

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

- Pier 15 is now fully operational. Revitalization work was in full swing throughout Q3. The pier received a new bulkhead, dredging to add more depth, removal of large old concrete support structures that prevented vehicle accessibility, Fire main, Sewage, Water, Shore Power, Fiber, and Telephone services were installed just in time to meet the needs for a busy 4th quarter.
- Our Virginia division welcomed the USS Truxtun (DDG-103) to our Newport News facility back in mid-July and worked on this availability throughout the third quarter, with work just recently wrapping up.
- October 16th, we bid farewell to the Truxtun and immediately welcomed the USS Oscar Austin (DDG-79) for work that will be carried out for the duration of 109 days.
- In early October, the USS Cole (DDG-67) arrived at River Port for a follow-on ISRA availability to be performed over the next few months. We are thrilled to start the 4th quarter strong by having both piers occupied with projects to keep us busy throughout the quarter.
- Our California division won an award for CMAV work on the USS Russell (DDG-59) that began on August 7th and was completed on August 25th. Immediately after, they also secured awards for CMAV work on the USS Fort Worth (LCS-3) and the USS Cincinnati (LCS-20). The Fort Worth began on August 28th, and the Cincinnati started on October 9th. Both are expected to wrap up here soon, in late October.



- In early August, the President of ECR, Rene Doiron, visited the California office, where he had the pleasure of presenting awards to outstanding team members for their hard work and dedication in previous quarters. Congratulations again to Charmaine Hicks (Facilities Coordinator), Arturo Valdez (Ship Fitter Lead Mechanic), and Jocelyn Moore (1st Class Electrician) for your achievements in Q1 and Q2.
- In early September, CEO Jorge Rivera and VP of Procurement & Contracts Kathleen Hinton flew to San Diego to join Director of Operations CA Ralph Duskin at the American Society of Naval Engineers, Fleet Maintenance & Modernization Symposium (ASNE FMMS) held at the San Diego Convention Center. This premier event is for those who have a stake in building, repairing, sailing, innovating, updating, training, fighting, and winning on or from the sea on US or allied military vessels.
- Our Florida division won 3 INAC-CMAV awards for the USS Little Rock (LCS 9), USS Detroit (LCS 7), and the USS Sioux City (LCS 11). All three contracts began in late September to mid-October and are all expected to end on January 19th, 2024.
- JMR's Hill Street facility is going through quite a transformation. Demolition on the old Ford plant is now complete, and each day, progress is being made to improve the level of service and capabilities this facility can provide.
- Warwick presented Tidewater Marine International Inc., aka TMI, with the WMS Subcontractor of the 3rd Quarter award.
- Warwick's Safety Team recognized Blake Stinson with the "Caught Being Safe" award for the third quarter.
- Warwick awarded Michael Bird the WMS Employee of the 3rd Quarter award for exhibiting perseverance and dedication and believing in WMS culture where employees can thrive in an environment of "TEAMWORK."
- Colonial Welding has just had Fabrication Automation install our new Lincoln 300HD Fineline plasma table upgrade. Our old cutting system had been in operation for nearly 20 years. Colonial expects less downtime, more accurate and cleaner cuts, and faster processing times with the new system. The upgrade is on our existing 10' X 20' water table.
- Congratulations to the third 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

Robert Daughtry (ECR-VA)
 Wayne Waddell (ECR-VA)
 John Nelms (ECR-VA)
 Giovanni Rivera (ECR-FL)
 Jesse Brickhouse (ECR-FL)
 Steven Millerleile (CW)



- Also, Congratulations to our Q3 Gold President Coin recipients: Andrea Hunter, Dana Modlin, Kim Argo, Andreika Myers, Tyrone Jackson, Danual Pearce, and Nile Yarn.
- Lastly, towards the end of September, we hosted a "Family Fun Day" event at each division. We hope all of you who attended had a great time. Below are a few photos captured at each location, and a link to more photos was sent out to all employees. If you missed that email and would like me to share the link with you, contact amyers@ecrfab.com with that request.



HR CONCEPTS CORNER

Terminal Leave

Author: Barbara Nicholas

Terminal Leave is defined as any type of leave taken at the end of employment. ECR does NOT recognize terminal leave as standard practice. Therefore, the last day an employee works is the effective date of retirement or resignation.



HR NEWS CONT.

Your Financial Wellness Checklist

Source: Layne, 2023



YOUR FINANCIAL WELLNESS CHECKLIST

If you're ready to get going on building your financial wellness, here are eight practical, essential steps to get you started.



SET A MONTHLY BUDGET AND STICK TO IT.

Track your spending and adjust it. A budget is a crucial tool for financial wellness and for tracking progress toward your goals.



START AN EMERGENCY FUND.

It will prevent an unexpected event from destroying your budget, eating up your savings, or forcing you deeper into debt.



PAY OFF CREDIT CARDS IN FULL.

High-interest debt destroys wealth before you've made it. Get rid of it now by paying it off as soon as possible or consolidating.



AUTOMATE SAVINGS.

Make starting to save easy by setting up a direct deposit of a certain amount of your paycheck into a separate savings account.



INVEST EARLY.

There is no substitute for long-term growth and compounded interest over time, so invest in retirement accounts, share certificates, or certificates of deposit early to reap the most benefits.



BUILD YOUR CREDIT SCORE.

Impeccable credit is very valuable. Start early with smart, sensible debt, and always pay your bills on time.



KNOWLEDGE IS POWER.

Focus on financial literacy. Understand how interest builds wealth. Work with a financial wellness consultant to align your goals with your strategies.



REPEAT.

Consistency is the key to long-term financial security. Make your budget better. Reduce risk and save. Consider a new investment. It might not feel like it at first, but these essentials will put you on the road to true financial wellness.

(Layne, 2023)

QA CORNER

Mission Embedded Quality

Author: Dave Martin

ECR's promise to deliver our customers high quality services and product delivery is embedded within our **Mission Statement** as follows:

“ECR is dedicated to creating quality products for our clients with a level of reliability and customer service that consistently exceeds expectations”

We are not just satisfied with meeting the minimum expectations of our customers; our teams are dedicated to going above and beyond our customer's expectations.

“We continuously shape and leverage our core competencies to produce dependable quality results”

We are flexible and relentless in our common pursuit to continually improve the performance of our existing abilities, not only in what we deliver but how we deliver our products and services to our customers. Employee training and facility improvements are necessary elements in ECR's progress.

“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”

The delivery of our products and services that exceed our customer expectations is not based on wishful thinking or luck. Our success is attributed to thoughtful planning and proper execution by well-trained, dedicated professionals.

“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”

We fully accept the responsibility we have to our future generations and the planet through vigilant management of by-products resulting from our efforts.

“This is all accomplished within a strong safety culture environment that promotes smart decision making that safeguards against known and unknown hazards”

We are committed to our fellow employees and customers through the promotion and improvement of a culture that values the wellbeing of each person that walks into an ECR Facility or is present on our job sites.

“Every ECR employee and Supplier Partner is a responsible stakeholder in our mission”

Ownership is the keystone of our success. Each employee and Supplier are held accountable for actions taken to support our efforts. Whether it is loading a truck, welding a deck socket, or inspecting a fire extinguisher, each individual ECR employee and Supplier must realize their valuable involvement in accomplishing the stated mission.



IT CORNER

Be on the lookout for phishing!

Author: Keith Wilson



Phishing is when a cybercriminal uses email to trick you into giving them private information or taking a dangerous action. The consequences of falling for a phishing email can be catastrophic.

Mysterious Messages

Phishing emails often appear to come from someone you know or trust. They can also come from unknown senders. Always check the sender's email address and make sure it matches the trusted source's email address. If an email seems odd and appears to be from a trusted source, contact them directly to confirm instead of replying to the email.

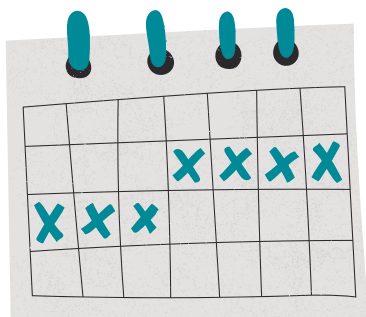
Urgent Demands

Phishing messages often direct you to take action immediately, implying that something negative will happen if you don't. These messages are meant to get you to react before you think. Always stop and think before taking action. Does the request make sense?

Sneaky Links

One of the most common signs of phishing is the request to open an unexpected link or attachment. Malicious links or attachments can be used to steal your login information or other data. Never open links or attachments from unknown or suspicious senders. If you need to sign into a website, go directly to the known and legitimate address.

Remember, never perform tasks that route money from a mysterious email. Scammers will send emails impersonating a high ranking employee requesting that you purchase gift cards, impersonating any employee asking to have their direct deposit redirected, or even impersonate a company asking to change the bank routing information for invoices. Always verify these emails by directly contacting the requestor outside of email.



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. 18th

Halloween Trivia Game - Oct. 30th

Holiday Donation Drive - Nov. 1st - 24th

Spirit Week - Dec. 11th - 15th

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...

Welcome, MARMC and the USS Truxtun (DDG-103)!

Yesterday we welcomed the USS Truxtun to our Newport News facility, River Port. ECR is eager to get started on the repairs of the first half of this bundled ISRA package. Work is scheduled to be completed on October 2, 2023.

We look forward to providing quality services, demonstrating our capabilities, and staying true to the ship's motto- "Pursue, Attack, Vanquish" as we build on our partnerships with MARMC, the ship's force, and our subcontractors.

#USNavy #VADivision #ECR #ShipRepair #MARMC #RiverPort



We've got an exciting update on Pier 15 at our River Port facility in Newport News. Revitalization work on 320 feet of our 1050 feet bulkhead space is nearly complete! These improvements are taking us another step forward to soon supporting more vessels and operating at our full potential.

#ECR #RiverPort #ShipRepair



We are happy to welcome the SS Cornhusker State for a 10-day reactivation period.

#ShipRepair #RiverPort #ECR #WarwickMaritimeSolutions



Left to Right: We welcomed the USS Truxtun to our Newport News facility. We shared Pier 15 updates including this picture of the new bulkhead getting installed. We welcomed the SS Cornhusker State for a 10-day reactivation period.

Congratulations to our latest Gold President Coin recipients!

Andrea Hunter (Tool Room Attendant)
Dana Modlin (Subcontract Administrator)
Kim Argo (Senior Administrative Assistant)
Andreika Myers (Communications Specialist)
Tyronne Jackson (1st Class Rigger)
Dannal Pearce (Rigger Supervisor)
Nile Yarn (Pipe Fitter Supervisor)

We are thrilled to recognize and honor these distinguished individuals' hard work, dedication, and exceptional leadership. Your unwavering commitment to our organization and invaluable contributions have set you apart.

Keep up the excellent work!

#EmployeeAppreciation #ChampionsOnTheRise



Thank you to The Propeller Club, Port of Norfolk, for organizing the Fall Golf Outing Tournament at Cypress Point Country Club yesterday. It was a scorcher out there, but we enjoyed our time on the 7th hole, making connections, giving out merch, and keeping folks hydrated. We're looking forward to seeing you all at the next one!

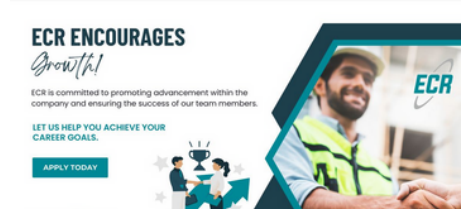


Our employees are our most valuable asset, and we take great pride in providing all the tools and resources necessary to help you succeed in your professional growth. Our strong leadership team is committed to providing guidance, support, and opportunities for their team members to thrive.

Let us help you achieve your career goals. Apply today!

<https://www.ecrfab.com/careers/>

#Hiring #ApplyToday #ECR #ShipRepair



Left to Right: We recognized Gold President Coin recipients for the 3rd Quarter. We attended another successful Fall Golf Outing Tournament hosted by The Propeller Club, Port of Norfolk. We shared a series of post that highlighted employee benefits.

We've got more exciting improvements taking place on Pier 15. Recent work involved the removal of very large old concrete support structures in the middle of the pier. With those structures removed, our pier is now more accessible for any and all traffic.

The new bulkhead is nearly complete as we continue grading along the wall.

Also, Shore Power, Fiber, and Telephone services have been installed, and by the end of next week, the installation of the Fire main, Sewage, and Water services will be complete in time to support the arrival of the USS Cole for its ISRA availability.

With over 4,100 feet of usable and fully serviced pier space and 1,100 of bulkhead, it's exciting to see how far we've come in our shipyard transformation.

#ECR #RiverPort #ShipRepair



We had a great day at yesterday's VSRA 27th Annual Safety & Health Seminar. As always, the Virginia Ship Repair Association threw a fantastic event, allowing members to hear informative presentations, engage in fun activities, and network with others in the industry. Thank you to everyone who stopped by our booth to connect with us.

#ECR #ShipRepair #VSRA



ECR is proud to announce its award of the USS Oscar Austin Super CMAV availability. The project is 109 days in duration starting on 10/16 and the work will be performed at ECR's facility in Newport News.

We look forward to having the USS Oscar Austin accompany the USS Cole at the facility during her ISRA availability which starts on October 2nd. We will also be bidding farewell to the USS Truxtun on the same day of the USS Oscar Austin's arrival. We thank MARMC, as well as the Commanding Officer of the USS Truxtun and his crew for a great collaboration during her ISRA availability over the past few months.

#Awards #USNavy #VADivision #ECR #RiverPort #ShipRepair



Left to Right: We shared more improvements to Pier 15 including the removal of old concrete support structures. We sponsored and attended the VSRA 27th Annual Safety & Health Seminar. We announced the award we received for the USS Oscar Austin.

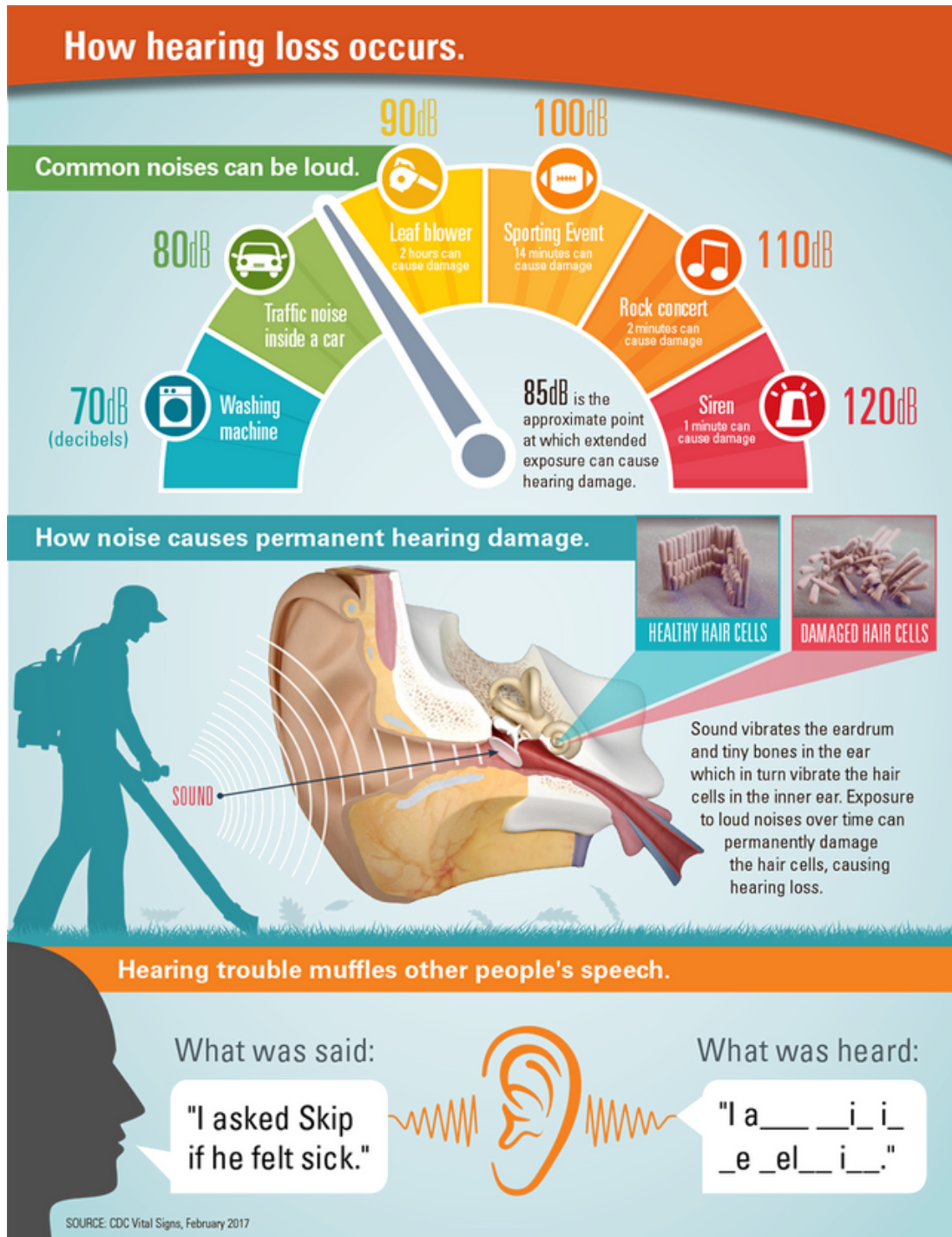
Don't miss out on all the fun! Follow us on Facebook and LinkedIn to stay up-to-date on what's happening at ECR.



SAFETY TALK

How Hearing Loss Occurs
CDC Vital Signs, February 2017

During National Protect Your Hearing Month this October, encourage your family, friends, and colleagues to practice healthy hearing habits such as wearing hearing protection so they can enjoy the sounds they love for a lifetime. Recognize the importance of hearing health with the National Institute on Deafness and Other Communication Disorders, and the Noisy Planet educational program: <https://bit.ly/3IVCKmD>



SAFETY TALK CONT.

Myth vs Fact: The Truth About Hearing Loss
American Academy of Audiology Foundation

MYTH VS FACT

THE TRUTH ABOUT HEARING LOSS

MYTH

Portable music and video devices do not affect your hearing.



FACT

1.1 billion people are at risk for hearing loss due to unsafe personal use of portable music devices.



WHAT TO DO

Limit your use of portable devices and keep the volume level at the half-way point or under. If you have to take out your ear buds to hear someone speaking at an arm's length away, the volume is probably unsafe.

MYTH

Hearing loss does not affect newborn babies.



FACT

Approximately 6 out of 1,000 babies have a significant hearing problem at birth. And, more than 4,000 babies are born with a hearing loss each year.



WHAT TO DO

Make sure your newborn's hearing is screened before leaving the hospital or within the first couple weeks of life. If he or she does not pass the screening, schedule an appointment with an audiologist.

MYTH

Everyone who has hearing loss is older than age 65.



FACT

Half of those individuals with hearing loss are younger than age 65.



WHAT TO DO

If you suspect a hearing loss or have ringing in the ears, visit an audiologist.

MYTH

Everyday loud activities do not affect your hearing.



FACT

Noise-induced hearing loss can be caused by lawn/farm equipment, concerts, sporting events, firework shows, hair dryers, firearms, and alarm clocks. A single exposure to excessive noise can also cause permanent hearing loss.



WHAT TO DO

Noise-induced hearing loss is permanent and is almost always preventable! Wear hearing protection when around sounds louder than 85 decibels, turn down the volume, and walk away from loud noise.

MYTH

Dizziness and balance disorders are simply inconvenient and not that harmful.



FACT

Untreated dizziness and balance disorders can increase fall risk and result in hip fractures, broken bones, and head trauma.



WHAT TO DO

If you feel dizzy regularly or suspect a balance disorder, visit an audiologist who specializes in vestibular evaluation and treatment.

MYTH

Hearing loss does not affect your day-to-day life.



FACT

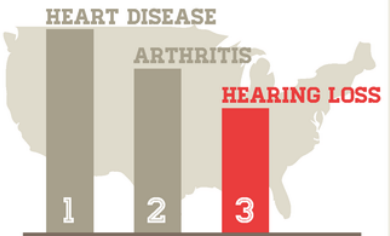
Individuals with untreated hearing loss are often excluded from communication and have feelings of loneliness, isolation, depression, and frustration.



WHAT TO DO

If you suspect a hearing loss, visit with an audiologist who can evaluate your condition and provide rehabilitation and treatment.

HEARING LOSS IS THE THIRD MOST COMMON HEALTH PROBLEM AMONG OLDER ADULTS IN THE U.S.



APPROXIMATELY 1 IN 8 CHILDREN AGES 6-19 HAVE NOISE-INDUCED HEARING LOSS.



APPROXIMATELY 30 MILLION WORKERS ARE EXPOSED TO HAZARDOUS LEVELS OF NOISE ON THE JOB.



AMERICAN ACADEMY OF AUDIOLOGY

FACT: Audiologists are the primary health-care professionals who evaluate, diagnose, treat, and manage hearing loss and balance disorders in adults and children. If you think you may have a hearing loss, visit www.howsyourhearing.org and click on "Find an Audiologist."

Statistics and facts courtesy of the World Health Organization (WHO), the National Institute on Deafness and Other Communication Disorders (NIDCD), and the Centers for Disease Control and Prevention (CDC).

FUNDING FOR NATIONAL AUDIOLOGY AWARENESS MONTH RESOURCES PROVIDED BY HYPERSOUND THROUGH A GIFT TO THE AMERICAN ACADEMY OF AUDIOLOGY FOUNDATION.



HYPERSOUND hearing solutions

SAFETY TALK CONT.

Inquiring Ears Want to Know
National Institute for Occupational Safety and Health



Inquiring Ears Want to Know

A fact sheet about your hearing test

This sheet explains your audiogram (hearing test) and gives some basic information about protecting your hearing. Keep it so you can refer to it later.

What is an audiogram?

- An audiogram is often called a “hearing test,” but there’s no pass or fail
- It is a written record of your hearing levels
- A series of audiograms can track changes in hearing over time
- Your hearing threshold levels (the quietest sounds you can hear) are measured in decibels (dB) at different frequencies from low (500 Hz) to high (8000 Hz)

Why should I get audiograms?

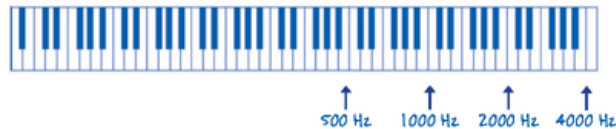
- To measure your hearing ability
- To identify hearing problems
- To monitor success at maintaining your hearing
- To see if noise exposure is affecting your hearing

Do I have normal hearing?

Compare your hearing threshold levels to this scale:

-10 – 25 dB	Normal hearing
26 – 40 dB	Mild loss
41 – 55 dB	Moderate loss
56 – 70 dB	Moderate/severe loss
71 – 90 dB	Severe loss
91 – 100 dB	Profound loss

Audiograms test a range of sounds from low to high frequency (pitch). The test frequencies, measured in Hertz (Hz) usually range from 500 Hz (around the middle of a piano’s scale) up to 6000 or 8000 Hz (a little above the highest note a piano can play).



Sample audiogram results

Frequency of test tone in Hz

Left Ear Thresholds							Right Ear Thresholds						
500	1000	2000	3000	4000	6000	8000	500	1000	2000	3000	4000	6000	8000
0	-5	0	10	5	0	5	5	0	10	15	30	40	35

Normal hearing threshold levels (25 dB or less, negative numbers are especially good)

Worse than normal levels (more than 25 dB)



SAFETY TALK CONT.

Inquiring Ears Want to Know
National Institute for Occupational Safety and Health

What can cause my hearing to get worse?

Noise is the greatest hearing hazard for most workers, but any of these factors can cause or contribute to hearing loss:

Hazardous noise	Earwax blockage	Medical diseases
Head trauma	Heredity	Frequent ear infections
Aging	Medications	Chemical exposures

See an audiologist or physician for more information about these causes.

Noise is everywhere! How do I protect myself?

- If you must shout to be heard over the noise, it's probably too loud!
- Noise doesn't only happen at work. Noisy home and recreational activities can be hazardous.
- Have hearing protectors on hand. Use them on and off the job.

How do I select and use hearing protectors?

- Comfort — so you'll wear them
- Consistency — use them every time, all the time, in hazardous noise
- Cleanliness — keep plugs and hands as clean as possible

How do I insert a foam earplug to help protect my hearing?

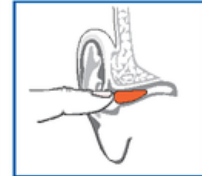
1. Roll the earplug
2. Pull to open the ear. This step is especially important. You should pull up and away on the top of your ear with the opposite hand so the earplug can slide in easily.
3. Hold the earplug after inserting it.



Roll



Pull



Hold

Your test results are valuable — don't lose them!

- Keep a copy of your audiogram in a safe place.
- Give a copy to your primary care doctor.
- Give a copy to the administrator of your hearing conservation program.

To receive NIOSH documents or for more information about occupational safety and health topics, contact:

1-800-CDC-INFO (1-800-232-4636) • 1-888-232-6348 (TTY)

e-mail: cdcinfo@cdc.gov

or visit the NIOSH Web site at www.cdc.gov/niosh

DEPARTMENT OF HEALTH AND HUMAN SERVICES
Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health



SAFER · HEALTHIER · PEOPLE
DHHS (NIOSH) Publication Number 2008-102



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.

- Samuel Ernst
Welder 1/C, VA
- Rita Sisk
Admin Asst. WMS, VA
- Rodney Palode
Outside Machinist 1/C, CA
- Tyler Meadows
Welder 3/C, FL
- Alfred Adams
Pipe Fitter Supervisor I, VA
- Rene Arzu
Ship Fitter 1/C, VA
- Chez Fletcher
Rigger 1/C WMS, VA
- Stefan Selby
Ship Manager WMS, VA
- Summer Hill
QA Specialist, FL
- Carlos Beals
Driver, FL
- Diego Gutierrez
Senior Project Manager, VA
- Matthew Reed
Electrician Supervisor II, VA
- Raymond Richardson
ESH Inspector I, VA
- Cody Sarff
QA-2 Inspector, CA
- Theorpia Carter
Carpenter 1/C, FL
- Daniel Hudnall
Carpenter 1/C, FL
- Arzavier Jackson
Rigger 1/C, VA
- Paige Woodbury (CW)
Jr. Mechanic, VA
- Amber Camacho-Gay (CW)
Jr. Mechanic, VA

Welcome!

RETIREMENT

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

Gary Compton, River Port Facility Manager, VA - 8/31/2023

Thank you for your 25 years of dedicated service to ECR.

PROMOTIONS

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

- Simon Baney Vuocolo
ESH Inspector I to ESH Inspector II
- Greg English
Superintendent II to Project Manager
- Maritza Montecinos
Estimating Admin. Asst. to Senior Admin. Asst.
- Corvan'tra Revell
S&R Clerk I to S&R Supervisor
- Tyler Thomas
Estimator III to Project Manager II
- Christopher Cook
Project Manager II to Senior Project Manager
- Musa Yemhatpe
Superintendent II I to Project Manager I
- Cody Sanders
Senior Project Manager to Operations Manager
- David Judah
Painter 1/C to Supervisor I

ANNIVERSARIES Q3

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

1 Year Anniversary

Nile Yarn - Hire Date 10/10/22
Warren Barnes - Hire Date 10/17/22
Devyne Crawley - Hire Date 10/17/22
Cameron Dale - Hire Date 10/17/22
Caitlyn Nicholson - Hire Date 10/17/22
Gary Woolard - Hire Date 10/24/22
Tucker Harvey - Hire Date 10/31/22
Marcos Correa Rivera - Hire Date 12/05/22
Corey Eck - Hire Date 12/05/22
Danielle Dansby - Hire Date 12/19/22
Tony Washington - Hire Date 12/19/22
Charles Lawrence (CW) - Hire Date 10/10/22
Kahlil Bray (CW) - Hire Date 11/28/2022

3 Year Anniversary

Frederick Bello - Hire Date 10/05/20
Angel Santos-Caraballo - Hire Date 10/05/20
Kelvin Gray - Hire Date 10/26/20
Juanae Rowson - Hire Date 10/26/20
Charmaine Hicks - Hire Date 11/02/20
James Miller - Hire Date 11/02/20
Emilee Bici - Hire Date 11/16/20
Kimberly Argo - Hire Date 11/30/20
Richard Wasdin - Hire Date 11/30/20
Steven Millerleille (CW) - Hire Date 10/05/20

5 Year Anniversary

Stephen Causey - Hire Date 10/15/18
Derrick Davis - Hire Date 10/15/18
Esteban Lopez Pineda - Hire Date 10/29/18
Andreika Myers - Hire Date 10/29/18
Donald Bowen - Hire Date 11/12/18
Kelly Sibley Jr. - Hire Date 12/03/18

7 Year Anniversary

Victor Williams - Hire Date 11/21/16
Aaron Harrison - Hire Date 12/19/16

10 Year Anniversary

Wigberto Rivera - Hire Date 10/03/13

20 Year Anniversary

Keith Wilson - Hire Date 11/03/03

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

HIRING NEEDS

- CRANE OPERATOR, FL & VA
- STRUCTURAL FOREMAN, FL & VA
- INSULATOR 1/C (WMS), VA
- PROJECT MANAGER I, FL
- SUPERINTENDENT I & II, FL
- WELDER 1/C, VA
- RIGGER 1/C, VA
- OUTSIDE MACHINIST 1/C & 3/C (WMS), VA
- PROPOSAL DEVELOPMENT MANAGER, VA
- WELDER 1/C (WMS), VA
- ELECTRICIAN 1/C (WMS), VA



LEADERS Q/A

Featuring: Marie Rivera Rivera, Vice President of ECR

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

I have been in the Ship Repair Industry for 19 years. I started cleaning the office. From there, I assisted with simple administrative tasks, timekeeping, Payroll, HR, President of Horizon Services, and currently Vice President of East Coast Repair & Fabrication. I'm proud to say I know the back-office operations very well.

What led you to become the Vice President of ECR?

Obedience. I prayed for two years for God to open an employment opportunity for my husband to leave the stevedore market. I made the first part of Jeremiah 33:3 my jingle. In December 2003, Jorge called and asked me to spend Christmas with him. At that moment, I knew in my heart that this was it; God was answering my prayer, but not in a way I was expecting or wanting. That Christmas, Jorge asked Felix to move and help him with the company. Felix moved that following March, and I stayed in Puerto Rico, hoping for another way out. I questioned and fought with God, as you can imagine. Separating from my dad was something that not even in my wildest dreams I would have imagined. He was sick, he needed me, how could I move to strange and far lands? But then, I understood in my heart God not only wanted to answer my prayer, but He also wanted to show me great and unsearchable things I did not know. On that promise and despite my concerns, I moved. Getting to the Vice President position results from many years of hard work, sacrifices, self-learning, and Jorge's trust in me. I'm not certain if I'm equipped with all the skills or knowledge a VP possesses, but I know I have the best supportive team I could ever wish for. They are my strength; they make me look damn good.

What do you like most about your job?

I know Tom keeps telling me that I need to be out of Payroll, but I love it. Payroll gives me the liberty to know all the employees and sometimes the privilege of putting a face with a name; I love that. Through Payroll, I can tell every employee that we value their hard work and constant support. To me, paying employees right and on time is a high priority.

What motivates you?

Knowing that every morning is a brand new day full of opportunities to improve and do better.

What values are most important to you as a leader?

As a leader, integrity and humility are the most important values. Integrity means being reliable, honest, loyal, and trustworthy. Humility reminds me daily of my limitations as a human being and a leader. It allows me to recognize and validate those who surround me full of knowledge and skills eager to collaborate towards a common goal. I firmly believe that two are better than one.

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

These days, more than ever, emotional intelligence is a skill all leaders should master. Emotional intelligence helps leaders create and sustain more impactful relationships by creating opportunities to connect, achieve, inspire, and act with resilience. Leaders also should be proficient in problem-solving, decision-making, delegation, organization, planning, and conflict resolution.

What are your hobbies (Not work related)?

Hmmm... I do not have a hobby, but enjoy several activities besides work. I love hosting family gatherings, spending time with good friends, doing yard work, boating, fishing, jet skiing, 80's nights with my husband, playing pool, not ping pong because my husband always beats me, and watching a sky full of stars. I also enjoy quiet moments with myself.

What's your biggest fear?

To stop believing in God's Plan, failing my brother. With everything I am, I believe that God brought us here with a purpose. Sometimes, the path is challenging, sometimes cloudy, and sometimes, I'm just tired, but deep inside, I know that everything we go through is part of the Plan, and I need to hold onto that. I believe Jorge thinks I'm a superwoman or have a magic wand. He has me on such a high pedestal that I'm afraid to disappoint him. I'm far from what he thinks I am, but I will certainly be by his side as long as I have air in my lungs. I know his heart, his intentions are noble, and I believe in his vision.

Tell us something we wouldn't know about you.

I wanted to be an archaeologist and travel the world with no specific place to call home. I look back and do not know where that idea came from. I guess Indiana Jones had a big influence on me.

MESSAGE FROM OUR PRESIDENT



Since our last Newsletter, we have had a number of noteworthy work-related milestones. We welcomed our second ever Navy ship, the USS Truxtun, at the River Port yard for its first of two scheduled ISRA availabilities. By the printing of this Newsletter, the project will have been completed with yet another successful execution. We were able to leverage some lessons learned from last year's USS Cole ISRA and did well over the last few months once again in demonstrating proficiency and responsiveness to our valued customer. As we recall, the USS Cole's arrival last October represented Pier 14's christening with its first ever Navy ship. The USS Cole's arrival on October 2nd this year for its second scheduled ISRA was our opportunity to christen Pier 15 with its first ever US Navy ship as well. To add to this notable milestone, the Navy has elected to conduct a super CMAV availability at a contractor's facility on the USS Oscar Austin and we are fortunate to have secured the project for performance at our facility, marking another first for ECR with two consecutive working Navy projects at the yard. With other layup ships, as well as working berthing barge projects, the piers are full. These are exciting times at the Newport News yard. Let's continue to seek out learning opportunities for doing work at our own facility so that we may transform these firsts into regular norms.

We are also busy in Mayport with three consecutive inactivation CMAVs on three LCS ships. Our Jacksonville Hill street facility continues its transformation and will soon be ready to allow expansion opportunities for Jacksonville Machine & Repair. The dredging and the clearing of the property is now complete, and the leveling and asphalt should be finished by the end of the year. Our power upgrades should also be in place by July of next year. This is yet another blank canvas undergoing a bold transformation.

With real ongoing work as a backdrop, we had the pleasure of hosting Family Fun Day events for our Newport News, Norfolk, San Diego, and Jacksonville locations. As we do throughout the year in various other ways, this was also combined with one of the fundraising events that we support. We had the pleasure of providing employee and company donations to Edmarc, a hospice for children, and the Young Center, a group that advocates for the rights and well-being of vulnerable immigrant children. This is truly keeping in spirit with one of the founding values of the company- **Community, We give back- We share with our community and support those in need.** Our Family Fun Days were also an opportunity to share our sincere appreciation for the families that support our dedicated teams of valued employees. This support is what allows our talent to come together to create the successes that we enjoy as a company. A heartfelt thank you goes out to our lifelines and support networks at home.

In closing, as I assemble my remarks, I reflect on the atrocities overseas as terrorists again show an example of unadulterated evil. As world tensions continue testing our resolve, let's give our sincere thanks to the USS Gerald R. Ford Carrier Strike Group that is now in the Eastern Mediterranean, as well as to the USS Eisenhower Strike Group that is also now on their way. Thank you to all service men and women who fight for our freedoms. May your relentless and steadfast presence be all that is needed to deter further unneeded hostilities.

As we continue to evolve in how we support our valued customers, let's keep the motto of our most recent arrival, the USS Oscar Austins in mind- **Honor and Sacrifice.** The motto is fitting for Private First Class Oscar P. Austin's self sacrifice, as well as for those serving the interest of our nation in these challenging times. Thank You.

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