

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

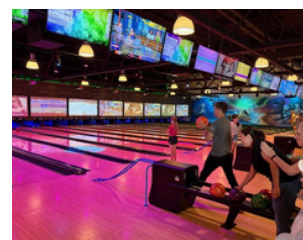
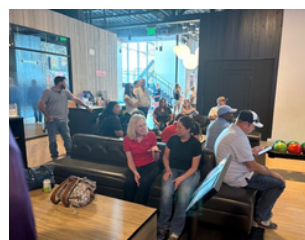
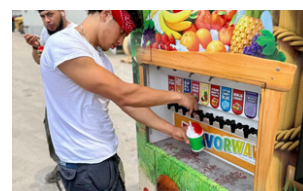
We adapt and overcome, while we chart our course for success and endurance.

COMPANY NEWS

- The Virginia Division welcomed the USS Hershel "Woody" Williams (ESB-4) at River Port on April 15. Work on this 16-month contract is progressing well and includes significant maintenance and repair tasks.
- In early April, our VA Base A team achieved a significant milestone by completing their first structural assembly unit. This accomplishment was made possible through the commitment, skills, and hard work of this remarkable group.
- CMAV operations aboard the USS Bainbridge (DDG-96) at Naval Station Norfolk began on April 21 and concluded in mid-June.



- In the second quarter, work began on our 14th Street location, with completion expected by September. This phase involves site preparation, including soil removal, subgrade compaction, and asphalt placement, along with constructing sediment traps and stormwater systems. The project aims to enhance infrastructure by adding parking, drive aisles, landscaping, and sidewalks to improve accessibility. Once completed, this site will serve as the foundation for our Corporate Office, Warehouse, Apprenticeship School, and Government Warehouse.
- Congratulations to our Virginia team for being awarded two CMAV's on the USS Oak Hill (LSD-51) and the USS Iwo Jima (LHD-7) at Mayport Naval Station. The projects are set to begin in July and are expected to be completed by late August.
- CMAV work aboard the USS Tortuga (LSD-46) at Naval Station Norfolk, which began in March, is still in progress and is expected to be completed by September 26th.
- Our Virginia team gathered for a fun day in the sun. We enjoyed a delicious cookout, played cornhole, and had some refreshing treats to beat the heat. We shared great moments and are looking forward to more opportunities to come together as a team for some much-needed team building.
- In early June, our amazing Florida team hit the bowling lanes for an epic team-building event! Laughter, camaraderie, and a touch of friendly competition made for an unforgettable day.
- Congratulations to our Florida team for being awarded two CMAV's on the USS Thomas Hudner (DDG 116) and the USS Delbert B Black (DDG 119) at Mayport Naval Station. The projects are set to begin in early July and are expected to be completed by mid-August.
- We are proud to recognize Jacquell Peterson for his exceptional performance and keen attention to detail, which led him to identify a potential safety threat, prompting an immediate work stoppage and potentially preventing a serious incident. In recognition of his dedication to the safety and well-being of our ECR family, Jacquell was awarded a President's Gold Coin and a gift card, presented by Richard Murray, Florida ESH Supervisor. Thank you, Jacquell, for your unwavering commitment to safety. Your vigilance reflects the core values we strive to uphold every day. Keep up the outstanding work!
- Our San Diego team is continuing to provide CMAV availability aboard the USS ESSEX (LHD-2) at Naval Shipyard San Diego, which began on February 20 and concluded in mid-July.
- Warwick Maritime Solutions continues to do terrific things this year. We have successfully completed all work onboard the USS McFaul (DDG 74), as well as close to completing availabilities on the USS Mesa Verde (LPD 19), USS Bataan (LHD 5), and USS Eisenhower (CVN 69). We are close to completing all contracted layups on the USNS Hershell Williams (ESB 4) and standing by to accomplish additional repair work.
- Team Warwick is preparing to remove, preserve, and reinstall a 120' crane boom on the SS Wright (T-AVB-3), and have removed four, 50T each pontoons/hatches from the ANGLO LOUISE MARIE, a commercial cargo vessel homeported out of the UK, now stateside in preparation of emergency repairs.
- Warwick is gearing up to execute work onboard the USS Oak Hill (LSD 51) as a CNO in General Dynamics NAASCO Norfolk shipyard, as well as the USS New York (LPD 21), which will execute in MHI's shipyard, while at the same time executing CMAV work ISO ECR onboard the USS Oak Hill.



- Our workforce continues to set the bar in executing work SAFELY and efficient. We are very proud of the men and women who make up this team at Warwick Maritime Solutions!
- Warwick proudly celebrated its 2nd Quarter Award Ceremony in July, recognizing Mr. Perry McMurrin Jr. as our 2025 2nd Quarter Employee of the Quarter! We are thrilled to have Mr. McMurrin on our team, and his outstanding contributions are a key part of our ongoing success. Congratulations, Mr. McMurrin! Your hard work and dedication truly make a difference!
- We also honored AXS Solutions Inc. as our Subcontractor of the Quarter for their top-notch support in providing exceptional staging services. This is AXS's second time winning this award! This marks AXS's second time receiving this award! Thank you for your excellent teamwork and for always being attentive to our needs.
- In early May, our JMR & ECR team successfully connected power to the Runnymede and the Seaward Endeavor, marking them as the first two ships at our JMR shipyard facility to receive shore power. This achievement could not have been possible without the dedication, talent, and hard work of our incredible team. We appreciate the excellent collaboration among all team members, including Paul Martin and Raymond Olivencia from our River Port facility.
- Colonial Welding is excited to welcome Auxiliary Systems employees to our team!
 - A joint agreement between Colonial and Auxiliary Systems will allow some of their key employees associated with their fabrication department to join the Colonial Welding team. They bring a variety of fabrication skills and expertise that is increasingly difficult to find. They have several great commercial clients that we plan to continue to support with our combined effort. There will be growing pains for all concerned but by the end of the month we plan to be fully integrated and moving forward to create the best fabrication facility in the area!



QA CORNER

How ECR Rights The Ship!
Author: Dave Martin

It's natural for folks to gravitate towards successful teams and events that operate efficiently and smoothly. On the other hand, when unplanned events occur it's just as natural to disassociate ourselves from the team or event.



Addressing corrective actions in the work place can be complex because most folks take great pride in their work. Sometimes sitting at the table with individuals involved in an incident that resulted in re-work, delivery of a defective product, or even worse, injury of a co-worker can produce an anxious energy best described as defensive. A well-seasoned manager understands this and will take action to control and channel the anxious energy towards a positive outcome.

The below-described sequence requires that participants involved in a resolution process come to the table with the right attitude. In the course of determining a corrective action, it is often revealed to be attributable to a not so apparent root cause. Focusing on an individual as the single cause of a failure can cheat the process thereby derailing the progress of obtaining an effective long-term solution.

It's critical to consider the environment that can allow deficiencies to occur. The typical environment which influences the actions of workers consists of **Training, Management, and the Resources** supplied to accomplish assigned tasks. If there is a deficit in any one of these three environmental factors, it can provide the scenario for failure to thrive.

Corrective Action Sequence

The steps associated with preventing re-occurrences of unplanned events.

(1) Identify non-conformances that require corrective actions.

This requires an understanding of the planned event and its details so that unplanned occurrences may be identified. Examples of planned event details include written specification details, written instructions for execution of processes, drawings, verbal and non-verbal communications, etc.

Bear in mind that just because something is considered a standard it does not necessarily equate to correctness 100 percent of the time.

(2) Analyze their root causes.

Obtaining data such as who, what, when, where and why will provide the pieces necessary to create the chain of events that lead to the unplanned event. This can be a very simple or a very complex process with the possibility that multiple sequences of events happening in tandem or sequentially created the "perfect storm" causing the event to occur.

(3) Implement a corrective action plan.

ECR's process provides alternate methods of addressing corrective actions. The toggle used for determining the method is severity. The common severity classifications are "Minor" and "Major".

- **Minor** severity refers to deficient conditions that can be corrected and the cause is usually apparent and therefore requires no extensive investigation or long-term fix to prevent recurrences.
- **Major** severity can result from issuance of multiple Minor corrective actions required for the same deficient condition not adequately addressed by the recipient. Also, the deficient condition is of a level of severity that recurrences and not addressing the root cause with a long-term effective solution can lead to abnormal disruption of the project and could lead to catastrophic consequences or anything in between.

(4) Review changes (through a verification or validation process) to ensure they have solved the problem and have not introduced new problems.

ECR Quality Assurance maintains constant tracking of recorded Corrective Action Reports, (CARs). We track whether deficient conditions are identified internally or externally, whether they are major or minor, which ECR Division, which category (Quality, Safety, Management or Environmental), frequency of deficiency and year to year comparison.

(5) Report on resulting quality problems and actions to third parties (where appropriate)

The reporting to third parties is typically upon request or determined by Management depending upon the requirements or circumstances surrounding the event.

ECR has achieved success in large part by overcoming huge obstacles and being able to solve complex problems that occur daily. Our ability to orient and focus toward finding root causes, solutions and implementing correction are critical in our constantly evolving ship repair industry.

IT CORNER

Vacation Etiquette
Author: Chris Gardner

It is summertime, and that is vacation time. There are things you can do to make it easier when you are out for a week. Here are a few:

1. Notify Early

- Give your manager and team sufficient notice —typically 2–4 weeks in advance, longer for extended vacations.
- Use your EAN Form for vacation requests

2. Plan a Handoff

- Document critical tasks and ongoing projects.
- Identify a backup person and brief them on anything they might need to monitor or manage.

3. Update Tasks

- Make sure all tasks are up to date.
- Add notes on what's pending or blocked to avoid confusion.

4. Inform Key Stakeholders

- Let relevant teams or clients know about your absence.
- Provide alternative contacts for emergencies.

During Vacation: Boundaries & Availability

1. Set Boundaries

- Clarify in advance whether you'll be checking email or completely offline.

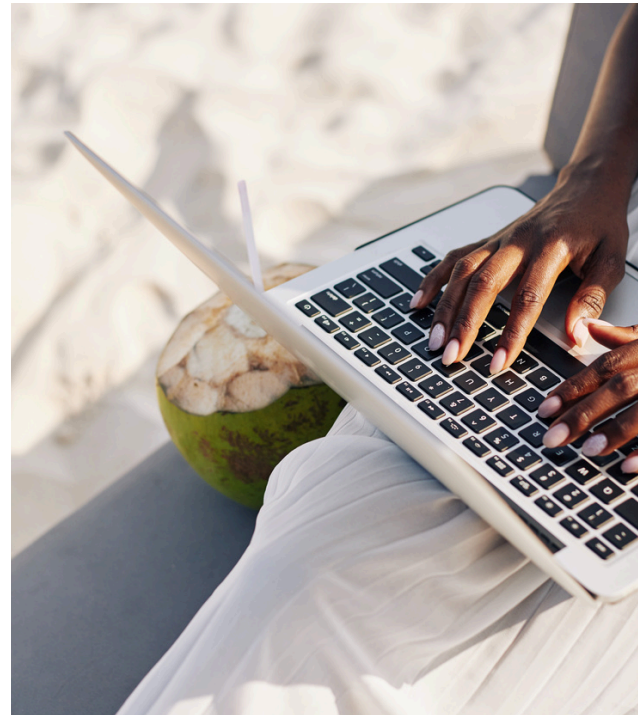
2. Set Out-of-Office (OOO) Messages

- Email Auto-Reply: Include the dates you're out, your backup contact, and when you'll return.

"Thank you for your message. I'm currently on vacation and will return on [date]. For urgent issues, please contact [name] at [email]."

3. No Unauthorized Remote Access

- When traveling abroad avoid remote logins unless it's explicitly allowed and secure (VPN, MFA, etc.).
- Inform IT if you must log in from unfamiliar locations



After Vacation: Reentry & Catch-Up

1. Block Time to Catch Up

Reserve your first half-day back for email and meeting review.
Reconnect with your team for a quick sync.

2. Debrief with Your Backup

Thank them and check if anything needs follow-up.

3. Update Workflows

- Revisit any temporary permissions or automations you set up and revert if necessary.

Common Pitfalls to Avoid

- Taking critical knowledge with you without a backup plan.
- Failing to update tasks/projects statuses before leaving.
- Being “half on” vacation, which undermines both rest and reliability.
- Ignoring security best practices when accessing systems remotely.

HR CONCEPTS CORNER

De-Escalation: How You Can Help Defuse Potentially Violent Situations
Source: Cybersecurity and Infrastructure Security Agency (CISA)

DE-ESCALATION SERIES FOR CRITICAL INFRASTRUCTURE OWNERS AND OPERATORS



DE-ESCALATION

How You Can Help Defuse Potentially Violent Situations

De-Escalation

“The use of communication or other techniques during an encounter to stabilize, slow, or reduce the intensity of a potentially violent situation without using physical force, or with a reduction in force.”

– Department of Homeland Security
Policy Statement 044-05



De-Escalation is a method to prevent potential violence.

Individuals are encouraged to use purposeful actions, verbal communications, and body language to calm a potentially dangerous situation.



Your safety and the safety of others is the highest priority.

Maintain a safe distance and avoid being alone with an individual who is combative or potentially violent. If there is a risk of imminent violence, remove yourself from the situation and seek safety.



Know your limits.

Keep in mind that some individuals may be more adept in applying these techniques. Know your own vulnerabilities and tendencies and recognize that sometimes the best intervention is knowing when to seek additional help.



Obtain Help.

If you feel the individual or situation is escalating and violence may occur, call for help from your security staff or local law enforcement and move yourself to a safe location.

TIPS

- Be aware of your non-verbal communications. Ensure your tone, facial expressions, body language, and gestures relay calm and empathy.
- Remain respectful and courteous. Address the individual with civility and use phrases such as “please” and “thank you.”

This document describes activities and behaviors that may be concerning or indicative of impending violence. Some of these activities while concerning, may be constitutionally protected and should be reported only when there are sufficient facts to support a rational conclusion that the behavior represents a potential threat of violence. Do not report based solely on protected activities, or on the basis of race, religion, gender, sexual orientation, age, disability, or a combination of only such factors. In addition, be aware that critical infrastructure owners and their operations may also be targeted based on these factors.



PURPOSEFUL ACTIONS

Remain Calm: A purposeful demonstration of calmness and composure can enable de-escalation.

Change the Setting: If possible, remove people from the area. This could involve parties to the conflict and onlookers.

Respect Personal Space: Maintain a safe distance and avoid touching the other person.

Listen: Give your full attention, nod, ask questions, and avoid changing the subject or interrupting.

Empathize: Present genuine concern and a willingness to understand without judging.



VERBAL COMMUNICATION

Tone + Volume + Rate of speech + Inflection of voice = Verbal De-Escalation

Tone: Speak calmly to demonstrate empathy.

Volume: Monitor your volume and avoid raising your voice.

Rate of Speech: Slower can be more soothing.

Inflection: Be aware of emphasizing words or syllables as that can negatively affect the situation.

Instead Of:

"Calm down."

"I can't help you."

"I know how you feel."

"Come with me."

Say...

"I can see that you are upset..."

"I want to help, what can I do?"

"I understand that you feel..."

"May I speak with you?"



BODY LANGUAGE

Instead Of:

Standing rigidly directly in front of the person

Pointing your finger

Excessive gesturing or pacing

Faking a smile

Try...

Keeping a relaxed and alert stance off to the side of the person

Keeping your hands down, open, and visible at all times

Using slow, deliberate movements

Maintaining a neutral and attentive facial expression



HELPFUL LINKS

Power of Hello:

cisa.gov/employee-vigilance-power-hello

CISA Insider Threat Mitigation Guide:

cisa.gov/publication/insider-threat-mitigation-resources

 cisa.gov

 Central@cisa.gov

These de-escalation tactics are options for consideration. This is not intended to mandate policy or direct any action.





SAFETY TALK

Working Safely in High Heat Environments
Author: Jason Kjos

As we transition into the warmer months, it's essential to prioritize safety when working in high heat environments. High temperatures can pose serious health risks, including heat exhaustion, heat stroke, and dehydration. Our commitment to safety is reflected in our new safety slogan: **"Committed to Safety, Anchored for Success."** This principle guides us to stay vigilant and proactive in protecting ourselves and our colleagues.

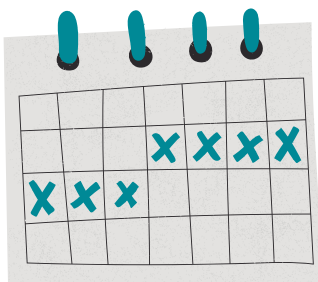
Key Safety Tips for High Heat Work

- **Stay Hydrated:** Drink plenty of water throughout the day, even if you're not feeling thirsty. Avoid caffeine and alcohol, as they can lead to dehydration.
- **Wear Appropriate Clothing:** Use lightweight, breathable, and light-colored clothing. Don't forget your wide-brimmed hats and UV-protection sunglasses.
- **Use Sun Protection:** Apply high-SPF sunscreen generously on all exposed skin, and reapply as needed.
- **Schedule Breaks:** Take regular breaks in shaded or air-conditioned areas to cool down and rest.
- **Monitor for Symptoms:** Be aware of signs of heat-related illnesses, including dizziness, nausea, headache, excessive sweating, and muscle weakness. If you notice these symptoms, notify your supervisor immediately.
- **Work Smart:** Plan heavy tasks during cooler parts of the day and pace yourself to avoid overexertion.
- **Use Proper Equipment:** Ensure all gear and tools are in good condition to reduce physical strain and increase safety.
- **Communicate:** Keep open lines of communication with team members and supervisors about any concerns or symptoms experienced in the heat.

Our Commitment

At ECR, safety is our top priority. By adhering to these safety tips and embodying our new slogan, **"Committed to Safety, Anchored for Success,"** we ensure a safer work environment for everyone. Let's stay vigilant, support each other, and work safely—our success depends on it!

Stay safe and protected this season!



Q3 ACTIVITIES

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

Independence Day Holiday - July 4th

Labor Day Holiday - Sept. 1st

VSRA Ship Repair Race Night - Sept. 6th

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.

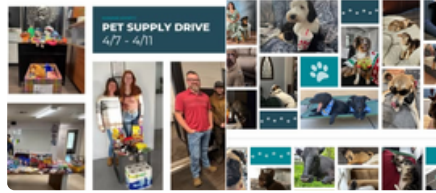
SOCIAL CHATTER

Here's what you may have missed on social or media outlets...

Our HR support team attended the HR Virginia SHRM State Council 2025 Annual Conference, held at the Cavalier Resort on the Virginia Beach Oceanfront. This year's theme was "Navigating HR Waters," and we had a great time together while gaining practical, tactical, and strategic insights to help us chart a course for the future. The event was attended by Barbara Nicholas, Erin O'Neil, Alexandra Vigo Melia, and Jacki Stevens.
#HRVA #SHRM



In celebration of National Pet Day on April 11th, we hosted a Photo Contest and Pet Supply Drive, and we are excited to share the results! A heartfelt THANK YOU to everyone who participated and donated. Your generosity is making a significant impact on our local shelters! Congratulations to our contest winners: Laura Carr, Francisco Jusino, Gary Woolard, and Paige Woodbury. They showcased some of the best-dressed, sneakiest, funniest, and cutest pets around. Enjoy these d... See more

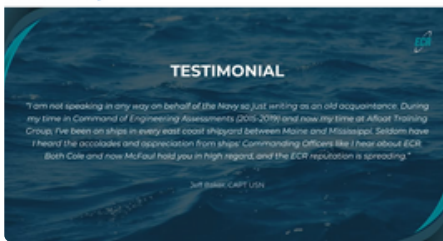


Happy National Skilled Trades Day!
Today, we celebrate our exceptional team and tradespeople everywhere. Your dedication to building, repairing, maintaining, and transforming our society is truly commendable. Thank you for your craftsmanship, commitment, and the unwavering pride you take in your work... See more



Left to Right: Our HR Team attended the HR Virginia SHRM State Council 2025 Annual Conference held in Virginia Beach. We shared photos of our National Pet Day photo contest and our contribution to the Humane Societies of Jacksonville and Newport News. We posted in honor of National Skilled Trades Day, celebrating the hard work and dedication of tradespeople everywhere.

#TestimonialTuesday



Happy National Maritime Day!
Today, we honor the incredible dedication and perseverance of our maritime family. From the skilled hands of shipbuilders and repairers to the tireless efforts of merchant mariners and every professional in between, your contributions are the backbone of a thriving maritime industry and the guardians of our oceans' safety. Thank you for being the driving force behind our success and for your unwavering commitment to excellence. Your hard work tr... See more



A huge thank you to the Southside Boys and Girls Club for hosting and inviting S23 Holdings/East Coast Repair & Fabrication to the 2025 Youth Investment Dinner!
Jorge's 10+ year journey with the club isn't just about commitment—it's a passionate belief in empowering our youth. Thank you for the recognition and endless gratitude to the dedicated staff, volunteers, and fellow contributors who make the club's success possible... See more



Left to Right: We shared an awesome testimonial received from Jeff Baker, Captain of the US Navy. We honored everyone serving the maritime industry on National Maritime Day. We attended the 2025 Youth Investment Dinner, hosted by the Southside Boys and Girls Club, where S23 Holdings/ECR was recognized and presented an award for its years of partnership and support.

This past week, we concluded a meaningful Mental Health Awareness Month, engaging in resource sharing and awareness initiatives. During the final week, all employees were entered into a raffle for a Mental Health Awareness gift basket, featuring items that promote relaxation and self-care. Congratulations to Danual Pearce, Savious Bland, Walter Calvert, Emilee Bici, and Steven Thompson! We hope you enjoy your gifts and take a moment to nurture your mind and soul. Let's keep... See more



This June, we're thrilled 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.
#WeAppreciateYouAll #ECR #ShipRepair



This past weekend, Downtown Norfolk was the place to be! The American Society of Naval Engineers hosted the Sika Ultimate Build-A-Boat Challenge at Harborfest, an exciting and entertaining event to be a part of. This year marks our third year sponsoring this fantastic competition, and we are consistently impressed by the contestants who design, build, and race small boats made from plywood, lumber, zip ties, and fast-curing Sikaflex adhesive and sealant. Jason Kjos and Fran... See more



Left to Right: We concluded our Mental Health Awareness Month with a gift basket raffle and congratulated the five winners. We continued to highlight our dedicated team by sharing the work anniversaries of April, May, and June. We shared our participation in the ASNE Sika Build-A-Boat Challenge at Harborfest, where Jason Kjos and Francisco Jusino represented team ECR.

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



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WELCOME ABOARD!

Q2 (Apr.-Jun.) - 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.

Raul Rolon Aponte
Welder Master
Curtis Scott
Structural Supervisor I
La'Vedrick Scott
Structural Supervisor I
Caleb Sibley
Pipe Fitter 3/C
Justin Hogg
Pipe Fitter Supervisor I
Jesus Martell Colon
Helper 1/C
Anthony Waddler
Rigger Supervisor I, WMS
James Sutton
Superintendent II, JMR
Sean Echols
Estimator III
Marina Hilliard
Operations Planning Specialist
Phouvieng Phimmasane
Welder 1/C, JMR
Joseph Aitken
Pipe Fitter 1/C
Stephanie Chase
Buyer II, WMS
Brent Hauxwell
Rigger 2/C

Nathaniel Shrewsberry
Welder 1/C
Austin Debusk
Welder 3/C
Devonna Fehr
Project Manager II
Anthony Lans
Project Manager I, WMS
Derrick Tolliver
Project Manager II, WMS
Tony Aulds II
WAF Coordinator
William Cox Jr.
Pipe Fitter 1/C
Robert Gaillard Jr.
Production Manager
Rustin King
Welder 1/C
D'Nard Mackey
Welder 1/C
Darius Robertson
Welder 1/C
Joshua Urbizu
Facilities Coordinator
Kevin Robertson Jr.
Structural Supervisor II
James Cooper
Weld Program Manager

Robert Park Jr.
Program Manager
Larry Baker
Mechanic 2/C, CW
Patrick Baker
Mechanic 3/C, CW
Tam Dang
Welder 1/C, CW
Anthony DelliCarpini
Project Manager, CW
Brandon Dozier
Project Manager, CW
Theodora Gatling
Mechanic 2/C, CW
Theodore Gatling
Mechanic 3/C, CW
Stacy Hutson
Admin II, CW
Michael Lazalde
Mechanic 2/C, CW
Joey Peralta
Mechanic 1/C, CW
Eric Woods
Mechanic 2/C, CW

RETIREMENT

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

Jeffrey McAdoo, Colonial Welding President – 4/30/2025

PROMOTIONS

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

Nicholas Forbes
Outside Machinist 2/C to Outside Machinist 1/C
Dion Wigfall
Superintendent II to Project Manager I
Joshua Adams
WAF Coordinator to Structural Sup. I
Kristin Pino
Estimating Procurement Admin I to Subcontracts Sup.

Steve Millerleile (CW)
Shop Sup. to Shop Foreman
Tyler Russo
Rigger 1/C to Project Manager I
Jordan Donovan III
Electrician 1/C to Electrician Sup. I
Dwayne Ward II
Ship Fitter Lead Mechanic to Structural Sup. I

Jennifer Branch
HR Coordinator to HR Generalist
Anthony Lewis
Crew Foreman to Project Manager I
Brandon Riggs
Ship Fitter 2/C to Ship Fitter 1/C
Cory Clark (JMR)
Inside Machinist to Shop Foreman
Roberto Collazo Nazario (JMR)
OSM Foreman ECR to OSM Foreman JMR
Brandon Springle (JMR)
Production Manager ECR to Production Manager JMR

Q3 ANNIVERSARIES

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

1 Year Anniversary

Steven Steiniger
Garry Gueffroy II
Jaquari Woods
John Heeren
Matthew Calabrese
Tamara Cherry
Jacob Mustard
Kyajah Lyons (CW)
Kayon Hill
Roberto Collazo Nazario (JMR)
John Clark III (CW)
Matthew Amittai (CW)
Bruce Smith (WMS)
Suvios Bland Jr.
Jason Fitzgerald
Joey Peralta (CW)
Caston Wallach
Clark Johnson III

3 Year Anniversary

Corvon'Tra Revell
Jason Kjos
Inger Kelly (WMS)
Kristin Pino
Perry McMurrin (WMS)
Steven Thompson (JMR)
Steven Toney (JMR)
Kelli Royals
William Collins
Angel Santos-Caraballo

5 Year Anniversary

Tyler Thomas
David Martin Sr.
Paul Martin II (RP)
Danny Conger (JMR)
Jason Byrd
Curtis Harvey (JMR)
Brooke Ellis
Alexandra Vigo Melia
Mary Caraballo
Cory Clark (JMR)
Peter Kwiatkowski

7 Year Anniversary

Erik Columbus (RP)
Richard Murray
Brandon Hall
Francisco Sanchez Jr.

10 Year Anniversary

Frances Rivera Rivera

*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

- SHIP FITTER 1/C, FL
- PIPE WELDER 1/C, FL
- PIPE FITTER 1/C & 2/C, FL
- PAINTER 1/C, FL
- BLASTER 1/C, FL
- PAINTER SUPERVISOR I, FL
- ESH INSPECTOR I, FL
- TALENT ACQUISITION AND LMS SPECIALIST, FL
- RIGGER 2/C, FL
- STRUCTURAL FOREMAN, FL
- PROGRAM MANAGER, FL
- PIPE SHOP FOREMAN, FL
- PIPE SHOP SUPERVISOR, FL
- WELDER 1/C, VA
- HR COORDINATOR, VA
- STRUCTURAL SUPERVISOR I, VA
- SUPERINTENDENT II, 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: Chris Gardner, IT Manager



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

I started with ECR at the end of 2017 as a contractor and was hired on in 2020 as the IT Manager. I have been in the IT field for 30 years. Right out of High School I went to school for IT and had a job in IT.

What led you to become the IT Manager of ECR?

I have progressed in my IT career and was an IT Manager at my last job. I like working with a team and making improvements that affect the company as a whole.

What do you like most about your job?

I like working with my team and helping people. I like meeting the nice people that work for our company and assisting them with solutions that will help the company grow.

What motivates you?

Problem solving motivates me and customer satisfaction.

What values are most important to you as a leader?

I want to be able to relate to my team and work with them. I want our relationship to go back and forth and to keep that open communication channel. I look for people that like customer service and like to work as a team. Being a team player is very important.

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

To lead by example and work constantly to set that example. I hold myself to high standards and expect the same of my team.

What are your hobbies (Not work-related)?

I love to freshwater fish and have been doing it for 25 years. I also coach my daughter's travel softball team. I am a sport addict and love competition and to watch it at the highest level.

What's your biggest fear?

I have a fear of big spiders. I had a dream once that happened in the room I was sleeping in where a huge spider was climbing down the wall. That was all it took. Any spider with fur is a monster that I don't want to be around.

Tell us something we wouldn't know about you.

My first name is Jerry. Full name is Jerry Christopher Gardner but as you know I go by Chris. My dad is Jerry R. Gardner. For this reason, I went by Jerry at school and Chris at home growing up. First day of kindergarten was Jerry Gardner raise your hand and that was it. This didn't change until I was in my 30s. It got too confusing when you had both family and coworkers/friends where one called me Jerry and the other Chris. I would get the response of who is Chris? My wife is the one that suggested I change this and when I changed jobs during my 30s I decided to only be Chris, lol. We joke that Chris is the nice one and Jerry is not, lol.

MESSAGE FROM OUR PRESIDENT

To Our Entire ECR Family,

It's hard to believe we're already entering the third quarter of the year. Time certainly flies when you're firing on all cylinders—and thanks to all of you, that's exactly what we've been doing. Your commitment to excellence, accountability, and service has continued to deliver exceptional results for our customers, our partners, and our industry—further strengthening ECR's reputation for performance, reliability, and pride in our craft.

To those who have recently joined the ECR family—welcome aboard. You've joined a team of professionals who care deeply about the work we do, the people we do it with, and the standards we set. We strive to be the best in the business, and we'll only accept the same. Your knowledge, skills, and dedication matter here. We expect a lot—but we also support one another to ensure every member of this team has the tools, training, and opportunity to succeed.

Progress & Performance

You've each played a role in what has been a standout first half of the year, and I couldn't be more proud of what we've accomplished together. Our work continues to speak for itself.

Here are just a few highlights:

- We successfully completed the company's 10th ISRA, with the USS McFaul returning to NOB on time, fully mission-ready.
- We completed the USS Carney SRA, demonstrating our ability to execute with precision under demanding schedules.
- We have completed our first three Base A Modules with 2 more awaiting paint, and shipped the largest weighing nearly 140 tons—an impressive feat of planning, fabrication, and coordination.
- We welcomed the captain and crew of the largest ship ever berthed at Riverport, the USS Hershel "Woody" Williams—a proud milestone for our facility and team.
- And we delivered critical emergent repairs to the bulk coal carrier Anglo Marie Louise, once again proving our responsiveness and technical agility when it matters most.

These projects represent just a snapshot of the dedication, professionalism, and pride that define East Coast Repair. And the momentum continues to build.

Growth & Development

In Newport News, major upgrades to Pier 15W are underway—marking the final phase of our pier power infrastructure modernization. Once complete, Riverport will feature four 1,000-foot berths, each fully equipped to support virtually any vessel class—enhancing our readiness and our ability to support even more complex availabilities in the future.

We've also broken ground on the new 14th Street facility, an exciting investment in our long-term capabilities and the people who power them. This site will house a 50,000 sq. ft. state-of-the-art fabrication shop, 300 additional parking spaces, and a full overhaul of the existing buildings—including a modern training schoolhouse to support the next generation of ship repair professionals. This is more than a facility upgrade—it's a symbol of our continued growth and commitment to remaining an industry leader.

Safety First—Always

As we head into the hottest stretch of the year, I want to remind everyone that safety remains our top priority—on every project, at every site, every single day.

The summer heat can be dangerous. Please stay hydrated, understand the signs of heat stress, and look out for one another. A quick check-in or a few extra minutes in the shade can prevent a serious incident. If you see something wrong—say something. No job or deadline is more important than someone's health and well-being.

We've also seen a small uptick in preventable injuries, and I want to address that directly. Whether it's complacency with routine tasks or rushing to meet a goal, we cannot let our guard down. Each of us has a responsibility to maintain a safe environment—not just for ourselves, but for the people working beside us. That means using the right tools, following proper procedures, and ensuring conditions are safe before a job begins.

And don't forget: you have the authority to stop work at any time. If the tools or setup aren't right, pause and reset. Your voice matters—use it.



MESSAGE FROM OUR PRESIDENT CONT.

National Outlook

At the national level, there's reason for real optimism. The President's new "big, bold, beautiful" infrastructure and defense investment bill is breathing new life into America's industrial base. From funding for workforce development to modernizing facilities across the shipbuilding and maritime sectors, this legislation is expected to drive meaningful change—and we are positioning ourselves to take full advantage of it.

Meanwhile, the U.S. Navy's FY2025 Repair and Modernization budget reflects a strong and sustained need for high-quality industrial support. This means more ship availabilities, more demand for excellence, and increased expectations. Fortunately, meeting high expectations is what we do best.

We're in a position of strength—and we're preparing for a future full of opportunity.

With all of this momentum, I want to take a moment to personally thank each and every one of you. Whether you're turning wrenches, drafting drawings, solving logistics puzzles, managing crews, or keeping the lights on behind the scenes, you're what makes East Coast Repair the company it is today.

You've proven once again that East Coast Repair is not just part of the ship repair industry—we are a driving force within it. We're not just keeping pace—we're helping shape the future of the maritime industrial base.

Let's carry this momentum into the second half of the year and make Q3 our strongest quarter yet.

Proud to stand with you,

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

Justin Stern