

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.

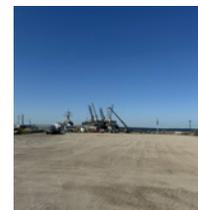
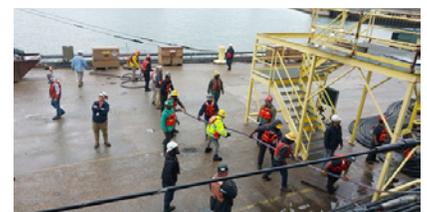
Evolution

We are bold

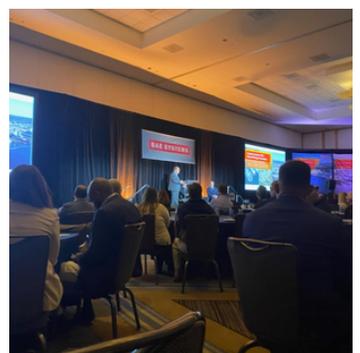
We adapt and overcome, while we chart our course for success and endurance.

COMPANY NEWS

- 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 team successfully completed that availability and said our farewells on July 1st. The second ISRA availability will start in April 2025.
- Our River Port facility is dedicated to ongoing improvements and upgrades. Our latest enhancements include the development of a specialized HAZMAT concentrated containment area, the installation of a new turnstile entrance to the piers, and extensive grading to expand our lay-down area, allowing for the accommodation of large-scale projects. Each day, more improvements are being made, reinforcing our commitment to providing unparalleled service to our customers and a safe work environment for our team, partners, and customers.
- Virginia division was awarded EM availability work for the USS Oscar Austin (DDG-79). Work began on May 30th and wrapped up in early June.
- During the past quarter, Virginia proudly sponsored two maritime events: the VSRA Ship Repair Race Night at Langley and the American Society of Naval Engineers SIKA Ultimate Build-A-Boat Challenge at Harborfest. Whether you were present at the Ship Repair Race Night, enjoying the delicious food, captivating entertainment, and great company, or you were rooting for our very own Jason Kjos and Simon Baney Vuocolo as they meticulously planned, built, and raced their handcrafted boat, it was an exhilarating June of fun-filled experiences.



- Virginia division was awarded ISRA availability work for the USS Gravelly (DDG-107). Work will begin on October 7th, taking us into the new year, and wrap up in early January.
- Be sure to follow us on social media, where we are now highlighting team members who have advanced tremendously in their roles with the company. Once a month, a spotlight will be cast on these dedicated individuals.
- Virginia kicked off the 4th of July holiday weekend with a cookout and cornhole competition at the yard. Kudos to Matt Reed & Garrett Osborne for clinching first place in our Corn Hole competition, and Congratulations to Donovan Jordan, Esteban Lopez, Jose Jordan, and Kelly Sibley on earning the Champions on the Rise—Presidents Gold Coin Award, with honorable mentions to Bryan Bond and Corey Eck. Your dedication and hard work have not gone unnoticed.
- Virginia is eagerly awaiting the July 15th arrival of the USS Truxtun (DDG-103) for its second ISRA availability at our River Port facility.
- Our California team completed work on the USS Omaha (LCS-12), which began on May 27th and ended in early July, and is still working on the USS Savannah (LCS-28), which began on May 28th and is expected to wrap up in early August.
- Florida was pleased to be awarded two indefinite-delivery/indefinite-quantity, multiple award contracts (IDIQ MAC) for SERMC IDIQ-MAC for Emergent Maintenance, Continuous Maintenance, and Short-Term Chief of Naval Operations (CNO) Availabilities on the Surface Ships Homeported in or visiting Mayport, FL.
- Our Florida team began work on our first SRA availability onboard the USS Farragut (DDG-99) on April 15th and is expected to end in mid-December.
- Early April, Ralph Duskin, VP of Operations CA, had the honor of accepting an award on Florida's behalf at the 2024 BAE Systems Ship Repair "Partner2Win" Supplier Symposium held in San Diego this year. Our Florida TEAM won/received a Gold Medalist Award for 2023 Supplier.
- Florida was awarded our second SRA availability for work on the USS Carney (DDG-64). Work is expected to begin on August 24th and continue throughout the year until July 5th, 2025.
- Congratulations to our Florida team for the on-time and successful certification and completion of the USS Thomas Hudner (DDG 116) ISRA availability. Work began on April 1st and ended in early July.
- Florida began work on the IRSA availability for the USS Mason (DDG-87) in early July and is expected to end in early October.
- Power upgrades are still in progress for JMR's Hill Street facility and are expected to continue through the remainder of the year into the fourth quarter.
- JMR's Shipyard construction work on the new bulkheads and shop renovations is in progress. The facility is projected to be operational within the next six months with continued improvements.
- On May 10th, Oliver Roman, David Martin, Ralph Duskin, Jason Kjos, and Erin Snyder paid a visit to the JMR Shipyard on Hill Street.





- Warwick Maritime Solutions continues to do some great things. We recently completed "EMERGENT hull repairs" on the USS Arlington (LPD-24) in General Dynamics NASSCO Norfolk's drydock, allowing the vessel to undock one day early. Warwick also continues to work onboard the USS James E. Williams (DDG-95) and USS Bataan (LHD-5), also in General Dynamics NASSCO Norfolk's shipyard.
- Warwick also continues to execute and complete several NON-COMPLEX CMAVs across various DDGs.
- Warwick has also gotten off to a good start onboard the USS Mesa Verde (LPD-19), which is a large COMPLEX availability being executed in MHI's shipyard. For the first time in Warwick's history, we are now executing Aircraft Carrier work, replacing steel onboard the USS Harry S Truman (CVN-75) at the Norfolk Naval Station.
- Warwick recently held our 2nd Quarter Award luncheon. Although everyone on our entire team is a winner, we celebrated Tyler Russo, Warwick Maritime's Employee of the 2nd Quarter 2024, and Waveforce Electrical, our 2nd Quarter Sub-Contractor Award winner. We are very proud of both Tyler and Waveforce, who are a big part of Warwick's success.
- Virginia hosted ECR's 25th Anniversary event at the VB Westin. It was a special evening filled with great food, dancing, karaoke, raffles, and company that can't be beaten! Just a week prior, our California division enjoyed a feast, drinks, raffles, and perfect weather for an outdoor soiree at the Stone Brewing Liberty Station. Memories were definitely made. Thank you to everyone who came to celebrate the hard work, dedication, and passion that has propelled us forward over these past 25 years. Florida's event planning is in full swing and will take place on August 10th. Enjoy a few photos from both events on the following page. A link to view and download photos from Virginia's event will be shared soon!
- Congratulations to Christian Burgess from our California Division and Walter Calvert from Colonial Welding for receiving the 1st Quarter (Jan.-March) Champions on the Rise Employee of the Quarter Award! Your contributions are invaluable to our team.
- RQ Construction picked up the first full batch of pipe anchors and guides crafted by our Colonial Welding team. Pictured below are Ricky and Jay with the pallets on their way out. This batch contained approximately 200 stainless steel anchors and guides of various sizes.
- Colonial Welding enjoyed a Fish Fry towards the end of June. Jeff and Dan caught plenty of fresh halibut while vacationing in Alaska and brought some in to treat the shop. Jeff fried up the fish and French fries, and Dan made jalapeño cornbread. While enjoying the feast, everyone participated in a Shop Standards/Production meeting and Occupational Heat Exposure Safety Awareness training.





HR CONCEPTS CORNER

Microsoft Teams Messaging Manners

Sources: (Simple Rules for Instant Messaging Etiquette in the Workplace, 2023) (Mind Tools Content Team, n.d.) (Etiquette Rules for Office Communication, 2019)

Instant messaging is a great way to boost productivity in the workplace when used correctly. Here are some tips to avoid aggravating colleagues, to maintain professionalism and to get the most out of using Microsoft Teams.



Acknowledge and Use Status Messages.

1. Do not send messages to colleagues when they are unavailable.
2. Do not interrupt colleagues if you don't know their status.
3. Use and update status messages to communicate your availability to others.

Always start with a short greeting and/or seek permission.

1. Begin messages with a brief greeting, like "Hello" or "Good morning."
2. Ask colleagues whether they have time to talk with you at that moment.
3. Ask them when a better time would be if they aren't available right then.

Keep messages brief.

1. Maintain short, focused, and clear conversations.
2. If a message becomes long or more complex, transition to a call or an email.

Be professional, polite, and friendly.

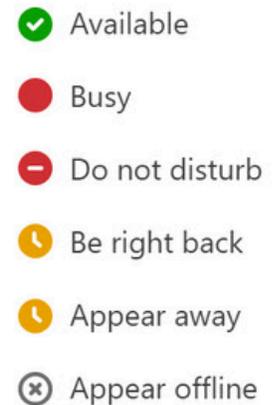
1. Avoid the overuse and/or inappropriate use of emojis.
2. Only use exclamation and question marks when essential.
3. Do not use all capital letters.
4. Say "Please" and "Thank you" when appropriate.
5. Respect colleagues by sending short updates like "Yes" or "Checking now," etc.

Remember that your chats are not private.

1. Every message that you send and receive is stored for future access.
2. Do not discuss sensitive or confidential information through Teams messages.
3. Avoid having personal conversations with colleagues.
4. Do not say anything that would negatively impact you, a colleague, or the company.

End your messages properly.

1. Acknowledge that a conversation has ended with a "Thank you," or "Got it". Doing so will foster better relationships with your colleagues.





QA CORNER

NAVSEA Contracts Require Compliance
Topic: Standard Item 009-08,
Shipboard Fire Protection and
Fire Prevention; accomplish
Author: Dave Martin

Recent trends have indicated numerous deficiencies in ECR's compliance with **Category I, Standard Item 009-08** prompting this review of the requirements of this standard item.

- **Category I Standard Items** are invoked and effectively applicable to every Navy Contract awarded to East Coast Repair.
 - **NAVSEA Standard Item 009-08 is a Category I Standard Item.**

This standard contains forty-one pages and provides guidance and specific instructions for the application of legally enforced laws, codes, and contractual requirements specific to fire prevention. Preservation of Life and Property is the goal of Standard Item 009-08.

Fairly recent catastrophic fires resulting from maintenance activities aboard Navy vessels have resulted in significant changes to Navy Standard Item 009-08.

May 23, 2012, USS MIAMI, Nuclear Submarine

A shipyard worker set rags on fire because he wanted to go home resulted in \$450 Million dollars in damage costs to the US Navy. This fire transformed the USS Miami into a fiery furnace, injuring seven people. The shipyard worker that started the fire was sentenced to 17 years in prison for his actions.

July 20, 2020, USS BONHOMME RICHARD (LHD-6), Wasp Class Amphibious Assault Ship

While undergoing a Maintenance Availability at Naval Base San Diego, a sailor was charged with intentionally setting one of the worst noncombatant fires in U.S. Navy history because he was performing hot work in close proximity to cardboard boxes, referred to as tri-walls, resulting in a fire that destroyed a \$1.2 Billion dollar navy ship. Note, the Sailor was later acquitted of intentionally causing the fire.



IT CORNER

Artificial Intelligence, Security, and You
Author: Keith Wilson



As artificial intelligence (AI) becomes a larger part of everyone's lives, it's important to understand the threat it poses to security. Let's review what AI is, how it can be used for malicious purposes, and what it means for security.

AI Defined

The concept of AI refers to computers and machines that perform tasks normally requiring human intelligence. AI systems work by being trained on large amounts of data that is then analyzed and used to make decisions. There are many forms and functions of AI. Generative AI, for example, can generate content such as text, images, audio, and video.

AI-Powered Attacks

As AI evolves, so too will AI-powered attacks. A few examples of how criminals use AI include:

- **Impersonation**

Given that AI can create realistic video or audio recordings, attackers can use it to generate content that appears to come from a trusted individual saying or doing something they actually aren't.

- **Voice Phishing**

A small sample of someone's voice can be used to generate speech that sounds like a real person, which can trick people into believing they are talking with someone they know.

- **Automation**

Through AI automation, social engineers can cast a wide net and increase the volume of their attacks. This process requires less effort on the attacker's part and means they can target a greater number of people.

AI, Security, and You

Cybercriminals and scammers are already using AI to their advantage. Here's what you can do to identify and avoid AI-powered attacks at work and home:

- **Remain Skeptical and Thorough**

The power of AI means that everyone needs to take extra precautions as a part of their daily routines. For example, when handling emails, thoroughly inspect the entire message and never open random links or attachments.

- **Follow the Signs**

Even if AI helps attackers hide their intentions, there will still be warning signs. Stay alert for common indicators of scams, such as threatening language, urgent messages, and suspicious requests.

- **Utilize Zero Trust**

The zero trust model assumes everything is untrustworthy until proven otherwise — a great approach to all things security. At a basic level, never assume someone is who they claim, regardless of how they engage with you.

- **Follow Policies**

Always following policy is a simple, effective way to maintain security. If you're allowed to use AI tools for work, be sure you understand ECR's guidelines for doing so.

SAFETY TALK

Prepare For Hurricanes
Source: Ready.gov

Hurricanes are dangerous and can cause major damage from storm surge, wind damage, rip currents and flooding. They can happen along any U.S. coast or in any territory in the Atlantic or Pacific oceans. Storm surge historically is the leading cause of hurricane-related deaths in the United States.



Eastern Pacific Hurricane Season: May 15-November 30.



Atlantic Hurricane Season: June 1-November 30.



Central Pacific Hurricane Season: June 1-November 30.

Prepare for Hurricanes

Know Your Hurricane Risk

Hurricanes are not just a coastal problem. Find out how rain, wind, water and even tornadoes could happen far inland from where a hurricane or tropical storm makes landfall. [Start preparing now.](#)

Make an Emergency Plan

Make sure everyone in your household knows and understands [your hurricane plans](#). Include the [office, kids' day care, and anywhere else you frequent](#) in your hurricane plans. Ensure your business has a [continuity plan](#) to continue operating when disaster strikes.

Know your Evacuation Zone

You may have to evacuate quickly due to a hurricane if you live in an evacuation zone. [Learn your evacuation routes](#), practice with your household and pets, and identify where you will stay.

- Follow the instructions from local emergency managers, who work closely with state, local, tribal, and territorial agencies and partners. They will provide the latest recommendations based on the threat to your community and appropriate safety measures.

Recognize Warnings and Alerts

Have several ways to receive alerts. [Download the FEMA app](#) and receive real-time alerts from the National Weather Service for up to five locations nationwide. [Sign up for community alerts](#) in your area and be aware of the Emergency Alert System (EAS) and Wireless Emergency Alert (WEA), which require no sign up.

SAFETY TALK CONT.

Prepare For Hurricanes
Source: Ready.gov

Those with Disabilities

Identify if you may need additional help during an emergency if you or anyone else in your household is an individual with a disability.

Review Important Documents

Make sure your insurance policies and personal documents, such as ID, are up to date. Make copies and keep them in a secure password-protected digital space.

Strengthen your Home

De-clutter drains and gutters, bring in outside furniture, and consider hurricane shutters.

Get Tech Ready

Keep your cell phone charged when you know a hurricane is in the forecast and purchase backup charging devices to power electronics.

Help your Neighborhood

Check with neighbors, senior adults, or those who may need additional help securing hurricane plans to see how you can be of assistance to others.

Gather Supplies

Have enough supplies for your household, include medication, disinfectant supplies and pet supplies in your go bag or car trunk. You may not have access to these supplies for days or even weeks after a hurricane.

Stay Safe During a Hurricane

Stay Informed

- Pay attention to emergency information and alerts.
- If you live in a mandatory evacuation zone and local officials tell you to evacuate, do so immediately.

Dealing with the Weather

- Determine how best to protect yourself from high winds and flooding.
- Take refuge in a designated storm shelter or an interior room for high winds.
- Go to the highest level of the building if you are trapped by flooding. Do not climb into a closed attic. You may become trapped by rising flood water.
- Do not walk, swim or drive through flood waters. Turn Around. Don't Drown! Just six inches of fast-moving water can knock you down, and one foot of moving water can sweep your vehicle away.



SAFETY TALK CONT.

Prepare For Hurricanes
Source: Ready.gov

HOW TO STAY SAFE WHEN A HURRICANE THREATENS



Know your area's risk of hurricanes and consider your personal risk of experiencing impacts.

Review your insurance policy for hurricane-related hazard coverage. Standard insurance policies do not cover flooding — you may need to purchase additional policies.

Sign up to receive emergency alerts and notifications from your local emergency management office. Learn what common alerts and warnings mean before you are impacted by a hurricane.

Monitor weather reports and updates from the National Hurricane Center. Be on alert for heavy rain.

Practice going to a safe shelter for high winds, such as a FEMA safe room, an International Code Council (ICC) 500 storm shelter or a small, interior windowless room in a sturdy building. Make sure your safe shelter is on the lowest level that will not be affected by floodwater.

Develop an emergency communication plan that you can use to contact family, friends and neighbors during a hurricane. Plan to text or message because you may not be able to make or receive phone calls.

Develop an evacuation plan based on your evacuation zone. Consider where you will evacuate to and how you will get there. Practice your plan using your evacuation route.

Gather enough food, water and emergency supplies to last you several days. Keep in mind each person's specific needs, including medication. Don't forget the needs of pets.

Keep important documents in a dry, safe place such as a fireproof and waterproof box, and create password-protected digital copies.

Protect your property. Install hurricane shutters or reinforce windows. Declutter drains and gutters. Secure outdoor items and furniture or move them indoors.



Evacuate immediately if ordered to do so. Take critical supplies and documents with you. Follow evacuation routes and directions from local officials. Do not drive around barricades. Drive carefully and be cautious of strong winds and heavy rain.

If you do not evacuate, take shelter indoors and stay away from windows and doors.

- **If there is no flooding, make sure your safe shelter is on the lowest level** that will not be affected by floodwater. Take shelter in a FEMA safe room, an International Code Council (ICC) 500 storm shelter or a small, interior windowless room in a sturdy building.
- **If you experience flooding, go to the highest level of the building** to avoid becoming trapped by rising floodwater but do not climb into a closed attic.

Get inside a safe shelter or a sturdy building as soon as possible if you are outdoors, in a vehicle, in a manufactured or mobile home, or in a temporary structure during a hurricane.

Pay attention to updates from weather stations and news sources to stay informed. Follow advice from local authorities. Take action when advised to do so.

Use a generator, grill or camp stove ONLY outdoors and at least 20 feet away from any building openings like windows, doors or garages to avoid carbon monoxide poisoning.

Turn around, don't drown! Do not walk, swim or drive through floodwaters. Just six inches of fast-moving water can knock you down and one foot of moving water can sweep your vehicle away.

Do not drive during a hurricane. Wind gusts can overturn vehicles and roads and bridges could collapse.

Conserve mobile device batteries for emergency use.



FEMA
FEMA V-1006



Follow reentry guidance from local authorities and return home from an evacuation only when it is safe to do so.

Have a professional inspect your damaged property before attempting to clean up or repair any damage. Wear protective clothing and use caution during cleanup.

Stay away from floodwater. Floodwater can contain a variety of hazards, including sharp objects, downed power lines, sewage, bacteria, chemicals and wild or stray animals.

Save phone calls for emergencies. Phone systems are often down or busy after a disaster. Use text messages or social media to communicate with family and friends.

Document any property damage with photographs. Contact your insurance company to file an insurance claim. Register with FEMA for additional assistance.

You are the help until help arrives. Be careful when helping people who may be trapped or injured. Floodwaters may contain hazards and buildings may be unstable.

Take an Active Role in Your Safety

Go to [Ready.gov/hurricanes](https://www.ready.gov/hurricanes) and use FEMA's **Guide for Alerts and Warnings** to learn more about hurricane watches and warnings. Download the **FEMA app** to get more information about how to prepare.

SAFETY TALK CONT.

Prepare For Hurricanes
Source: Ready.gov

Hurricanes (also called typhoons and cyclones) are massive storm systems that form over warm ocean waters and move toward land.

Hurricanes . . .



can happen along any U.S. coast or territory.



can affect areas more than 100 miles inland.



are most active in September.

PROTECT YOURSELF FROM A HURRICANE

Know your evacuation zone and consider your personal risk.



Evacuate immediately if told to do so. If not, take shelter from high winds in a designated storm shelter or an interior room.

Make a plan to evacuate AND be ready to shelter in place.

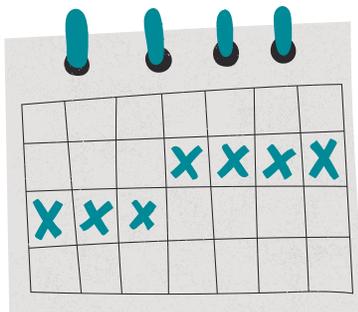


Turn around, don't drown! Do not walk, swim or drive through floodwaters.

Monitor communications and follow instructions from local authorities.



Only use generators outdoors and away from windows.



Q3 ACTIVITIES

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

4th of July Holiday - July 4th

Champions on the Rise EOQ Nominations - Now - July 29th

Operation Homefront Back-to-School Drive - July 29 - Aug. 2nd

25th Anniversary Celebration Florida Division - Aug. 10th

Labor Day Holiday - Sept. 2nd

If planning these kinds of events is of interest to you, you should join our Engagement 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...

This past week, our offices participated in a Photo Contest & Pet Supply Drive in celebration of National Pet Day. A HUGE THANK YOU to everyone who contributed to the drive's success. Your donations make a significant impact on our local shelters. Check out these entertaining photos of our precious pets, along with our donations to the Humane Societies of Jacksonville, San Diego, and Newport News.



ECR is currently at the Hampton Roads Convention Center for the much-anticipated 3rd Annual Spring Job Fair, and we're excited to meet YOU! Whether you're just starting your career journey or looking to make a pivotal move, our booth is the place to be.
We're Here Till 2:00 PM TODAY!
1610 Coliseum Dr
Hampton, VA 23666. [See more](#)



As we continue to breathe new life into our River Port facility, our commitment to sustainability and innovative recycling practices has never been stronger. Over the years, we've seized numerous opportunities to recycle or repurpose materials that might have otherwise been overlooked. A standout example of this innovative approach is the transformation of unused Conex containers. Check out how we configured these Conex containers into a HAZMAT concentrated containment area. [See more](#)



Left to Right: We hosted our Annual National Pet Day Photo Contest and Pet Supply Drive, where we collected donations to benefit the Humane Societies of Jacksonville, San Diego, and Newport News. We attended and spoke to numerous job seekers at the 3rd Annual Spring Job Fair at the Hampton Coliseum. We shared more River Port facility upgrades, including our HAZMAT concentrated containment area.

This past Saturday, Team ECR laced up their shoes and joined the race at the Step Up for The Up Center event! It was an incredible day of support for the Up Center and its vital work partnering with children, families, and communities to improve lives and outcomes through prevention, intervention, and support services in the Hampton Roads area.
A huge thank you to the organizers for such a well-coordinated event and to every ECR team member who came out to make a difference... [See more](#)



Celebrating a Journey of Partnerships and Success.
Happy 25th Anniversary ECR!
What began as a dream has blossomed into a remarkable legacy. Inspired by decades in marine trades, our founder, Jorge Rivera, launched East Coast Repair and Fabrication (ECR) from the back of a pick-up truck. From these modest beginnings, we've soared to astounding heights... [See more](#)



This June, 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 success of our company. Thank you for being an essential part of our journey.
[#WeAppreciateYou!!!](#)



Left to Right: We laced up our sneakers and participated in the Step Up for The Up Center event. This was our third year partnering with this incredible organization that provides support services to children and families in our surrounding community. We shared the news of ECR's 25th Anniversary and highlighted the work anniversaries of our dedicated team members for April, May, and June.

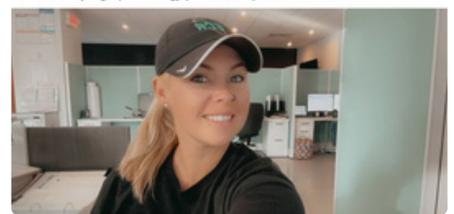
What a blast we had this past Saturday at Ship Repair Race Night at Larry King Law's Langley Speedway! A huge THANK YOU to the Virginia Ship Repair Association for organizing such an exhilarating event and giving us the opportunity to attend with our fantastic team. We look forward to sponsoring this event each year and having a great night at the tracks with our industry friends and family.
A special shoutout to our amazing production team for grilling out and serving up a... [See more](#)



Today, we are thrilled to highlight Kenneth "Kenny" Dunaway for reaching his incredible 15th anniversary with Colonial Welding. Kenny's journey has been nothing short of inspiring. Over the years, his commitment has made him one of the Colonial's top go-to welders, mastering their diverse welding processes with an unwavering commitment to excellence.
Kenny's dedication extends beyond his exceptional technical skills. His greatest contribution to the team has been his role as... [See more](#)



Career Advancement Spotlight: Brooke Ellis
Brooke Ellis's journey with ECR is nothing short of exceptional. Starting as a driver in 2019 as a temp employee, her talent and dedication quickly caught the attention of the leadership team. After showcasing her organizational skills during the transition of the Jacksonville Machine & Repair acquisition, she seamlessly transitioned into the tool room/warehouse position.
Brooke's ability to grasp terminology, processes, and proced... [See more](#)



Left to Right: We enjoyed a night at the race track supporting VSRA's Ship Repair Race Night. Our VA team always looks forward to this event, which involves coming together for good food and entertainment and connecting with others in our industry. We recognized Kenny Dunaway from Colonial Welding on reaching his 15th Anniversary with the company. We also highlighted a few team members, including Brooke Ellis, celebrating her dedication and advancement within the company.

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!

Q2 (April-June) - New Team Members

Welcome to our growing 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.

William Gwynn
Rigger 1/C, FL
James Anderson
Pipe Fitter Supervisor I, VA
Laron Clay
Pipe Welder Master, FL
Marlin Comeaux
Ship Manager, VA
Gregory Kral
Crane Operator, FL
Jack Velasco
QA Supervisor II, CA
Michael Waldrop
Pipe Fitter 1/C, VA
Jay Lichty
JR. Mechanic, CW-VA
Buddy Hammonds
Structural Supervisor II, FL
Antonia Anderson
Tool Room Attendant, JMR-FL

Michael Perrone
Superintendent II, FL
Ledon Watkins
QA Level III Weld Program Manager, VA
Earl Battiste
Outside Machinist 2/C, JMR-FL
Raymon Quinones
Ship Fitter 1/C, VA
Timothy Carter
Pipe Fitter Supervisor I, FL
Richard Calvert
2/C Mechanic, CW-VA
Ruben DeJesus Reyes
Welder 1/C, VA
Joshua Adams
Ship Fitter 1/C, VA
Kendrick Tynes
Welder 1/C, VA
Oleksandr Semeniv
Construction Superintendent, RP-VA

Ernest Chesson
Welder Fabricator, CW-VA
Christopher Simpson
Ship Fitter 1/C, JMR-FL
Michael Thomas Andreozzi
Structural Supervisor I, VA
Robert (Luke) Haselbush
Helper, CW-VA
David Domingue
Outside Machinist 1/C, JMR-FL
Laura Carr
Administrative Assistant, CW-VA
Tasheik Bridgett
Ship Fitter 1/C, VA
Aaron Glenn
Welder 1/C, VA

PROMOTIONS

Congratulations to our team members who got promoted during the second quarter (April-June).

Emilee Bici
Estimating Admin Asst. to Admin. Asst. II
Tyler Russo
Rigger 2/C to Rigger 1/C
Robert Bock
Estimator II to Estimator III
Russell Fields
Production Planner to Superintendent II
Lisa Robinson
Staff Accountant to Lead Staff Accountant

Ringer Sirron
Superintendent II to Ship Manager
Wayne Waddell
Pipe Shop Supervisor I to Crew Foreman
William LeMaster Jr.
Senior Buyer to Purchasing Supervisor
John Nelms
Pipe Shop Planner to Pipe Shop Foreman
Alexis Pimentel
General Labor Supervisor I to General Labor Foreman

Frederick Bello
Tool Room Supervisor to Facilities Coordinator
Andrea Hunter
Tool Room Attendant to Facilities Coordinator
Dana Modlin
Subcontract Administrator to Senior Buyer
Brandon Springle
Structural Supervisor I to Superintendent II

Q3 ANNIVERSARIES

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

1 Year Anniversary

Leslie Clarke (CW)
Rita Sisk
Michael Culver
Paige Woodbury (CW)
Chez Fletcher
Stefan Selby
Summer Hill
Carlos Beals
Raymond Richardson
Matthew Reed

3 Year Anniversary

Kasey Dotson (CW)
Edwin Rivera Garcia
Shanae Hannegan
Andrea Hunter
Ulanda Dildy

5 Year Anniversary

Holly Jones
Kimberly Wilson
Kenneth Spell
William LeMaster Jr.

7 Year Anniversary

James Miller
Dana Modlin

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

**Please note that we are improving our reporting ability in this section.
We formally recognize anniversaries for years 1, 3, 5, 7, 10, 15, 20, 25.**

HIRING NEEDS

- SUPERINTENDENT II, VA & FL
- PROJECT MANAGER II, VA & FL
- PIPE WELDER 1/C, FL
- PIPE FITTER SUPERVISOR I, VA
- STRUCTURAL SUPERVISOR I, VA & FL
- ESH INSPECTOR I, VA
- SHIP FITTER 1/C, VA
- QA-2 INSPECTOR, FL
- WELDER 1/C, VA & FL



If you know someone who may be a perfect fit for any of these positions, please refer them to www.ecrfab.com/careers to apply!



LEADERS Q/A

Featuring: Jacob Dinmore, VP of Operations, VA



How long have you been in the Ship Repair industry, and what role did you start with?
I have been in ship repair for 17 years. I started as an inspector.

What led you to become the VP of Operations, VA?
Determination and adaptability. I have worn various hats (usually at the same time) throughout my 13 years with ECR.

What do you like most about your job?
Working with our amazing team. Watching our individual and collective growth.

What motivates you?
Continuous development.

What values are most important to you as a leader?
Integrity and accountability.

Which supporting skills do you think are most important when it comes to leadership?
Availability, communication, empowerment, prioritization, big-picture thinking, and the ability to accept and learn from mistakes.

What are your hobbies (Not work-related)?
Making cars go faster, turn harder, and stop shorter.

What's your biggest fear?
The dentist.

Tell us something we wouldn't know about you.
I was born and raised on the island of O'ahu in the state of Hawai'i.

MESSAGE FROM OUR PRESIDENT



Team,

Time is flying by, and here we are in the midst of summer. This season brings its own set of challenges as many of us juggle the weather, work demands, and family activities. Finding that work-life balance is tough, especially in our line of work, but I'm continually amazed by how we manage to navigate it all and create unforgettable memories along the way.

This summer is particularly special as it marks ECR's 25th anniversary—a significant milestone that we should all take pride in! I am really looking forward to breaking bread with everyone at our planned gatherings to celebrate. None of this would have been possible without the amazing team that we have in place today.

Speaking of milestones and memorable experiences, I recently had the privilege of spending six days with our CEO in a remote cove in Alaska, completely off the grid. As I am sure you all can imagine, it was quite the adventure filled with laughter and unforgettable moments, lots of them! But in all seriousness, one evening really stood out to me and I think it is worth sharing. Jorge and I were sitting on the dock talking about work (we swore we wouldn't, but you know we did a little). Jorge shared with me his immense satisfaction with our team and the individuals we have on board. Hearing this from him was truly one of the highlights of my leadership journey. I want to express to you all that this is a reflection of how each and every one of you has come together and created one of the most well-oiled units in this industry and a real force to be reckoned with.

Having been part of this team for 16 years, I feel incredibly fortunate to work alongside each of you and I am truly blessed to be a part of this team. Coming to work every day is not a struggle for me; I love who I work with. The positive environment we've cultivated here makes it enjoyable.

Reflecting on the past six months, it's astonishing to see the strides we've made. The official start of our new aircraft carrier module construction at River Port, the completion of the USS McFaul ISRA, groundbreaking work at the JMR Ship Yard in Florida, the USS Thomas Hudner ISRA wrapping up, and the USS Farragut SRA underway with the USS Carney SRA coming up in August, as well as major undertakings in Hawaii on the USS Decatur and numerous California CMAVs. Our teams everywhere are making significant waves in our industry. ECR, WMS, JMR, and CWS are all achieving remarkable progress, and our efforts are gaining well-deserved recognition.

As we celebrate these accomplishments, I also want to take a moment to acknowledge our unsung heroes—the back-office teams comprising purchasing, accounting, payroll, estimating, contracts, facilities, recruiting, administrative professionals, IT, marketing, and HR. Your dedication and hard work are the backbone of our operations, ensuring everything runs seamlessly. Your contributions often go unnoticed, but please know that they are deeply appreciated by all.

As we embrace the summer months ahead, I urge you to prioritize your safety, stay hydrated, and cherish quality time with your loved ones. I eagerly await hearing your summer stories and look forward to sharing more moments of laughter when we meet at the various gatherings to celebrate the past 25 years!

Thank you all for your unwavering dedication and continued hard work.

As Ralph Duskin would say, "We are ECR."

Warm regards,

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

Justin Stern