

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

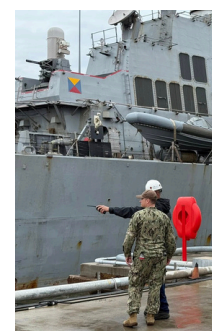
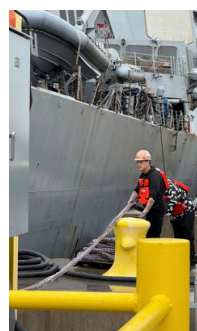
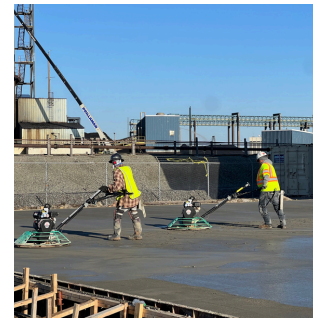
We adapt and overcome, while we chart our course for success and endurance.

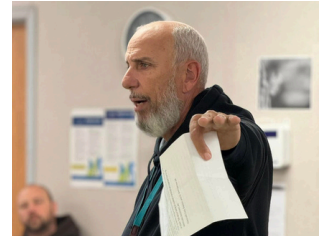
COMPANY NEWS

- The Florida team had a busy first quarter, working around the clock on Complex CMAV work onboard the USS Oak Hill (LSD-51) and alongside three additional quick-turnaround CMAVs. This impressive achievement showcases our Florida division's strong teamwork, capabilities, and commitment to get the job done!
- The first quarter marked the beginning of a Safety Committee for all divisions. Florida's Safety Committee shared pictures of the board they created and displayed at the gangway of the USS Carney (DDG-64) at Mayport Naval Station. This sign served as a daily reminder of why our team prioritizes Safety above all else.

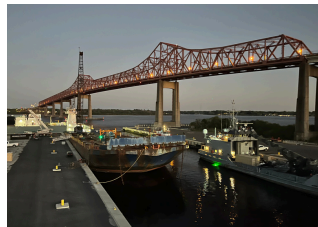


- The Florida Safety Committee also recognized the outstanding performance of several team members aboard the USS Carney (DDG 64) for their diligence in maintaining job safety. Congratulations to the award recipients for February and March:
 - February Awardees: (Pictured left to right) Electrical Foreman Patricia Hammonds presenting the award to Electricians Kristie Alex and Aron Johnson.
 - March Awardees: (Pictured left to right) OSM Foreman Roberto Nazario presenting the award to Machinist Idabel Bentancourt and Machinist Supervisor Arnold "Tito" Cordero.
- The team successfully completed their work on the USS Carney (DDG-64) SRA and smoothly transitioned to support BAE SE on the USS Ramage (DDG 61).
- The California team achieved a significant win with the USS Essex (LHD-2) CMAV. Work commenced in mid-February and is anticipated to conclude on May 17th.
- At the beginning of the quarter, the USS Gravelly (DDG-107) departed from River Port, completing another successful on-time delivery for our Virginia Division.
- Infrastructure developments over the first quarter expanded our module fabrication capabilities. We have added a substantial 17,763 square feet of new concrete slab to our existing 32,214 square feet, bringing our total structural assembly production area to 49,977 square feet. This 55% expansion allows us to enhance our operations and improve our processes for greater efficiency and higher throughput.
- In March, we gathered for an Employee Appreciation luncheon where we honored Anthony DeJesus, Jordan Berrios, Edwin Rivera Garcia, Nicholas Yaeger, and Jennifer Branch with the Champions on the Rise - President's Gold Coin Award. Thank you all for your dedication and hard work!
- CMAV work on board the USS Tortuga (LSD-46) at NOB is in progress, with a completion date of September 26th.
- On Monday, April 7th, we welcomed the USS McFaul (DDG 74) to our River Port facility! Building on the success of the first availability in July 2024, we are eager to join forces once again with MARMC, the ship's crew, and our suppliers as we embark on the second phase of the ISRA availabilities.
- Virginia Division looks forward to welcoming the USS Hershel "Woody" Williams (ESB-4), arriving at River Port on April 15th. This is a 16-month contract that will include significant maintenance and repair work.
- Warwick Maritime Solutions has had a very good start to the New Year. They continue to execute work onboard the USS Mesa Verde (LPD 19) inside MHI's shipyard, along with the USS Bataan (LHD-5) in GDNN's shipyard, the USS Tortuga (LSD-46) at Norfolk Naval Base, as well as working onboard the USS Dwight D. Eisenhower (CVN-69) inside of Norfolk Naval Shipyard. They have also shifted their focus on doing more commercial work while securing contracts with Hornbeck Offshore Services onboard several of their HOS boats, including crane repairs with Crowley onboard the SS Wright (T-AVB-3).
- Warwick is currently planning work execution onboard the USS McFaul (DDG 74) and USS Hershel "Woody" Williams (ESB-4), along with the YRBM(L)- 33 and YRBM(L)-40, all located at our River Port facility.





- Warwick celebrated their 1st Quarter Award Ceremony in March by awarding Mr. Nic Forbes as our 2025 1st Quarter Employee of the Quarter. Nic Forbes joined our company approximately 2 years ago as an Outside Machinist who goes above and beyond for our company each and every day. We are proud to have Mr. Forbes as part of our team, and one of many reasons for our continued success.
- Normally, Warwick recognizes a Subcontractor of the Quarter. But, due to the continued growth and confidence of our own internal Warwick Maritime Solutions Team, we have been able to execute much more work in-house than we need to subcontract out, which is a true testament to our leadership and production workforce and to their commitment of "Getting it done." Our workforce has focused much of our attention on Safety, which is evident by the reduction of WMS Daily Safety walk-thru discrepancies and noted as part of the ECR Safety Reporting Matrix for Week 14.
- The entire TEAM here at Warwick Maritime Solutions is very proud of what we continue to achieve and grateful to be a part of the overall ECR FAMILY!
- JMR is thrilled to share the incredible progress at their new shipyard facility in FL. New electrical upgrades six each 480V-400A disconnects to support shore power & temp services and the recently added fenders along our bulkheads.
- JMR's new facility is starting to see the fruits of its labor, recently reaching full capacity and having five marine vessels in the yard for Repairs & Maintenance. Erin Snyder shares that "All wouldn't be possible without the hard work and dedication of our team."



QA CORNER

Identification and Traceability
Author: Dave Martin

ECR Quality Management System Procedure P-852 addresses and provides the framework for Identification and Traceability of products and services provided to our customers. ECR's P-852 procedure was created to meet the requirements of ISO 9001:2015, Clause 8.5.2, Identification and Traceability.



- Identification and Traceability involves development and maintenance of records for key activities relevant to our customers needs.
- Identification and Traceability allows observation of processes through review of records. These records are often subject to audit. Auditors will typically review records and then trace the trail of recorded information to see if it lines up to actual events.
- Identification and Traceability is inherent to virtually every aspect of business conduct. Examples of identification and traceability application are accounting, timekeeping, scheduling, hazardous and non-hazardous waste, Health, Safety and Environmental, security, Calibrated and noncalibrated tool issuance. These examples primarily serve to allow measurement and control of internal processes.
- The extent of Identification and Traceability is dependent upon how critical the services or products that may be delivered to our customers. Customer often dictate the extent of identification and traceability required.
 - Examples include:
 - Level 1 Material controls, (Materials subject to conditions that failure could lead to catastrophic consequences to life and property).
 - Maintaining identification and traceability of information in the form of drawings and software.

For the purposes of this article, we are looking at identification and traceability as it applies to a few of ECR's more common material and service processes including:

- **Shipping and Receiving: *Materials***
 - Materials are, identified, picked up, received, labelled, categorized, stored, delivered and records are maintained.
- **Tests and Inspections: *Services***
 - Test and Inspection Plans are developed, Inspections are identified by Ticket numbers as they are issued for each inspection or test, tracked, and returned for document updates and retention.
- **Welding and Nondestructive Testing: *Materials and Services***
 - All structural and Pipe welders and weld processes are identified by unique employee number, qualified, records are retained and updated. Nondestructive testing processes are identified with a unique serialization, and personnel qualifications are identified by employee number.
- **Production Schedules: *Services***
 - Schedules are generated, maintained, and delivered to our customers that show the interaction of production processes and/or constraints such as time and availability of resources.
- **Safety: *Services***
 - Documented services include personnel certifications, inspections are performed and documented, accidents are investigated and recorded, OSHA record keeping.
- **Security: *Services***
 - Security personnel issue badges to identify personnel, maintain access controls and records of vehicles, background checks and maintenance of records.

ECR's reliability in maintaining Identification and Traceability relies on human input. Very few individuals within the ECR Team will escape Identification and traceability responsibilities. Whether it's daily clock-in and clock-out or developing complex production schedules needed to trace production processes with millions of dollars at stake. We should strive to maintain diligence in following our documented processes to ensure reliability coupled with potential analysis and measurability of actual events.



Spring cleaning your files is a great way to stay organized, boost productivity, and maintain a clutter-free workspace.

1. Review and Organize Folder Structure

- **Assess Your Folder System:** Look at how your files are organized. Are your folders and subfolders intuitive and easy to navigate?
- **Create a Logical Structure:** If necessary, restructure your folders by project, department, or client, depending on your work.
- **Standardize Folder Naming:** Ensure a consistent naming convention for folders and files, such as using dates, project names, or version numbers to make it easier to locate things later.

2. Delete Old and Unnecessary Files

- **Outdated Files:** Go through your old files (those that haven't been accessed in months or years) and delete those that are no longer relevant or required.
- **Clean up your email:** Organize your email by folders and make sure to delete unnecessary emails often so that your inbox stays manageable.

3. Clean Up Desktop

- **Desktop Files:** If your desktop is cluttered with files, move them into appropriate folders or delete them entirely.

4. Organize Your OneDrive

- **Review your cloud storage:** Review the files and folders and delete any old or unnecessary files.
- **Organize by Project or Department:** Move files into clearly labeled folders to make them easier to access.

5. Review and Update Documentation

- **Update Important Files:** Review essential documents (e.g., company policies, procedures, and templates) to ensure they're up to date and relevant

6. Implement a File Maintenance Routine

- **Set Up a Schedule:** To avoid clutter building up again, set a routine for regular file maintenance (e.g., once a month or quarterly perhaps)

By performing a "spring cleaning" on your files, you'll create a more organized, efficient, and secure digital workspace. Plus, you'll be ready to take on the new tasks and projects with a cleaner, more focused file system.



How well do you know the three main types of distractions?

		
VISUAL DISTRACTIONS	MANUAL DISTRACTIONS	COGNITIVE DISTRACTIONS
		
Take your eyes off the road	Take your hands off the wheel	Take your mind off of driving

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

Just Drive.

nsc.org/justdrive



Distracted Driving is Preventable:
Help Create Safer Roads for Everyone.

SCAN THE CODE TO WATCH AN IMPORTANT MESSAGE.

HR CONCEPTS CORNER

Top 10 Reason to Contribute to a 401(k) Plan
Author: Erin O'Neil

Investing in a 401(k) Plan is one of the simplest ways to save for retirement. Luckily, ECR offers a 401(k) Plan that eligible employees can enroll in.

Consider these top 10 reasons to contribute to the East Coast Repair and Fabrication 401(k) Profit Sharing Plan.

1. It's easy to enroll.

ECR offers automatic enrollment unless you opt out. Employee contributions, known as elective deferrals, are taken out each payday automatically, so you don't even have a chance to miss the money. ECR's automatic enrollment amount is currently set to 4% of pay on a pre-tax basis, and employees are enrolled on either 01/01 or 07/01 after they've attained age 18 and completed 90 days of service.

2. You can contribute pre-tax.

Savings on a pre-tax basis means you defer the tax liability on your contributions until you retire, when you may be in a lower tax bracket. The amount you contribute on a pre-tax basis is sheltered from the IRS and does not count toward your income, lowering your taxable income during your earning years. In 2025, the maximum you can contribute is \$23,500. If you are 50 or older, you can contribute an additional \$7,500. For those aged 60 – 63, the catch-up contribution limit is increased to \$11,250.

3. You can make tax-free withdrawals.

The East Coast Repair and Fabrication 401(k) Profit Sharing Plan allows Roth 401(k) contributions. You'll pay taxes on your contributions at your current tax rate so that when you access the money after retirement, withdrawals are tax-free, as long as the funds have been invested for a minimum of five tax years. Contribution limits are the same as for the traditional pre-tax 401(k).

4. You can make both Roth and pre-tax contributions.

The East Coast Repair and Fabrication 401(k) Profit Sharing Plan allows you to make both types of contributions, helping you diversify your tax position at retirement. Then you'll have the option of which account to draw from.

5. ECR may give you free money.

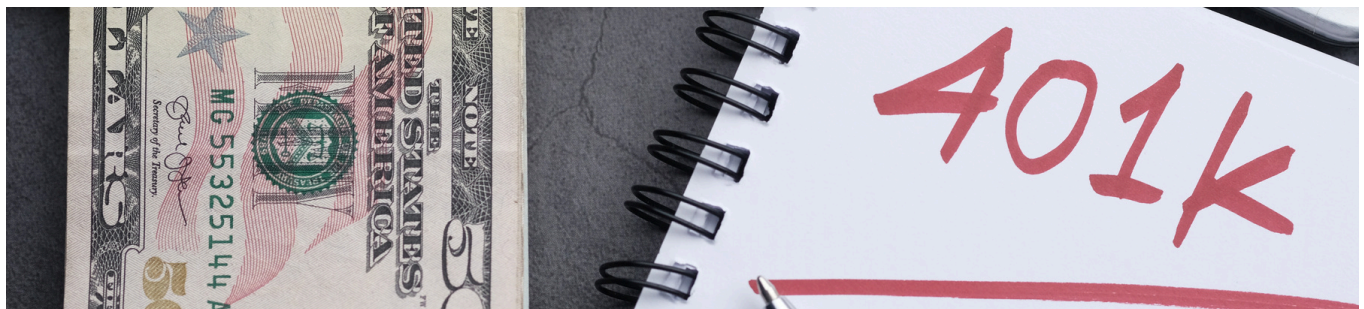
ECR may offer a discretionary match that is calculated based on a uniform percentage of Matched Employee Contributions.

6. You can compound your money.

Although we do not know what the future holds in terms of market appreciation, financial advisors project an average rate of return for funds invested in a 401(k) plan over the next 20 to 30 years to be somewhere between 5 and 8 percent. A contribution of \$1,000 that returns 8 percent annually becomes \$4,660 in 20 years, or \$10,062 in 30 years. And with potentially high returns in investments such as stock funds, you may end up doing much better than that.

7. The longer you invest, the more you earn tax-deferred or tax-free.

The longer the time horizon you keep your money working, the greater your chance for solid returns. So, if recent market volatility makes you nervous, don't give into the temptation to cash out your 401(k) and put your money under your mattress! You can roll up those earnings tax-deferred in a traditional 401(k) or tax-free in a Roth 401(k).



8. You don't need much investing expertise.

ECR has a legal and fiduciary responsibility to offer appropriate investment vehicles in our plan. The Plan is set up to accommodate both employees who have no knowledge of investing, as well as employees who are savvy market watchers and investors.



9. The plan can help you live comfortably in retirement.

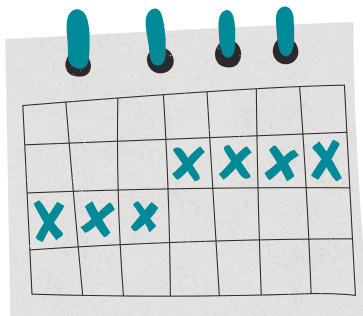
In addition to Social Security, your 401(k) can be an important part of post-retirement income. Experts say that most people need 80 percent of their pre-retirement income to live comfortably, but Social Security alone won't cover that. A 401(k) is a key way to ensure your retirement is what you dream it will be like.

10. It can be a last resort in an emergency.

While withdrawing funds from a 401(k) before retiring is not the best course of action, if a true financial emergency arises, then borrowing from or withdrawing funds from a 401(k) could be a lifeline. The East Coast Repair and Fabrication Profit Sharing Plan allows for loans, and for Hardship distributions for specific qualifying reasons. Contact RetireSmart@ecrfab.com to find out more about these options.

Planning for your financial future is more important than ever. Take advantage of the Plan ECR offers to help you prepare for your retirement.

Source: Roberts, K. (2024, September 6). Top 10 reasons to contribute to a 401(k). Retrieved from Bankrate: <https://www.bankrate.com/retirement/top-reasons-to-contribute-401k/>



Q2 ACTIVITIES

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

Pet Supply Drive - Apr. 7th - 16th

National Pet Day Photo Contest - Apr. 11th

Mental Health Awareness Month - All May

Mental Health Awareness resources will be shared throughout the month.

Wear Green Day - May 16th

Memorial Day - May 26th

VSRA Ship Repair Race Night - June 14

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...

Team ECR is thrilled to announce another successful on-time delivery! Today, the USS Gravelly (DDG-107) departed from River Port. We extend our heartfelt thanks to everyone involved in making this ISRA availability a success. Your hard work and dedication truly made a difference, and we couldn't have done it without you. Let's continue to build on this momentum and strive for even greater successes in the future. We are ECR!

#ShipRepair #ECR #RiverPort



Career Advancement Spotlight: Brandon Springle

Brandon Springle's journey at East Coast Repair & Fabrication (ECR) is a testament to hard work, dedication, and exceptional talent in the ship repair industry. Joining ECR on October 2, 2023, as a Structural Supervisor, Brandon quickly distinguished himself through his commitment and expertise. His trade experience and articulate communication skills set him apart, enabling him to excel in his role.

Within a remarkably short p... See more



Recent Shipyard Views - Courtesy of Nate Moeiry, VP of Operations, Florida

Take a look at the safety board created by our team, now displayed at the gangway of the USS Caney (DDG-64) at Mayport Naval Station in Jacksonville, FL. This sign serves as a daily reminder of the numerous reasons our team prioritizes safety above all else.

#ECR #ShipRepair #SafetyFirst



Left to Right: We said farewell to the USS Gravelly (DDG-107), which departed from River Port in mid-January. We spotlighted Brandon Springle for his advancement in the company. We shared Florida's Safety Committee signage that served as a daily reminder of the numerous reasons our team prioritizes safety.

February kicks off Black History Month in the United States, a time for us to recognize and celebrate the achievements and contributions of Black Americans throughout history. This year's theme, "African Americans and Labor," shines a light on the crucial role Black workers have played in shaping the fabric of our nation.

The Maritime Industry owes much to Black trailblazers like Isaac Myers, who formed the Colored Caulkers Trade Union Society and co-founded America's first... See more

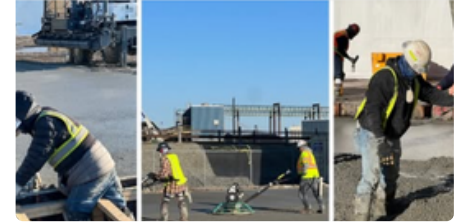


Today, we proudly celebrate an extraordinary milestone—Erin O'Neil's 15th anniversary with ECR!

Erin embarked on her journey with ECR as an HR Assistant and has since risen to the esteemed position of HR Manager. Beyond her managerial role, she serves as a Facility Security Officer (FSO) and Insider Threat Program Security Officer (ITPSO), displaying a profound commitment to safeguarding our company's integrity. With her SHRM-SCP certification, Erin's deep understanding of ... See more



We're thrilled to share our latest upgrade at our River Port Facility! With the addition of a sprawling 17,763 square feet of fresh concrete slab to our existing 32,214 square feet of slab area, our structural assemblies production area now boasts a solid foundation of 49,977 square feet of concrete pad for enhanced operations. This 55% expansion of area is a significant step forward, empowering us to boost our capabilities and fine-tune our processes for even greater efficacy... See more



Left to Right: We celebrated Black History Month by sharing notable figures in history that left an imprint on the maritime industry. We celebrated an exciting milestone—Erin O'Neil's 15th anniversary with ECR. We shared infrastructure upgrades, including the addition of a sprawling 17,763 square feet of fresh concrete slab to our existing 32,214 square feet of slab area.

ECR has welcomed a new 348 Link-Belt crawler crane to our fleet. This crane is equipped with a heavy-duty boom that reaches a height of 150 feet and features a 6-part sister hook block. We will use it to construct structural assemblies and other needs around the facility. Currently, our daily lifts with this crane range from 25,000 to 150,000 pounds, with the weight of the lifts expected to increase depending on the project needs.

We look forward to the enhancements this cra... See more



Happy Employee Appreciation Day, ECR Family!

Today, we're shining the spotlight on our incredible team who drive our success every day. Your passion, creativity, and hard work make ECR a standout organization. We're thrilled to celebrate each one of you and say a huge THANK YOU for everything you do!

#ECR #ShipRepair #EmployeeAppreciationDay



Yesterday, ECR was thrilled to participate in the 19th Annual Virginia Ship Repair Foundation's Digital Innovation Competition, held at the beautifully renovated Nauticus Museum. As long-time sponsors of this rewarding initiative, we eagerly anticipated the bright ideas these middle schoolers would bring, all while enjoying the stunning, reimagined Nauticus. Many thanks to the Virginia Ship Repair Association for organizing this fun and engaging event each year, and congratu... See more



Left to right: We highlighted the new addition of our 348 Link-Belt crawler crane to our fleet. We celebrated our appreciation and admiration for our incredible team on Employee Appreciation Day. We shared our participation in the 19th Annual Virginia Ship Repair Foundation's Digital Innovation Competition, held at the beautifully renovated Nauticus Museum.

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.



/ecrfab1



/ecrfab

WELCOME ABOARD!

Q1 (Jan.-Mar.) - 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.

Dwayne Ward
Ship Fitter Lead Mechanic, VA
Corey Jacobs
General Foreman, VA
Tre'len Cox
Ship Fitter, 2/C, VA
Richard Adolph-McDaniel
Material Control Supervisor, VA
Leron Morrison
Driver, FL
Donald Bowen
Estimator III, CA
Matthew Aldridge
Welder 1/C, VA
Mason Matians
Welder 3/C, VA
Kai Perez
Carpenter 1/C, FL
Sean Foley
Senior Project Manager, WMS-VA
James Scrimgeour
Ship Fitter Master, WMS-VA

Wayne Jackson
Production Planner, WMS-VA
Trevor Evans
Welder 1/C, VA
Deandre Whiting
Welder 1/C, VA
Anetelea Salanoa
Welder 1/C, VA
Harold Guzman Jr.
QA Specialist, FL
Casey Belardi
Welder 3/C, VA
Matthew Barrett
Welder 1/C, VA
Aron Johnson
General Labor Supervisor I, FL
Kristie Alex
Electrician 3/C, FL
Christopher Lowe
Electrician 3/C, FL
Francisco Jusino
ESH Supervisor II, VA

Julian Aguilar
Helper 1/C, VA
Kyle Whitehurst
Welder 1/C, VA
Darien Cypress
Outside Machinist 3/C, VA
Damion Benson
Welder 1/C, VA
Paige Woodbury
Jr. Mechanic, JMR-FL
Clinton Huelle
Fitter 1/C, JMR-FL
James Hurtt
Electrician 1/C, JMR-FL
Dawn Johnson
ESH Inspector I, JMR-FL
Heather Snipes
Operations Administrative Assistant, JMR-FL
Chauncey Wood
Structural Supervisor, JMR-FL
Steven Williams
Estimating Manager, JMR-FL

RETIREMENT

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

James Sharp, Superintendent II – 2/12/2025

PROMOTIONS

Congratulations to our team members who got promoted during the first quarter (Jan.-Mar.).

Brandon Springle
Assistant Production Manager to Production Manager
Billy Torres Bagalso
Tool Room Supervisor to Facilities Coordinator
Madeline Lewis
Buyer I to Buyer II

Brandon Hendrix (WMS)
Assistant Production Manager to Production Manager
Shanae Hannegan
Sr. Admin. Assistant to Contract Admin.
Mark Hadden
Sr. Staff Accountant to Accounting Manager

Jodi Orbich
Sr. Admin. Assistant (ECR) to Office Manager (JMR)
Steven Toney
Helper 2/C to Insulator 2/C
Christian Marrero
Helper 3/C to Welder 2/C

Q2 ANNIVERSARIES

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

1 Year Anniversary

Benjamin Bayers (JMR)
William Gwynn
James Anderson
Laron Clay
Jack Velasco
Michael Waldrop
Ledon Watkins
Richard Calvert (CW)
Timothy Carter
Joshua Adams (WMS)
Oleksandr Semeniv (RP)
Kendrick Tynes
Antonia Anderson (JMR)
Michael Thomas Andreozzi
Laura Carr (CW)
Robert Haselbush (CW)
Aaron Glenn

3 Year Anniversary

Carmen McLeod
Latonia Ward
Timothy Engman
Deitra Raymond
Garrett Osborne
Brandon Riggs (WMS)
Cody Sanders (WMS)

5 Year Anniversary

Denise Sandoval-Sanchez
Steven Williams

15 Year Anniversary

Justin Stern

*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

- OPERATIONS PLANNING SPECIALIST, VA
- PIPE SHOP FOREMAN, FL
- SHIP MANAGER, VA
- PROJECT MANAGER II, VA
- SUPERINTENDENT II, VA
- SHIP FITTER 1/C (SHIP REPAIR), VA
- ESTIMATOR III, VA
- PIPE SHOP SUPERVISOR I, FL
- PROJECT MANAGER I, FL
- SENIOR PROJECT MANAGER, FL
- CRANE OPERATOR, VA
- WELDER 1/C (SHIP REPAIR), VA
- ESTIMATING MANAGER, VA

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: Francesco Sanchez, Production Manager VA



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

I have been a part of the East Coast Family for 7 years and started as a Superintendent.

What led you to become the Production Manager of Virginia?

I was given the opportunity when the previous Production Manager was terminated, and I enjoy bringing people together to get the job done.

What do you like most about your job?

The Production Team and camaraderie/family feeling that comes with it.

What motivates you?

I like solving problems and working as a Team.

What values are most important to you as a leader?

Communication, honesty, and loyalty are key to have a successful team.

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

Transparency and Fun, we want people to want to stay at ECR and people from other shipyards want to come here so bringing fun to the workday helps with that.

What are your hobbies (Not work-related)?

Spending time with family and friends enjoying outdoor activities.

What's your biggest fear?

Not being there for my wife and kids.

Tell us something we wouldn't know about you.

I spent 14 years in the Coast Guard prior to joining ECR.

MESSAGE FROM OUR PRESIDENT

Dear Team,

What a First Quarter!

The start of 2025 has been nothing short of incredible. These past few months have been among the busiest we've ever experienced company-wide—and from the looks of it, that momentum isn't slowing down anytime soon. I couldn't be prouder of how our teams have stepped up to every challenge—overcoming obstacles, staying focused, and delivering exceptional results on time. The hard work, determination, and perseverance I've seen across the board have been truly inspiring.



We hit the ground running with the successful completion of the USS Farragut SRA, along with a massive, around-the-clock Complex CMAV on the USS Oak Hill. These accomplishments were executed alongside three additional quick-turn CMAVs—an incredible feat that speaks volumes about our coordination, capability, and commitment to excellence.

At the same time, work is underway on the USS Tortuga Complex CMAV, and we've welcomed the USS McFaul back for its ISRA II. We're also moving full speed ahead with newly awarded module fabrication projects in the yard, continuing to grow our capacity and capabilities.

In Florida, the team wrapped up the USS Carney SRA and seamlessly transitioned to support BAE SE on the USS Ramage. JMR's Jacksonville yard reached full capacity in March, and I want to extend a huge thank you to Erin and his team for executing flawlessly—completing every project on time and delivering vessels back to satisfied customers.

Out on the West Coast, our California team landed a major win with the USS Essex CMAV and is already in full execution mode. Back east, Colonial Welding stepped up in a big way, handling several last-minute jobs to support both Florida and Virginia operations. Quality Coatings also rose to the occasion—despite being pushed to the limit, they completed all required preservation work in Virginia, helping us stay on track and meet our commitments. Meanwhile, Warwick has been executing work across Hampton Roads, partnering with others in the industry while also successfully capturing new opportunities in the commercial sector.

One of the most exciting milestones this quarter was being awarded a 16-month contract for the USS Hershel "Woody" Williams. This project includes daily maintenance, multiple voyage repairs, and a major MTA. It's a significant win and a clear demonstration of the trust our customers place in us.

In even more good news, Paul Martin and his team have delivered big results once again—expanding our module footprint by an additional 25,000 square feet. We're adding two more big tops, two additional plate blanket welding bays, and a dedicated blast and paint zone. These upgrades are major investments in our future, allowing us to increase production capacity and maximize throughput for our customers.

Behind the scenes, our contracts and estimating team has been running at full speed, laser-focused on securing key opportunities that will keep our yards and teams busy well into the future. With a packed schedule and strong momentum, 2025 is shaping up to be one of our most dynamic and rewarding years yet.

I truly believe that the team we have in place right now is one of the best this company has ever had. You continue to set the standard and prove that small business is good business—and that we can take on challenges others thought we couldn't. It's an honor to work alongside such a talented, passionate, and driven group of professionals.

As we push forward, I want to re-emphasize the importance of SAFETY. It's not just a box we check—it's our collective responsibility. If you see something, say something. Speak up, step in, and act. Your vigilance and commitment to each other's well-being can prevent accidents and protect lives. Safety is, and always will be, our number one priority.

Let's keep this incredible momentum going. Let's continue to lead, deliver, and raise the bar for excellence. Thank you all for your hard work, your commitment, and your dedication.

With appreciation,

A handwritten signature in blue ink, appearing to read "Justin Stern". The signature is stylized with a large, sweeping "J" and "S".

Justin Stern