

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

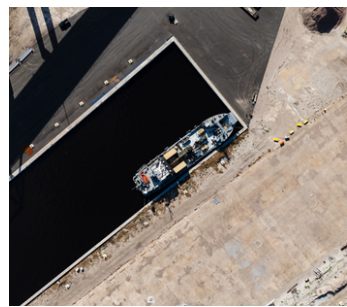
We adapt and overcome, while we chart our course for success and endurance.

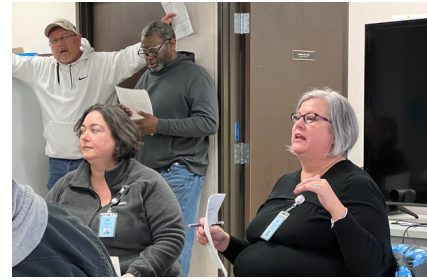
COMPANY NEWS

- Shortly after the completion of work onboard the USS Cole (DDG 67) and the Oscar Austin (DDG 79), we held an employee luncheon for our Virginia division to thank our Team, Honor Richard Faulkenberry on his well-deserved retirement, and to award Ulysses Agnaonao, Terrence Sudberry, Matthew Reed, and Angel Colin Nieves with the Champions on the Rise President's Gold Coin.
- Virginia division began work onboard the USS Porter (DDG 78) and the USS Gettysburg (CG 64) in mid-late January and completed in mid-February and mid-March. As well as work on the USS Wasp (LHD 1) that wrapped up in early February.
- Virginia was pleased to be awarded two indefinite-delivery/indefinite-quantity, multiple award contracts (IDIQ MAC) for NWRMC IDIQ-MAC for Emergent Maintenance, Continuous Maintenance, and Short-Term Chief of Naval Operations (CNO) Availabilities on the Surface Ships Homeported in or Visiting Everett, WA.
- We had the pleasure of having Rear Admiral Scott Pappano, PEO Strategic Submarines, and Retired Rear Admiral Matthew A. Zirkle, with the Submarine Industrial Base, visit our River Port facility to discuss how ECR and its affiliate companies, with our vast infrastructure and capacity, can assist the US Navy in supporting its throughput needs.
- Our mobile teams began on habitability work onboard the USS Decatur (DDG 73). Restoration of berthing and sanitary spaces, along with painting and decking, started in early March at Pearl Harbor Naval Shipyard, Hawaii, and is expected to end in mid-July.



- On April 1st, Virginia welcomed the USS McFaul (DDG 74) to our River Port facility to begin work on the first of two ISRA availabilities.
- Our River Port facility has undergone some infrastructure improvements, including establishing an underground drainage system, revitalizing our parking lot area, opening up an additional 100 parking spaces, transitioning the power system to the yard's western side, and shifting power lines below ground to ensure unobstructed airspace for upcoming height-unlimited endeavors. Improvements are being made each day, reinforcing our commitment to providing unparalleled service to our customers.
- California division wrapped up work on the USS Fort Worth (LCS 3) and the USS Omaha (LCS 12) early in the new year and shortly after began work onboard the USS Jackson (LCS 6) and the USS Boxer (LHD 4) in early-mid January that came to completion in mid-February and mid-March.
- The California team assisted our Virginia division in gearing up for ECR's first Government Habitability project onboard the USS Decatur, which began in early March. Thank you to our Shipping and Receiving Team, Charmaine Hicks and Billy Torres-Bagalso, who prepped/packed the vital materials needed for the job from our facility in San Diego into 4ea conex boxes shipped to Pearl Harbor.
- Florida division wrapped up work on the USS Little Rock (LCS 9), USS Detroit (LCS 7), and the USS Sioux City (LCS 11) in mid-January.
- On April 1st, our Florida team began work on the USS Thomas Hudner (DDG 116), expected to end in mid-July. They will soon start work onboard the USS Farragut (DDG 99) in mid-April, which is scheduled to end in mid-December.
- Florida is pleased to have won an IRSA availability for work on the USS Mason (DDG 87) that will begin in early July through early October.
- Renovations, power upgrades, and moving from the Haines Street location to JMR's Hill Street facility are still in progress and are expected to continue until the fourth quarter of 2024.
- Warwick Maritime Solutions continues to do great things. Recently, they were tasked with replacing one (1) Underwater Hull shell plate repair for the USS Arlington (LPD 24), scheduled to undock in General Dynamics NASSCO Norfolk shipyard. This One (1) replacement shell plate led to two (2) others, all completed one day before the official deadline. The Warwick, "A-Team," was recently recognized at our 1st Quarter Awards Ceremony. This team consists of Wil Diaz, Jeremy Caban, Michael Bird, Tyler Russo, David Judah, Brandon Riggs, Perry McMurrin Jr, and John Pioprowski.
- Exciting news for Colonial Welding! With the hard work of their new engineer, Lee Clarke, Colonial has landed a large contract with RQ Construction to fabricate over 3,600 pipe hangers using 316 SS for the NOB pier 3 upgrades. Starting in March 2024, Colonial will deliver 250 to 400 hangers per month.
- Congratulations to Colonial Welding's Kevin Krug on his promotion to Executive Production Manager. Kevin's hard work and attention to detail will help Colonial to continue to be successful as it faces new challenges in the future. Kevin's responsibilities include Customer interaction, estimating, material procurement, safety, personnel management, quality control, and equipment evaluation and maintenance.





- Open Enrollment just ended on April 10th, and leading up to this date, our incredible HR team hosted employee meetings in each division to provide information and go over benefit plans so that employees can make the best decision on what works best for them.
- Virginia and Florida divisions hosted employee luncheons, allowing us to get together as a team and celebrate our achievements in the first quarter. The luncheons were filled with laughter, delicious food, and the unbeatable company of our incredible team. Congratulations to Robert Gill and Alexis Pimentel, who received the Champions on the Rise - Presidents Gold Coin Award.
- The nomination window for Champions on the Rise—Employee of the Quarter is open until April 19th. Be sure to nominate team members you feel deserve recognition for their hard work and dedication.



HR CONCEPTS CORNER

Generations in the Workplace

Sources: SHRM (Motivating Generations Infographic)

BetterUp (5 Generations in the Workplace: How to Manage Them All)

Having several generations in the workplace teaches everyone to be more open and foster understanding. It unites varying perspectives, experiences, and skill sets, enriching all team members' potential for learning and growth.

But getting past the differences requires work. Implicit bias, differing communication styles, and work preferences can crash into one another when you don't acknowledge them. Developing transparent communication and empathy bridges the gap.



	<h3>Traditionalists</h3> <p>Traditionalists are motivated by money, but also want to be respected.</p> <p>Preferred recognition style: subtle, personalized recognition and feedback. Welcomed benefits: long-term care insurance, catch-up retirement funding.</p>
	<h3>Baby Boomers</h3> <p>Baby Boomers prefer monetary rewards, but also value flexible retirement planning and peer recognition.</p> <p>Preferred recognition style: acknowledgement of their input and expertise; prestigious job titles, parking places and office size are measures of success. Welcomed benefits: 401(k) matching funds, sabbaticals, catch-up retirement funding.</p>
	<h3>Generation X</h3> <p>Generation X values bonuses and stock as monetary rewards and workplace flexibility as a non-monetary reward.</p> <p>Preferred recognition style: informal, rapid and publicly communicated. Welcomed benefits: telecommuting and tuition reimbursement.</p>
	<h3>Generation Y</h3> <p>Generation Y wants stock options as a monetary reward and values feedback as a non-monetary reward.</p> <p>Preferred recognition style: regular, informal communication through company chat or social networks. Welcomed benefits: flexible schedules, continued learning.</p>
	<h3>Generation Z</h3> <p>Generation Z is more interested in social rewards (mentorship and constant feedback) than money, but also is motivated by meaningful work and being given responsibility.</p> <p>Preferred recognition style: regular in-person public praise. Welcomed benefits: online training and certification programs.</p>



QA CORNER

NAVSEA Standard Item Compliance
Topic: Standard Item 009-01
Author: Dave Martin

Standard Items (SI's) are baseline work items required by the customer that establish uniform methods and standards for routine requirements normally invoked in ship repair Work Items. Standard Items are no less significant for accomplishment and compliance than each unique work item/specification comprising a contract awarded to the company.

NAVSEA Standard Item Categories:

- **Category I Standard Items** are invoked and effectively applicable to every Navy Contract awarded to East Coast Repair & Fabrication.
- **Category II Standard Items** are invoked whenever applicable and must be referenced within the unique work item.

*Recent trends have indicated numerous deficiencies in ECR's compliance with **Standard Item 009-01** prompting this review of the requirements of this standard item.*

Title: 009-01: General Criteria; accomplish

–This standard item describes the expectations for accomplishing various routine tasks in the performance of the contract. This standard item could be described as the “catch-all” for a variety of requirements that do not warrant a dedicated stand-alone standard item designation.

Please see the below synopsis of NAVSEA Standard Item 009-01:

- **Reporting of Delays and Disruptions encountered by the Contractor**, (Para. 3.1)
- **Reporting Requirements for unplanned conditions found and required time frames for report submittal**, (Para. 3.2).
- **Accomplishment of tests and Checkouts prohibiting Contractor from operating new, existing, or repaired equipment by the Contractor**, (Para.3.3).
- **Basic Contractor requirements for provision of services, equipment, and materials to accomplish the work item.** (3.4)

Includes:

- o Requirements for the Contractor to verify References are the most current revisions.*
- o Product/material conformance to specification requirements.*
- o Status report submittal requirements for Contractor Furnished Material (CFM).*
- o Purchase document retention requirement.*

- **Reference validation for specific Class, Hull, Shipalts with the assigned Class planning Yard. planning yard**, (3.5).
- **Contractor requirement to procure Military and Commercial Specifications and Standards required by a contract**, (Para. 3.6).
- **Contractor requirement to verify Referenced Equipment Technical Manuals are the most current revisions**, (Para. 3.7)
- **Detailed instructions for the Contractor to request deviations from specification requirements – this would include Standard Item requirements**, (Para. 3.8).
- **Submittal of Procedures, Reports, Plans, and Forms requiring Government review, acceptance, approvals or direction.** (Para. 3.9).
- **Compliance with Security Requirements**, (Para. 3.10).
- **Requirements to comply with Federal, State and local laws, codes, ordinances and regulations in their entirety**, (Para. 3.11).

- **Requirements for maintenance of Safety Data Sheet (SDS) for each hazardous material to be utilized on a job order,** (Para. 3.12).
- **Compliance requirements for use of Radioactive Materials,** (Para.3.13).
- **Instructions for correction of errors in records,** (Para. 3.14).
- **Instructions for acceptance of Record and Certification signatures,** (3.15).
- **Prohibition of commencing operations that could compromise the vessel's watertight integrity without back-up power sources for dewatering and firefighting,** (Para. 3.16).
- **Requirement to protect the ship and equipment from damage and Shift Turnover.** (Para. 3.17).
- **Notes,** (para. 4).

o This section provides definitions or explanation of common terms such as: Day, Business Day, SUPERVISOR, Job Order, Contract, Task Order, Approved transferrable media, subcontract and worksite, Navy Boats, Crafts and Service Craft.
o In addition, the notes provide links to access/download unclassified military specifications and standards.

Note: This synopsis is intended to provide a familiarization with NAVSEA Standard item 009-01, a robust examination of all subparagraphs for each of the above paragraphs is recommended.

IT CORNER

Password Manager
 Author: Keith Wilson



Gone are the days of writing your passwords down on a sticky note, saving them in a journal stored near your computer, or saving them in plain text for any attacker to retrieve. In Q2 2024, ECR will be introducing LastPass—a password manager—for all of its users.

LastPass can:

- Store your passwords securely. You only need to remember one password—your master password—and LastPass will do the rest.
- Let you know when you are using the same password across different accounts.
- Set up unique passwords for every site that you access. Passwords unique to each site are important for online safety, and nobody would be able to remember them all.
- Help you spot fake websites. LastPass fills your credentials only on the site that you created them with, so you are safe from phishing attacks where a malicious site intends to steal your credentials.
- Notify you if any of your passwords appear within a known data breach so that you can change them.

You should know:

- The fundamental rule of having a password manager like LastPass is using a secure and unique master password. When creating your master password, it should be a new and unique password that you have never used anywhere else and will never use anywhere else. If you use your master password elsewhere and that site gets hacked, attackers may retrieve the password and have access to your vault.
- LastPass works across all browsers and the majority of mobile devices. You can safely store and create all of your credentials in LastPass and be assured that you will have them when you need them.
- Only use the company-provided LastPass account for credentials pertaining to business work. You should never save or store any password for personal use, like your bank or social media accounts, on company devices. This data is safe with us, but at the same time, it is recoverable by IT.

You will be receiving an email at your company email address from LastPass soon to create your account. Please contact your IT department with any questions.

SAFETY TALK

April is Distracted Driving Awareness Month
Source: National Safety Council

The National Safety Council leads (NSC) Distracted Driving Awareness Month, which aims to combat the escalating issue of distracted driving. During this month, the NSC undertakes a multitude of efforts to spread awareness and foster safer driving behaviors. By combining education, advocacy, and community engagement, the NSC plays a pivotal role in raising awareness about the dangers of distracted driving during April and beyond, with the ultimate goal of saving lives by preventing accidents caused by distractions.

Visit nsc.org/JustDrive for more information.

Also, April 15 marks the beginning of National Work Zone Awareness Week (NWZAW). This week-long event has been successful in spreading awareness for work zone safety across the country because of participation from organizations and individuals like you.

Visit nwzaw.org/participate for more information.

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:

The infographic is a vertical rectangle with a dark blue left half and a green right half. It lists various distractions while driving, each accompanied by a small circular image. The blue side lists cell phone use (texting, calls, videos, social media, emails) with images of hands on a phone and a dog in the driver's seat. The green side lists passengers/pets, events outside the vehicle, eating, adjusting GPS/music/podcast/audiobook, using touchscreens, and handling dispatching devices/mobile data terminals. The dog image is shared between the two sides.

- **Cell phone use**
 - Texting (even if you're using voice commands)
 - Taking or making phone calls (even hands-free)
 - Recording videos
 - Using social media
 - Checking or sending emails
- **Passengers and pets inside the vehicle**
- **Events outside the vehicle**
- **Eating**
- **Adjusting your GPS, music, podcast or audiobook**
- **Using your vehicle's touchscreens**
- **Handling dispatching devices and mobile data terminals**

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.

SAFETY TALK CONT.

April is Distracted Driving Awareness Month
Source: National Safety Council

Handle distractions before you drive



While you're still parked:

- 1 Program your route
- 2 Set up your music or podcast
- 3 Silence and put away your phone

Now all you have to do is drive.



Your vehicle's touchscreen
takes your eyes off the
road...

Your hands
off the
wheel...



And your
mind off
of driving.



Adjust your touchscreen while you're still
parked. Need to make changes? Ask a
passenger for help or pull over safely.

For professional drivers, this includes
dispatching devices and mobile data
terminals.

Any distraction behind the wheel is dangerous for everyone.

SAFETY TALK CONT.

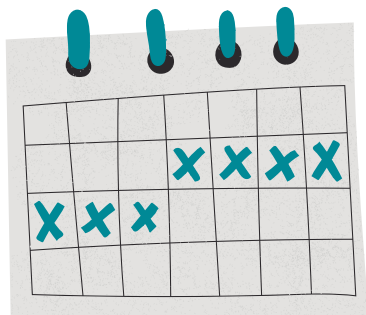
April is Distracted Driving Awareness Month
Source: National Safety Council

Keep your eyes on the prize!

Distracted drivers see just a fraction of
the road and everyone around it.



Keep your attention where it belongs -
on the road.



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 8th - 12th

Step Up for the Up Center (VA Wellness Event) - May 11th

Operation Gratitude Fundraiser - May 20th - 24th

Memorial Day - May 27th

National Safety Month - June

VSRA Ship Repair Race Night - June 8th

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...

THANK YOU to our incredible team for completing work onboard the USS Cole (DDG 67). We couldn't have done it without each of you and the special skill sets you bring to the team. Yesterday, we held an employee luncheon for ou ...see mor



ECR is pleased to be awarded two indefinite-delivery/indefinite-quantity, multiple award contracts (IDIQ MAC) for NWRMC IDIQ-MAC for Emergent Maintenance, Continuous Maintenance, and Short-Term Chief of Naval Operations (CNO) ...see mor



It was a pleasure to have Rear Admiral Scott Pappano, PEO Strategic Submarines, and Retired Rear Admiral Matthew A. Zirkle with the Submarine Industrial Base visit our River Port facility to discuss how ECR and its affiliate companies, wit ...see mor



Left to Right: We held an employee luncheon seafood boil style for our Virginia division to thank our Team, Honor Richard Faulkenberry, for his well-deserved retirement and to award recipients of the Champions on the Rise President's Gold Coin. We shared about being awarded two indefinite-delivery/indefinite-quantity, multiple award contracts (IDIQ MAC) for NWRMC IDIQ-MAC for Emergent Maintenance, Continuous Maintenance, and Short-Term Chief of Naval Operations (CNO) Availabilities on the Surface Ships Homeported in or Visiting Everett, WA. We had Rear Admiral Scott Pappano, PEO Strategic Submarines, and Retired Rear Admiral Matthew A. Zirkle with the Submarine Industrial Base visit our River Port facility

Teamwork makes the dream work! ECR San Diego is proud to assist our Virginia division in gearing up for ECR's first Government Habitability project onboard the USS Decatur in Hawaii this Spring. Kudos to our Shipping and Receiving Team, Charmaine Hicks and Billy Torres-Bagalio, who are busy receiving, prepping, and packing the vital materials needed for the job from our facility in San Diego in preparation for shipping 4ea conex boxes to Pearl Harbor. Great job, team! #ECR #... See more



Good times at the Waves of Opportunity job fair! Hosted by the Regional Workforce Training System, opening doors for many to dive into the vast potential the maritime industry has to offer. ECR was in full swing, represented by our very own Wigberto Rivera and Jennifer Branch. They spent the morning engaging with enthusiastic applicants, sharing insights, and showcasing career opportunities at ECR. A huge thank you to everyone who stopped by to chat with us. #ECR #ShipRepair ... See more



Today, we're giving you a behind-the-scenes peek into our bustling 20,000 sq ft. fabrication shop known as Colonial Welding, a wholly-owned subsidiary of ECR. From the spark of welding torches to the precision of CNC machines, ev ...see mor



Left to Right: We shared how our California team was proud to assist our Virginia division in gearing up for ECR's first Government Habitability project onboard the USS Decatur in Hawaii. We attended the Waves of Opportunity job fair, hosted by the Regional Workforce Training System, which opened doors for many to dive into the vast potential the maritime industry has to offer. We gave a behind-the-scenes peek into our bustling 20,000 sq ft. fabrication shop known as Colonial Welding.

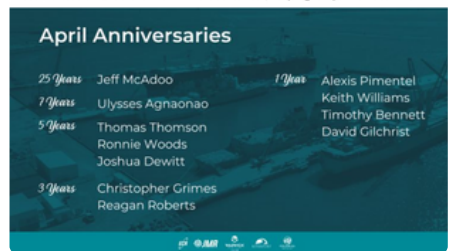
Last week, ECR was proud to sponsor the 18th Annual Virginia Ship Repair Foundation's Digital Innovation Competition, hosted at the Virginia Digital Maritime Center. A big shout out to the Virginia Ship Repair Associatio ...see more



It was an exciting morning at our River Port facility as we welcomed the USS McFaul (DDG 74). We look forward to working with MARMC, the Ship's crew, and our suppliers as we begin work on the first of two ISRA availabilities. ...see more



This April, we're excited to highlight and celebrate the work anniversaries of some truly remarkable individuals across ECR and our affiliate companies. Each person listed has contributed their skills and dedication, helping shape the succ ...see mor



Left to Right: We sponsored and participated in the 18th Annual Virginia Ship Repair Foundation's Digital Innovation Competition, hosted at the Virginia Digital Maritime Center. We welcomed the USS McFaul (DDG 74) to our River Port facility to begin work on the first of two ISRA availabilities. We highlighted April work anniversaries of our remarkable and dedicated team.

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.



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.

Jordan Berrios
Structural Supervisor I, VA
Keith Heckstall
Electrician 1/C, WMS-VA
Nichole Kinsel-Cochran
QA Specialist, VA
Isabella Ortiz
Helper 1/C, VA
Oliver Roman
Senior Project Manager, CA
Vertie Thorne
Rigger Supervisor I, VA
Matthew Dement
Pipe Shop Lead, JMR-FL
Lamont Ernest
Painter 2/C, JMR-FL
Christopher Holmes
Painter 2/C, JMR-FL
Charlie Mason
Detailer, VA
Tobiah Tillman
Helper, CW-VA
Alyssa Moore
Admin Assistant - Security, VA
Lewis Smith Jr.
ESH Inspector I, WMS-VA
Niel Strain
QA Manager, VA
Jose Jordan
General Labor Supervisor, VA
Darren McCoy
Electrician 2/C, VA

Erick Rodriguez Reyes
Ship Fitter 3/C, VA
Dion Wigfall
Superintendent II, VA
Christopher Counts
Machinist 2/C, JMR-FL
Samuel Mathis
Machinist 2/C, JMR-FL
Mark Hadden
Senior Staff Accountant, VA
Patricia Hammonds
Electrician Foreman, FL
Shastri Hendricks
Staff Accountant, VA
James Rhaney
Electrician 1/C, FL
Kirkland Smith
WAF Coordinator, FL
Richard Thornton
Superintendent II, FL
Shemarta Mcrae
ESH Inspector I, FL
Adrian Mejia
Helper 1/C, VA
William (Jake) Lane
Draftsman/Customer Service, CW-VA
Curtis Kimber
Superintendent I, FL
Corey Nichols
Estimator I, WMS-VA

Eric Watts
Insulator Lead Mechanic, WMS-VA
Tristyn D'Aurora
Welder 3/C, JMR-FL
David Kallek
Electrician 1/C, FL
Bryan Kaufman
Project Manager I, FL
Levi Sigler
Electrician 1/C, FL
Benjamin Bayers
Machinist 2/C, JMR-FL
William Gwynn
Rigger 1/C, FL
Jacob Lichty
Junior Mechanic, CW-VA
James Anderson
Pipe Fitter Supervisor I, VA
Laron Clay
Pipe Welder Master, FL
Gregory Kral
Crane Operator, FL
Jack Velasco
QA Supervisor II, CA
Michael Waldrop
Pipe Fitter 1/C, VA
Marlin Comeaux
Ship Manager, WMS-VA
Bre'Shae Bell
Junior Mechanic, CW-VA

PROMOTIONS

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

Kevin Krug
Fab. Shop Manager to Executive Prod. Manager
Jacob Dinmore
Operations Manager to VP of Operations, VA
Ralph Duskin
Director Operations, CA to VP of Operations, CA
Nathan Moeiny
Director Operations, FL to VP of Operations, FL
Danual Pearce
Rigger Supervisor I to Rigger Foreman
Matthew Reed
Electrician Supervisor II to Electrician Foreman
Jaeward Williams
Structural Supervisor I to Structural Foreman

Justin Stern
VP of Operations to President
Garrett Osborne
Contract Manager to Contract & Subcontract Manager
Sebastian Toris
ESH Supervisor I to ESH Supervisor II
Ronnie Woods
Electrician 1/C to Electrician Supervisor
Brooke Ellis
Warehouse & Tool Room Manager to Superintendent II
Levi Epstein
Superintendent II to Project Manager I
Brandon Hendrix
Crew Foreman to Asst. Production Manager

Andrea Hunter
Tool Room Attendant to Facilities Coordinator
Dana Modlin
Subcontract Administrator to Senior Buyer
Dario Newman
Program Manager to Operations Manager, FL
Frederick Bello
Tool Room Supervisor to Facilities Coordinator
William LeMaster
Senior Buyer to Purchasing Supervisor
John Nelms
Pipe Shop Planner to Pipe Shop Foreman

ANNIVERSARIES Q2

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

1 Year Anniversary

Keith Williams - Hire Date 04/10/23
Alexis Pimentel - Hire Date 04/10/23
Timothy Bennett (WMS) - Hire Date 04/24/23
Jennifer Vandenheede - Hire Date 05/01/23
Evan Killingsworth-Cluney - Hire Date 05/15/23
Ingrid Underwood - Hire Date 06/05/23
Kenneth Simmons - Hire Date 06/05/23
Alejandro Reyes (MWS) - Hire Date 06/05/23
Jessica Nixon - Hire Date 06/05/23
Brandon Hendrix (WMS) - Hire Date 06/05/23
Lary Twine - Hire Date 06/23/23

3 Year Anniversary

Christopher Grimes - Hire Date 04/02/21
Robert Reagan - Hire Date 04/05/21
Lisa Robinson - Hire Date 05/10/21
Levi Epstein - Hire Date 05/17/21
Kirk McCoy - Hire Date 05/24/21
Anthony Lewis (WMS) - Hire Date 06/01/21
Anthony DeJesus - Hire Date 06/14/21
Jerry Gardner - Hire Date 06/21/21
Marlo Smith - Hire Date 06/28/21
Jennifer Mather - Hire Date 06/28/21

5 Year Anniversary

Thomas Thomson - Hire Date 04/11/19
Ronnie Woods - Hire Date 04/22/19
Joshua Dewitt - Hire Date 04/29/19
Jodi Orbich - Hire Date 06/10/19

7 Year Anniversary

Ulysses Agnaonao - Hire Date 04/03/17

25 Year Anniversary

Jeff McAdoo (CW) - Hire Date 04/01/99

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

CONGRATULATIONS, JEFF!

As we commemorate a significant milestone, it's with immense pride and joy that we celebrate Jeff McAdoo's 25th Work Anniversary at Colonial Welding.

Jorge Rivera, CEO/Owner of ECR, met Jeff at the very beginning of ECR. He went to the Colonial Welding shop to help out with an aluminum job. This initial collaboration laid the foundation for a steadfast customer relationship between Colonial Welding and ECR, marking the beginning of a great partnership and friendship. When ECR faced the challenge of relocating from the shop on 25th Street, Jeff, alongside the Colonial Welding team, graciously offered two office spaces above their shop, fostering an environment that nurtured ECR's growth.

Colonial Welding didn't just facilitate ECR's operational needs; they played a pivotal role in our expansion, generously acquiring additional space to accommodate our growing demands, leasing it out to us, and eventually selling the building space to Jorge. This gesture of support exemplifies the camaraderie and genuine partnership that has been a symbol of our relationship.

Jeff has been instrumental to ECR's early days, growth, and development. His unwavering support, rooted in friendship and kinship, has been invaluable to Jorge and the ECR family. It's a bond that transcends professional ties, evolving into lifelong friendships and fishing companionships.

Jeff's journey at Colonial Welding is a story of dedication, perseverance, and the power of relationships. As we honor this 25-year milestone, we extend our deepest gratitude and congratulations to Jeff for his remarkable contributions. Your work ethic, loyalty, and the strong relationships you've nurtured are a beacon of inspiration for us all.

Here's to 25 years of excellence, friendship, and success, Jeff! May this milestone be a stepping stone for many more achievements. Congratulations!

We reached out to Jeff to ask him some questions about himself and his role with Colonial Welding over the years. Here is what he shared.

Tell us a bit about your family.

[Jeff McAdoo] I have been married to my wonderful wife Barbara for 38 years. We had two children, Sam and Ben, and have two grandchildren Sawyer (8) and Josie (6). I have two brothers that live in the area, Dan (my partner at Colonial) and Tim (a retired art teacher). I have one sister Danette who has retired from the VA state park system. We are a close family and have many large get togethers throughout the year.

One thing you can't live without.

[Jeff McAdoo] It's all about family, especially those grand children who are still young enough to think I am cool. I am fortunate to live close to my grandchildren and we see them throughout the week.

What do you enjoy doing outside of work?

[Jeff McAdoo] Love to fish, camp, and hunt. Also enjoy building things.

Over the years, how has your role evolved at CW?

[Jeff McAdoo] Colonial was started about six years before I came on board. It was started by friends and family, John and Cheryl Sundstrom, my brother Dan and Mike Blair (now deceased). They asked me to quit my government job and join them in 1999. We were all close friends that spent a lot of free time together fishing and camping. We were all roughly the same age, and had children. How could you say no to a partnership with people you care for and trust. Being a small business we all had to wear many hats from the beginning. Although our roles never really changed over the years, our customer base is always evolving. Dan and I have been providing engineering support to many of our customers over the years and those challenges are what has kept me motivated.

What's your favorite memory from working at CW?

[Jeff McAdoo] Our partner Mike Blair purchased a cabin on Lake Kerr and he would invite everyone in the shop up to camp out for a weekend of boating, skiing and jet skiing. Everyone would show up (about 40 people with family members) and a good time was had by all.

When have you felt the proudest and why?

[Jeff McAdoo] As far as work goes, I have never been more proud of the crew that we currently have. Our management team Kevin Kug, Lee Clarke, Steve Millerleile, Jackie Stevens, and newest member Jake Lane prove everyday that the company will continue to be successful well into the future when Dan and I are retired.

What has been your most meaningful accomplishment so far?

[Jeff McAdoo] Just over 25 years ago Dan and I purchased a remote piece of property near South Hill VA. We built a small cabin and picnic shelters. Extended family and friends will join together there each Thanksgiving for a large camp out. We protected the property with conservation easements and have established the property as a Legacy to be handed down to future generations. It amazes me how the young people in our family feel a part of the property and to see how they care for and respect the land.

Describe an experience that has had a lasting impact on you.

[Jeff McAdoo] One of the most impactful things on my life was when our partner and beloved friend Mike Blair took his own life about 15 years ago. He was a friend and mentor to many in our company, a good husband and father. It's hard walking through the shop and not being reminded of him. It is difficult to see the signs of suicide especially if someone is being prescribed medication that are related to suicide.



RETIREMENT

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

Steven Ward, Procurement Director, VA – 1/19/2024

Thank you for your 3.5 years of dedicated service to ECR.

HIRING NEEDS

- CREW FOREMAN (WMS), VA
- ESH SUPERVISOR I, CA
- OPERATIONS MANAGER, VA
- PIPE FITTER 1/C, FL
- PIPE WELDER 1/C, FL
- PIPE WELDER, VA
- PROGRAM MANAGER (JMR), FL
- PROJECT MANAGER I & II, FL
- QA-2 INSPECTOR, FL
- SENIOR PROJECT MANAGER, VA & FL
- SHIP FITTER 1/C, FL
- SHIP FITTER MASTER (WMS), VA
- SHIP MANAGER (WMS), VA
- STRUCTURAL FOREMAN, FL
- STRUCTURAL SUPERVISOR II, FL
- SUPERINTENDENT I & II, FL
- WELDER 1/C (WMS), VA
- WELDER 1/C, VA & FL



LEADERS Q/A

Featuring: Erin O'Neil, HR Manager

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

I started my career in the Ship Repair industry in February of 2010 with ECR. I took a position as an HR Administrative Assistant to the HR Manager in an HR department of 2 at the time. I had just graduated from ODU with a bachelor's degree in business management, and I was looking to begin a career in the field of HR.

What led you to become the HR Manager of ECR?

I held a few different positions at ECR, growing a network of peers and building a base of knowledge and experience in HR and Security along the way. In 2016, after the HR Director resigned, I was offered the opportunity to take on the role of HR Manager on a trial basis, and later more permanently. I am also the Facility Security Officer for ECR, a role I have held since 2022.

What do you like most about your job?

There are many things I like about my job, most notably; helping to protect ECR and its employees and having a variety of responsibilities to focus on.

What motivates you?

I am motivated to continue to increase my knowledge and expertise in my profession, in employment law, in security, and in the ship repair industry generally.

What values are most important to you as a leader?

Authenticity, adaptability, and resilience.

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

Honest and direct communication, knowing your weaknesses, and understanding how to effectively support your team while holding them accountable.

What are your hobbies (Not work related)?

Spending time with my family. I look forward to seeing my nephews, 5 of them, my 2 sisters, 1 brother, and their spouses. We have a lot of fun together!

What's your biggest fear?

Losing my sense of independence.

Tell us something we wouldn't know about you.

I love cats but I don't have any. I have plants instead!

MESSAGE FROM OUR PRESIDENT



Dear Team,

As we embark on the journey into 2024, it's crucial for us to take a moment to reflect on the remarkable achievements of the past year. 2023 was a testament to our collective dedication and hard work, marked by significant milestones and successes. However, it's equally important to recognize areas where we can improve and consistently strive for excellence.

At our core, we must remain committed to continuous self-improvement, both individually and as a company. This entails a steadfast commitment to evaluating our processes and operations, identifying opportunities for enhancement, and maximizing efficiency. While this path may present challenges, I have absolute confidence in the capabilities of our team to navigate them successfully.

As we gear up for what promises to be an exciting year ahead, I'm thrilled to announce some significant developments. Firstly, we have secured our company's inaugural SRA in Jacksonville, FL, scheduled to commence on 4/15. Additionally, we've secured four ISRA's in 2024, with the potential for two more on the horizon. Furthermore, we've initiated substantial infrastructure improvements within Riverport to prepare for our upcoming module construction, set to commence in July with our first 7 units. These advancements underscore our commitment to making a substantial impact in both the industry and the market.

Undoubtedly, new challenges will arise, but I have full faith in our collective ability to overcome them. Together, we are a formidable force, and I eagerly anticipate the remarkable accomplishments we'll achieve as we progress further into the year.

I want to express my heartfelt gratitude to each and every one of you for your unwavering dedication and hard work. It's truly an honor to work alongside such talented individuals who consistently push the boundaries of what's possible. Let's maintain our momentum and continue to strive for greatness. Keep pushing forward, and let's make 2024 a year to remember!

Warm regards,

A handwritten signature in black ink, appearing to read "Justin Stern". The signature is stylized with overlapping loops and a long horizontal stroke at the end.

Justin Stern