event - Sept. 30th

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...

Our offices took part in a Photo Contest & Pet Supply Drive for National Pet Day. HUGE THANK YOU! to those who contributed to the success of this drive. Your gift goes a long way in helping our local shelters. Enjoy these pictures of some of our adorable pets and our contribution to the Humane Societies of Jacksonville, San Diego, and Newport News.
#ECR #ShipRepair #ECRGivesBack



Recent Shipyard Views - Courtesy of Richard Wasdin, Pipe Shop Foreman. Team members Mr. Savage and Mr. Jackson were being lifted to attach slings to the Heavy Overboarding System (HOS) for the USNS Zeus on this emergent operation.
#ECR #ShipRepair #ShipyardViews



Check out what's going on for our affiliate company JMR. Be sure to like their page and follow along for more news to come.



Left to Right: We hosted another successful Pet Supply Drive to benefit the Humane Societies of Jacksonville, San Diego, and Newport News. We shared Shipyard views submitted to us by Pipe Shop Foreman Richard Wasdin of team members Mr. Savage and Mr. Jackson working on the HOS of the USNS Zeus. We shared pictures of our newly acquired JMR Shipyard facility on Hill Street.

We had a blast at the Step Up event this past Saturday. Team ECR joined the race to support The Up Center and its amazing work advocating for children, families, and people with disabilities across the Hampton Roads area. Thank you to The Up Center for organizing such a fantastic event, and congratulations on turning 140 years old this year!
Awesome job to our ECR team members who put on their running shoes and came out on such a beautiful day to support a great cause! You all did amazing!
Check out these photos of our team having fun on race day.
#ECR #TheUpCenter #StepUp



What a great time we had this past Saturday night at Larry King Law's Langley Speedway. Thank you to the Virginia Ship Repair Association for planning another successful Ship Repair Race Night and providing us the opportunity to network and socialize with our industry friends and family. Also, a BIG THANK YOU to Jorge Rivera for grilling some of the best ribs/wings and everyone who had a hand in providing a feast for us all to enjoy. Everything was delicious! and the company ... See more



Congratulations to Jason Kjos & Simon Baney Vuocolo (Safety Team), whose creativity, hard work, and determination in constructing the S.O.S. (Sons of Safety) boat paid off during the race on Sunday. This dynamic duo placed 2nd in their heat and 3rd out of 29 boats in the overall event. It was a close race, but your teamwork and dedication proved that you two were a force to be reckoned with. Your boat was well-designed, efficient, and most importantly, it floated! Again, congratulations on your well-deserved win!

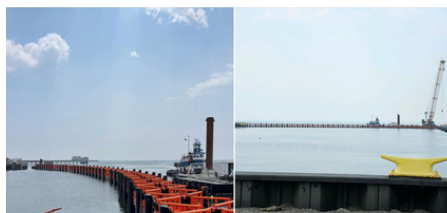


Left to Right: We sponsored and participated in the Step Up event hosted by The Up Center to benefit children and families in our community. We got together with our families for another fun Ship Repair Race Night hosted by VSRA. We were first-time sponsors for the ASNE Sika Ultimate Build-A-Boat Challenge, where team members Jason Kjos & Simon Baney Vuocolo placed 3rd place in the overall event.

Thank you to The Propeller Club, Port of Norfolk, for putting together the Spring Golf Outing Tournament at Riverfront Golf Club this past Thursday. We enjoyed the beautiful weather and being able to serve refreshments and goodies to some familiar faces and new connections.
#ECR #Networking #SpringGolfOuting



ECR is excited to see River Port's facility take another step towards establishing security measures for accommodating US Navy ships. It is notable that the HALO barrier installation comes just a few months after the completion of ECR's ISRA availability on the USS Cole, the very ship that suffered the attack in Yemen in 2000 that prompted such force protection measures to be put in place. Thanks goes out to HALO Maritime Defense, the supplier of the barrier, and WF Magann for assistance with the installation of the system.
#RiverPort #Shipyard #ECR #ShipRepair



ECR is thrilled to have set up its own 53-foot welder certification trailer that contains all the necessary resources and equipment for testing, qualifying, and certifying weld procedures and welders. With this new addition, we are eager to facilitate the testing of new welders joining the team, and to the training of our workforce as they improve on their existing skills.
Here is a success story written by Stephen Bonneau, ECR Structural Foreman.
Ashantis started with ECR ... See more



Left to Right: We attended another successful Spring Golf Outing Tournament hosted by The Propeller Club, Port of Norfolk. We shared advancements in establishing security measures at our River Port facility with the installation of the HALO barrier system. We shared the news of our 53-foot welder certification trailer along with the success story of Ashantis Hayes provided to us by Structural Foreman Stephen Bonneau.

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

Prevent Heat Illness at Work

Source: Occupational Safety and Health Administration

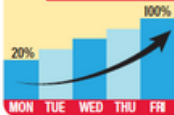


Prevent Heat Illness at Work

Outdoor and indoor heat exposure can be dangerous.

Ways to Protect Yourself and Others

Ease into Work. Nearly 3 out of 4 fatalities from heat illness happen during the first week of work.



- ✓ **New and returning workers** need to build tolerance to heat (acclimatize) and take frequent breaks.
- ✓ **Follow the 20% Rule.** On the first day, work no more than 20% of the shift's duration at full intensity in the heat. Increase the duration of time at full intensity by no more than 20% a day until workers are used to working in the heat.



Drink Cool Water

Drink cool water even if you are not thirsty — at least 1 cup every 20 minutes.



Dress for the Heat

Wear a hat and light-colored, loose-fitting, and breathable clothing if possible.



Take Rest Breaks

Take enough time to recover from heat given the temperature, humidity, and conditions.



Watch Out for Each Other

Monitor yourself and others for signs of heat illness.



Find Shade or a Cool Area

Take breaks in a designated shady or cool location.



If Wearing a Face Covering

Change your face covering if it gets wet or soiled. Verbally check on others frequently.

First Aid for Heat Illness

The following are signs of a medical emergency!



- Abnormal thinking or behavior
- Slurred speech
- Seizures
- Loss of consciousness

- 1** >> **CALL 911 IMMEDIATELY**
- 2** >> **COOL THE WORKER RIGHT AWAY WITH WATER OR ICE**
- 3** >> **STAY WITH THE WORKER UNTIL HELP ARRIVES**



Watch for any other signs of heat illness and act quickly. When in doubt, call 911.

If a worker experiences:

- Headache or nausea
- Weakness or dizziness
- Heavy sweating or hot, dry skin
- Elevated body temperature
- Thirst
- Decreased urine output



Take these actions:

- >> Give water to drink
- >> Remove unnecessary clothing
- >> Move to a cooler area
- >> Cool with water, ice, or a fan
- >> Do not leave alone
- >> Seek medical care if needed



OSHA® Occupational Safety and Health Administration

For more information: 1-800-321-OSHA (6742)
TTY 1-877-889-5627 www.osha.gov/heat

Federal law entitles you to a safe workplace. You have the right to speak up about hazards without fear of retaliation. See www.osha.gov/workers for information about how to file a confidential complaint with OSHA and ask for an inspection.

OSHA 3433-01R 2021

Hydrate for Your Safety

Drinking enough fluids is one of the most important things you can do to prevent heat illness.

- ☑ Hydrate before, during, and after work.
- ☑ Drink 1 cup of cool water every 20 minutes - even if you aren't thirsty! Water is generally sufficient for short jobs. For longer jobs, drink an electrolyte-containing beverage.
- ☑ Avoid energy drinks and alcohol.
- ☑ Your work performance may suffer when you are dehydrated, even if you don't notice.

osha.gov/heat





SAFETY TALK CONT.

Recreational Boating: Stay Safe on the Water
National Safety Council

Source: <https://www.nsc.org/community-safety/safety-topics/seasonal-safety/summer-safety/boating>

With nearly 12 million recreational vessels registered in the U.S., millions of Americans are enjoying time on and in the water.

In 2021, the U.S. Coast Guard reported 4,439 boating incidents that resulted in 658 deaths, 2,641 injuries and about \$67.5 million in property damage. Stay safe by being prepared and using the appropriate equipment, whether enjoying a ride on a motorized boat, paddling a kayak or wakeboarding.

Life Jackets Are Essential

Life jackets are at the core of safe boating, whether using a motorized or non-motorized vessel. The U.S. Coast Guard reports 81% of boating deaths in 2021 were due to drowning, and 83% of the victims were not wearing a life jacket.

While regulations on life jacket use vary from state to state, the Wear It program of the National Safe Boating Council promotes boating safety by encouraging boaters to wear life jackets any time they are on a boat, motorized or non-motorized.

Good swimmers still need life jackets. When people fall off a boat, they may become disoriented, injured or unconscious. Life jackets can keep victims' heads above water so they can breathe and be rescued more easily. Every child should wear a life jacket at all times when boating.

Choose the right life jacket for the activities you will be doing. Double check to make sure the life jackets are U.S. Coast Guard approved and fit correctly:

- Make sure the jacket is a proper fit for your size and weight
- Make sure the jacket is properly fastened
- Hold your arms straight up over your head, ask a friend to grasp the tops of the arm openings and gently pull up; make sure there is no excess room above the openings and that the jacket does not ride up over your chin or face

Get Educated, Reduce Risks

The National Safe Boating Council encourages following these boating safety tips to minimize risks:

- Take a National Association of Boating Law Administrators safety course
- Be familiar with the boating state laws
- Know the "Rules of the Road"
- When operating a motorized boat, know about carbon monoxide; this odorless, colorless poisonous gas is emitted by all combustion engines and onboard motor generators



SAFETY TALK CONT.

Recreational Boating: Stay Safe on the Water
National Safety Council

Source: <https://www.nsc.org/community-safety/safety-topics/seasonal-safety/summer-safety/boating>

Be Prepared

Before setting out:

- Check that your equipment is in good working order; get a free vessel safety check with your local U.S. Coast Guard Auxiliary or U.S. Power Squadron
- Review a pre-departure checklist to ensure you have everything you need in your boat, including a tool kit and first-aid kit
- Before you leave, always file a float plan with someone you trust
- Dress properly and bring an extra set of clothes in case you get wet
- Don't forget the sunscreen and know the signs of heat illnesses

Exercise Good Judgment

- Respect your limits and keep within your limits to avoid injury
- Don't drink and drive a boat; alcohol affects judgment, vision, balance and coordination
- Once on the water, use common sense; in a split second, a situation can arise or the weather can turn
- If you notice storm clouds, a sudden temperature drop or wind speed increasing, play it safe and get off the water

Safety Tips for Water Skiers, Tubers and Wakeboarders

Skiing, tubing and wakeboarding are popular water sports, but they also can be dangerous with participants traveling at high speeds. Remember to take the following steps to minimize the risks:

- Learn how to get up out of the water and how to safely use the tow rope
- Always have a spotter in the boat, and go over basic hand signals
- Make certain the towline is not caught in the propeller or wrapped around you prior to beginning
- Wait for the propeller to stop before getting back on the boat
- Enjoy these activities during daylight hours only

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.

- Keith Williams
Rigger 2/C, VA
- Terrence Sudberry
Pipe Fitter 1/C, VA
- Stephanie Stith
Pipe Fitter 1/C, VA
- Alexis Pimentel
General Labor Supervisor I, VA
- David Gilchrist
Project Manager II, VA
- Sean Cardinale
Program Manager, VA
- Timothy Bennett
Production Manager, VA
- Jennifer VanDenheede
Staff Accountant, VA
- Gregory Hird
Structural Foreman, FL
- Evan Killingsworth-Cluney
Outside Machinist 3/C, CA
- Raymond Dixon Jr.
Senior Project Manager, VA
- Edgar Lopez De Leon
Welder 1/C, VA
- Ashley Blanding
WAF Coordinator, VA
- Ingrid Underwood
Driver, FL
- Kenneth Simmons
Structural Supervisor, VA
- Alejandro Reyes
Barge Maintenance Tech, VA
- Jessica Nixon
Ship Fitter 2/C, VA
- Brandon Hendrix
Crew Foreman, VA
- Francisco Castillo
Welder Master, VA
- Jerri Smith-Goode
Ship Fitter 3/C, VA
- Robert Singleton
Ship Fitter 1/C, VA
- Ashantis Haynes
Welder 3/C, VA
- Keven Santiago
Pipe Welder 1/C, VA
- Naleesha Holt
Pipe Fitter 3/C, VA
- Jeffrey Taylor
Structural Supervisor, VA

Welcome!

RETIREMENT

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

Lonnie Jones, Driver, VA – 5/1/2023

Thank you for your four years of dedicated service to ECR.

PROMOTIONS

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

- Nile Yarn
Pipe Fitter 1/C to Pipe Fitter Supervisor I
- Timothy Engman
Rigger 3/C to Rigger 2/C
- Dario Newman
Senior Project Manager to Program Manager
- Lee Hall Jr
Rigger 1/C to Rigger Labor Supervisor II
- Gabriela Motylkov
Administrative Assistant to Administrative Assistant II

HIRING NEEDS

- PROPOSAL DEVELOPMENT (REMOTE)
- PRODUCTION ADMINISTRATIVE ASSISTANT, VA
- SHIP FITTER 1/C, 2/C & 3/C, VA
- PIPE FITTER 1/C & 3/C, VA
- PIPE FITTER SUPERVISOR I, VA
- WELDER 1/C & 2/C, VA
- WELDER 1/C (WMS), VA
- OUTSIDE MACHINIST 2/C, CA
- OUTSIDE MACHINIST 1/C (WMS), VA
- ELECTRICIAN 1/C (WMS), VA
- ELECTRICIAN 2/C, VA
- QA-2 INSPECTOR, CA

ANNIVERSARIES Q3

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

1 Year Anniversary

Corvon'tra Revell - Hire Date 07/05/22
Russell Fields - Hire Date 07/05/22
Jason Kjos - Hire Date 07/18/22
Kelly Inger - Hire Date 07/18/22
Kristen Pino - Hire Date 07/25/22
Perry McMurrin - Hire Date 07/25/22
Terence McGruder - Hire Date 07/25/22
Howard Young - Hire Date 08/08/22
Sebastian Toris - Hire Date 08/29/22
Manuel Uribe - Hire Date 09/06/22
Kelli Royals - Hire Date 09/06/22
Michelle Roman - Hire Date 09/06/22
Eduardo Gil - Hire Date 09/06/22
Jason Gay - Hire Date 09/22
William Collins - Hire Date 09/12/22
Angel Santos-Caraballo - Hire Date 09/26/22

3 Year Anniversary

Tyler Thomas - Hire Date 07/06/20
David Martin - Hire Date 07/06/20
Steven Ward - Hire Date 07/13/20
Jason Byrd - Hire Date 07/20/20
Brooke Ellis - Hire Date 08/04/20
Alexandra Vigo Melia - Hire Date 08/10/20
Mary Caraballo - Hire Date 08/17/20
Marco Santana - Hire Date 09/14/20
Owain Salmon - Hire Date 09/28/20
Peter Kwiatkowski - Hire Date 09/28/20

5 Year Anniversary

Richard Murray - Hire Date 07/09/18
Brandon Hall - Hire Date 08/20/18
Francisco Sanchez - Hire Date 08/27/18
Musa Yemhatpe - Hire Date 09/24/18

7 Year Anniversary

Greg English - Hire Date 08/08/16
Gary English - Hire Date 08/08/16

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



LEADERS Q/A

Featuring: Thomas Thomson, Director of Finance of ECR

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

I started in the Government Contracting Industry as an Accounting Manager over 20 years ago.

What led you to become the Director of Finance of ECR?

When I learned about ECR and this opportunity, I saw the potential to become part of a growing organization that has great potential.

What do you like most about your job?

I love working with numbers, as well as helping people understand what the numbers mean. Everyone does not like numbers or financial reports, but I know I can help to create better information and use the numbers to help the company.

What motivates you?

My family.

What values are most important to you as a leader?

Strong work ethics, teamwork, and working for a common goal for the good of the company.

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

Communication (listening, looking, and talking), continuous improvement of ourselves and staff, ethics, and integrity.

What are your hobbies (Not work related)?

Spending time with my family, reading, and puzzles.

What's your biggest fear?

Wasps, they attack for no reason at all.

Tell us something we wouldn't know about you.

I enjoy learning about history – US and World.

MESSAGE FROM OUR PRESIDENT



Here we are with the first half of the year behind us with another Independence Day celebrated. It was only 247 years ago when the country first declared independence. A blink of an eye in our history, but not without dramatic changes in how we live our every day lives. Social networking was about the word of mouth. The very first steam engine was in its infancy, and printing presses were sizeable. Computers did not exist, much less the most basic calculators. The modern slide rule was not in common use until decades later. The Continental Navy comprised of 76 ships with sailing frigates and schooners. The state of Virginia was at the time recognized as a state with land and manufacturing capacity that was key to dedicating more resources towards Naval pursuits. The unincorporated town of Warwick became an important contributor to the war effort due to its manufacture of sail material from flax grown in the region. Indeed, much has changed in such a short period of time. From the important manufacture of sails to the importance of combat systems engineering and integration. We are in different times and our challenges are more complex.

Although our Navy is still not at the capacity needed to properly protect our nation's interest against growing risks, significant advancements have been made for more robust naval assets. From wooden hulls with sails, to steel riveted hulls with screw-propelled steamships, to welded hulls with gas turbines and diesel engines, not to mention the technology associated with the military's evolution of the Kill Chain. From the basics of Understand, Decide, and Act, to recognizing the significance of cyberattack threats. With Taiwan recently tracking a record high 16 Chinese naval vessels in the region, and with China and Russia together participating in joint military drills in strategic waters near Japan, the signs are real. Our country must continue to evolve and strengthen in these more complicated times.

By the release of this Newsletter, the USS Truxtun will have joined us at our Newport News yard for its ISRA availability. The ships' motto- Pursue, Attack, Vanquish comes from Captain Thomas Truxtun's medal that he received in 1800 by the President for his victory on the US Frigate Constellation after conquering the French ship of war La Vengeance despite being outgunned 38 guns to 54. In the true spirit of the ship's motto, we look forward to another successful ISRA availability- our second at the River Port facility, and our 4th overall after two successful ISRA availabilities in Mayport last year.

As we continue to evolve our capabilities and operational efficiencies, let's keep the Truxtun's motto in mind- Pursue, Attack, Vanquish. The motto is symbolic of our need to be relentless in our quests for being the best at what we do. Let's focus the second half of the year on our ongoing mission to support the maritime industry and the Navy as it continues to redefine its mission and its needs.

Be proud, Be transformative, and Be safe,

A handwritten signature in blue ink, appearing to read 'R. Doiron', with a horizontal line extending to the right.

Rene Doiron