

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

- Our Virginia division welcomed the USS Cole and USS Oscar Austin to our River Port facility in early October. Work on both ships is coming to an end in mid-January to early February. It's been a great sight to see both piers fully operating and capable of supporting these availabilities during the 4th quarter.
- In late October, we won a horizontal bundled package on the USS McFaul (DDG-74) for two ISRA availabilities that will begin in April 2024 and April 2025. During this time, our Virginia division also began work on the USS Mahan (DDG-72), which wrapped up in early December.
- Early November we secured an award for habitability work on the USS Decatur (DDG-73). The work, which comprises the restoration of berthing and sanitary spaces along with painting and decking, will take place at the Pearl Harbor Naval Shipyard, Hawaii, from March 4th through July 19th.
- Our very own Rene Doiron was featured in the December issue of CoVa BIZ Magazine, where he shared insight on the growth of ECR.
- Towards the end of the quarter, Virginia secured an award for work on the USS Wasp (LHD-1) that began work on December 18th and is expected to wrap up in early February.
- Virginia ended the quarter strong with a CMAV award for work on the USS Gettysburg (CG-64). Work is expected to begin.

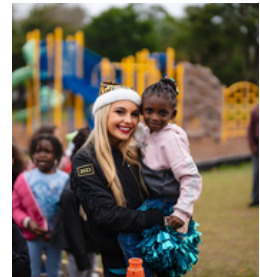


- Congratulations to our teammate Dan Stranigan for being nominated for Senior Tradesperson of the Year for the Virginia Ship Repair Association (VSRA).
- Our California division won an award for CMAV work on the USS Pearl Harbor (LSD-52) that began on October 16th and was completed on November 6th. Immediately after, they also secured awards for CMAV work on the USS Tulsa (LCS-16) and the USS Canberra (LCS-30), which began work on November 6th and the 13th. Both availabilities wrapped up in late December.
- Toward the end of the quarter, California secured two more awards for the USS Fort Worth (LCS-3) and USS Omaha (LCS-12), which began in early December and will wrap up early in the new year. Along with the USS Boxer (LHD-4) that was awarded right before the new year and will begin on January 20th and is expected to end on March 15th.
- Our Florida division continued work on the 3 INAC-CMAV availabilities on the USS Little Rock (LCS 9), USS Detroit (LCS 7), and the USS Sioux City (LCS 11). Work on all three contracts is expected to end on January 19th.
- Florida also won an IRSA availability for work on the USS Thomas Hudner (DDG-116) that will begin on April 1st through July 9th.
- Florida team hosted their First Annual Long Branch Elementary Charity Golf Tournament. All proceeds went toward our Annual Holiday Donation Drive to support the children of Long Branch Elementary School.
- Improvements to JMR's Hill Street facility are on track! JEA has begun installing power poles for facility power upgrades.
- The Hill Street yard has landed its first repair contract for swapping out the main engine and alignment work onboard the USAV Runnymede (LCU 2001).
- Warwick Maritime Solutions recognized four WMS Quarterly Award Winners and one Employee of the Year, recognizing Mr. Ricky Whisonant as our yearly winner. Employee of the Quarter, Alejandro Reyes, and Subcontractor of the Quarter, Marine Chemists Tidewater LLC.
- Additional great talent was brought on board, helping us to continue availability successes. Warwick has increased mechanical trade personnel and abilities, having successfully overhauled two DDG boat davits and a RAST SYSTEM.
- Warwick acquired additional equipment to add to our inventory, assisting our workforce in becoming more efficient in some areas. For example, a new aluminum workboat (recently christened "Seas the Moment") will help move the oil boom around the basin. We have also purchased two oil boom launch and recovery trailers to minimize the amount of time having to physically handle an oil boom.
- Warwick Maritime Solutions' goal for 2023 was going from being an active sub-contractor to ECR to also being able to execute Non-Complex Availabilities as the Lead Maintenance Activity (LMA) for Naval Availabilities, as well as the Lead Prime Contractor for several MSC and Commercial Avails. Warwick achieved both goals while actively executing two avails currently as the LMA.
- All divisions participated month-long Breast Cancer Awareness Month drive and Wear Pink day activity. We raised **\$1,650.00** to National Breast Cancer Awareness Foundation for provide help and inspire hope through early detection, education, and support services.





- Our Annual Holiday Donation Drive was a huge success! we collectively raised **\$31,241.91** (including sponsor contributions in FL) to go towards the children/families of Long Branch Elementary School, The Heb Foundation, and Toys for Joy Foundation.



HR CONCEPTS CORNER

New Year Goals

Author: Cigna Health Care

With the New Year comes new resolutions which we often struggle to achieve. While New Year's resolutions are unique to each person, they all similarly create a positive impact in our lives.

Regardless of what your goals are, we want to commend you for getting on the path to realizing them. The following tips can help you stay the course without giving up.



1. START WITH SMALL GOALS

Set small attainable goals to avoid burnout and disappointment because of failure to meet unrealistic expectations. For example, if you want to start exercising regularly, don't commit to doing it 5 times per week – instead, do it slowly and consistently until you get accustomed to it and build up from there.

2. MAKE IT MEASURABLE

Make your goals specific and measurable so you can identify what success looks like. As an example, if you want to lose weight, know what healthy weight you are trying to achieve from the outset.

3. BE REALISTIC

Be honest with yourself when setting goals. Consider the resources and time available to help you meet your goals and make sure they are compatible with your lifestyle, otherwise you might lose your motivation.

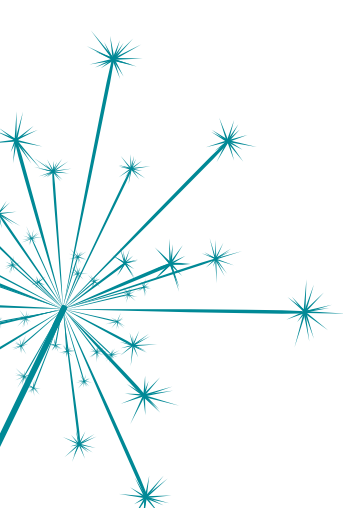
4. MAKE A PLAN

Develop an action plan that defines the when, where, and why so you understand what you want to accomplish and what steps you will take to do it. This will place you on the right path to achieving your goals.

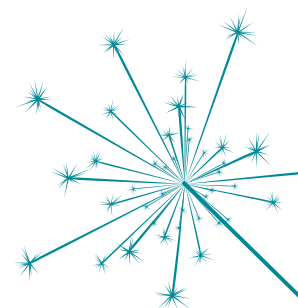
5. STAY POSITIVE

Make that lemonade! Focusing on negatives will only prove to discourage you while focusing on the positives can help you achieve your resolution. When you come up against obstacles, remind yourself of the positive impact reaching your goals will have on your life.

Cheers to you and your New Year's resolutions in 2024!



2024
H A P P Y N E W Y E A R



Is it a misconception that individual workers should shoulder the blame for failures that occur either in the delivery of services or flaws discovered in final products? How well was the defect or failure in performance analyzed before concluding that it resulted from a worker knowingly failing to perform according to the requirement as specified? These two questions often cast a shadow over almost every nonconformance or defective condition discovered.

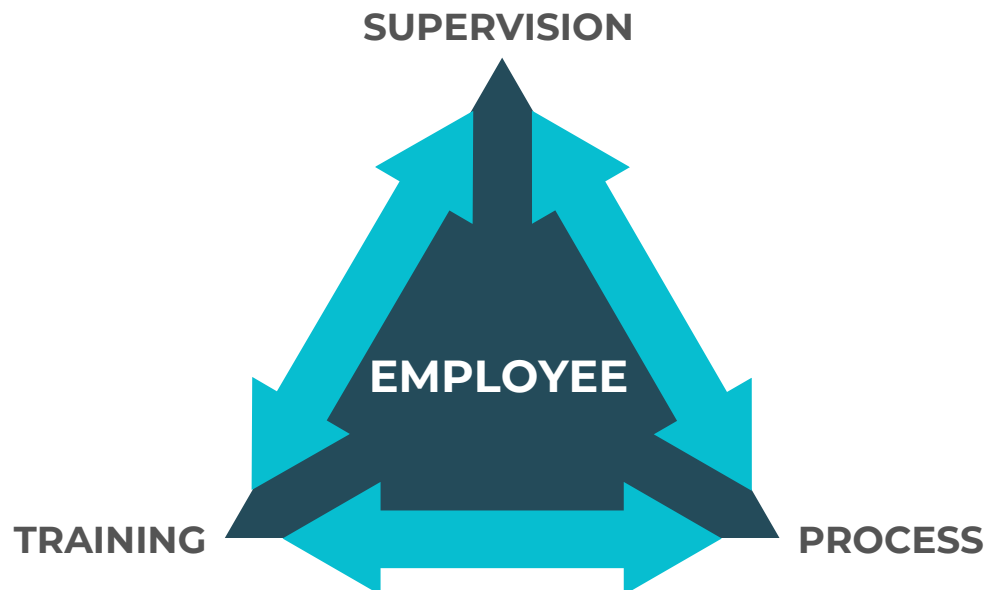
Assuming an informed employee was the sole cause for a nonconforming product or service, what would cause the employee to act other than expected?

Perhaps:

- The employee was under pressure to finish and believed there was a better, more efficient manner to perform other than as required or specified.
- The employee really had the right intentions but didn't think through to the result.
- The employee was just arrogant and just wanted to do things their way.
- The employee was distracted.

Now let's consider an Employer's Role in influencing human error...

HUMAN ERROR ROOT CAUSE TRIANGLE



Any time humans participate in a task or event, there is some likelihood that problems will arise. This is because...Well...humans are involved. With that in mind, let's examine some of the influences that can determine the likelihood of "Human Error" in the workplace.

An employee's performance should be influenced by the level of supervision, training, and process. Much like the fire triangle, the intensity of a fire can be managed by controlling heat, fuel, and oxygen-so is an employee's intensity of performance managed by controlling Supervision, Training, and Process. If we attribute a problem to "Human Error," it should be natural to first examine the elements related to the employer's contribution to the employee's supervision, training, and processes.

Through this process, it can be determined which human or humans need the solution to the problem. Is there an influence or influences lacking or missing, that may have contributed to the employee's failure?

IT CORNER

AI & Security

Author: Keith Wilson

The integration of Artificial Intelligence (AI) into the workforce is rapidly evolving, becoming a staple in everyday tasks for numerous employees. This includes generating documents, visuals, and programming code. Yet, AI's improper use brings potential hazards, such as issues related to data privacy, copyright infringement, and responsibility for potential damages. Furthermore, AI has become a tool for cybercriminals who exploit it to craft harmful code, fabricate images, videos, and voices, and disseminate misinformation.

In this guide, you'll discover essential practices for safely utilizing AI and defending against emerging cyber threats.

Discussing the advancements in artificial intelligence often leads to the topic of generative AI. This technology combines extensive datasets with neural networks, algorithms that learn and create new content from these data. Notable examples of generative AI include text and code generators like ChatGPT and Bard, as well as image and video creators such as Midjourney, DALL-E, and Synthesia.

Cybercriminals have already harnessed generative AI to produce alarmingly authentic phishing emails, luring recipients into risky behaviors like clicking harmful links or divulging sensitive information. AI-generated malicious software often evades traditional detection methods. Moreover, generative AI is being used to fabricate and propagate fake news, including photos and videos (deepfakes). To safeguard yourself, remember:

- **Maintain vigilance:** Avoid hastily clicking on dubious email links and never disclose your passwords.
- **Update regularly:** Keep all your devices, including computers and mobile gadgets, updated with the latest security patches.
- **Verify news sources:** Be cautious with news, particularly on social media, and check their origins.
- **Spot fakes:** Learn to identify counterfeit images and videos by looking for inconsistencies in details like hands, teeth, or facial expressions.
- **Stay informed:** Engage in security awareness training to keep abreast of the latest developments.

AI in the Workplace: Data Privacy, Copyright, and Liability When appropriately utilized, generative AI can boost efficiency and streamline tasks across various sectors of a company. Nonetheless, it's crucial to establish and adhere to clear guidelines. This especially affects data privacy, copyright, and liability. Key points to consider:

- **Data Privacy:** Be mindful when inputting data into AI systems. Assume that all information might be accessible to the AI providers or other users. Avoid entering personal details like addresses, names, or birthdays, and refrain from inputting confidential company data.
- **Copyright:** AI-generated texts and images are not eligible for copyright claims. Copyright protection is reserved for human-made creations. It's important to be transparent about the use of AI in your outputs.
- **Liability:** If AI-generated products, such as software code, cause accidents or damage, the liability rests on the user, not the AI system's developer. It's vital to thoroughly review AI-generated outputs, especially for critical applications or products.

Fun fact: This IT corner was generated entirely by prompting AI with specific questions!



Your cells, tissues, and organs depend on water to work correctly. Your body uses water to maintain its temperature, remove waste, and lubricate your joints. This safety bulletin will discuss why it is vital to stay adequately hydrated, what can cause you to become dehydrated, how to know if your body is not sufficiently hydrated, and ways you can keep yourself hydrated.

Why is it Important to Stay Properly Hydrated?

We know water is necessary for life. It is needed for our body composition, mental focus, sleep, and recovery. The human brain is composed of 95% water, lungs are 90%, blood is 83%, muscles are 76%, and bones are 22% water. Lose even 1.5% of that water, the tipping point for mild dehydration, and your mood, energy levels, and mind function all drop. Even though we are aware of how vital water is for our bodies, most people drink below the recommended daily amount (eight glasses per day), which is causing an alarming rise in the number of dehydrated workers.

Proper hydration does more than quench your thirst. It has numerous benefits to your health, including:

- Being the main component of your blood, which supplies cells with oxygen and nutrients and carries waste out of the body
- Regulating your internal body temperature
 - Through the process of sweat production and evaporation, one's body can avoid overheating; the blood on the skin surface is cooled, and it carries this cooling effect to the body's interior
- Lubricating your joints
- Cushioning your vital organs

When you take in water as fast as you lose it, you create a balance in the water reservoirs in your body and are well equipped to replace any daily fluids lost through bodily functions, including:

- Urination - a person can lose a pint to several gallons a day through urine
- Breathing - when we inhale, moisture is added to the air as it passes to our lungs and when we exhale the humidified air is then lost; the amount of water lost depends on the levels of humidity of the air
- Sweating - we can lose up to a liter of water daily when it evaporates from the skin, an amount which can increase significantly when we sweat profusely due to heavy work activity or high body temperature
- Digestion – generally we lose little water through our digestive system; however, in the case of stomach illnesses and vomiting, a gallon or more can be lost.



SAFETY TALK CONT.

Proper Hydration
Safety Bulletin | AEU Insurance Company

Water consumption must balance water loss. If your body suffers from a lack of water, the system that helps maintain fluid balance will make sure essential cells stay hydrated at the cost of damage to less important ones, causing your body to perform less efficiently. Dehydration can cause a variety of symptoms, including headaches, fatigue, lack of focus, dizziness, and in some severe cases, fainting.

Not drinking enough water isn't just bad for health, it can affect behavior as well. Even slight levels of dehydration can have a negative impact on people's mood. Also, proper hydration positively impacts your productivity. It works to promote good mental health, which has a positive effect on overall brain function. People who are feeling irritable may be less likely to get along with co-workers or get their work done.

What Causes You to Become Dehydrated?

While there are obvious reasons you can end up dehydrated, such as high temperatures, humidity, work activity, or not drinking enough water, other triggers are less noticeable. Some other causes of dehydration are:

- **Diabetes** - When levels of sugar in the blood are too high, the body tries to get rid of the excess glucose through increased urine output; all those extra trips to the bathroom can be dehydrating.
- **Prescription medicines** - Many medications act as diuretics, increasing your urine output and risk for dehydration.
- **Aging** - As you age, your body's ability to conserve water as well as its sensation for thirst declines, meaning it's easier to become dehydrated and more difficult to tell when your fluids are low.
- **Drinking alcohol** - In addition to making you go to the bathroom more often, alcohol also inhibits the hormone that would normally send some of the fluid you're consuming back into the body, and instead sends it to your bladder. Also, because of the diuretic effect of alcohol, your cells shrink and push more water out to your bladder.
- **Energy drinks** - The caffeine in energy drinks acts as a diuretic and can leave you severely dehydrated if you do not replace the water that is lost. Also, the high carbohydrate content will slow the absorption of fluid into the blood during work activity, which can lead to dehydration.
- **Eating a heavy meal** - Consuming a large amount of food, or eating oily or spicy food, causes dehydration when bodily fluids are used to digest the food, thus depleting fluid from the body.

Signs of Dehydration

If you feel thirsty, your body needs fluids. Listen to your body and drink water throughout the day to avoid dehydration. Be aware of signs of dehydration:

- Feeling thirsty
- Headache or lightheadedness
- Fatigue or sleepiness
- Decreased urine output



SAFETY TALK CONT.

Proper Hydration

Safety Bulletin | AEU Insurance Company

- Dark yellow or amber-colored urine (urine that is clear or pale yellow indicates you are well hydrated)
- Constipation
- Dry skin
- Bad breath
- Dry lips and mouth
- Inability to concentrate
- Nausea or vomiting
- Memory loss



Remember, the things you do at home will affect your body the next day at work. Heavy work activity at home, drinking alcohol, caffeine, and energy drinks, exercise, and eating heavy meals will all contribute to your body's lack of hydration. You CAN show up to work already dehydrated!

How to Keep Yourself Properly Hydrated

How much fluid you need every day depends on your age, gender, and activity level. Hot and humid weather can increase your needs. The following tips can help you stay hydrated:

- **Drink water.** As a general guideline, drink one quart per hour of active work or exercise for the average adult. That is the equal to 128 ounces or 3.78 liters every four hours at minimum (11.34 liters in a 12-hour shift). It is also suggested that water intake be distributed over a period of time. Remember, every person is different. The exact amount of hydration intake depends on the person.
- **Drink water before you get thirsty.** Thirst is a sign that your body is already dehydrated. To avoid arriving at this point, remember to sip water throughout the day.
- **Water is the best fluid choice,** but other beverages such as milk, juice, and tea include water.
- **Drinking additional electrolytes will help you hydrate the right way.** Electrolyte beverages (Gatorade, Squencher, etc.) will help quickly replace water, minerals lost in sweat, and electrolytes. You should drink two cups of water to one cup of electrolyte beverages.
- **Eat fruit/vegetables.** Eating food that is heavy in water content allows for hydration without having to drink a glass of water. Some water-rich foods include watermelon, zucchini, cucumber, grapefruit, strawberries, and lettuce.
- **Freezer pops are a great treat for workers.** Choose an electrolyte freezer pop to help support your hydration as well as help you cool off.
- **Get under shade regularly to cool down.** If you are prone to dehydration, be sure to seek refuge in the shade or indoors often.

SAFETY TALK CONT.

Proper Hydration
Safety Bulletin | AEU Insurance Company

Is There Such a Thing as Over-Hydration?

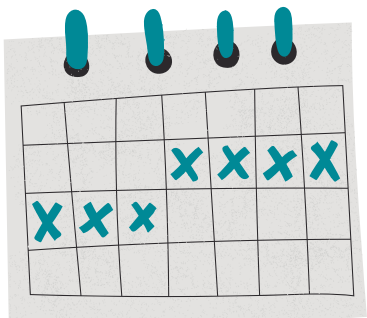
Yes. Over-hydration can occur when the body's intake of water is higher than its output. Excess water in the body causes the sodium (salt) in the bloodstream to become overdiluted. Symptoms from over-hydration can be mental confusion, seizures, and coma. To prevent over-hydration, do not drink more than two gallons of water (11.34 liters) in a single work day (12-hour shift).

When is the Best Time to Hydrate?

There are certain times of the day that are best to hydrate. A good rule of thumb is to drink water before, during, and after work activity. To maximize the water's effectiveness on your body, drink water:

- After waking up to activate your internal body organs
- Before taking a bath to lower blood pressure
- 30 minutes before eating to help in digestion and about an hour later to give the body time to absorb the food's nutrients
- 20 to 30 minutes before work activity; drink at least 8 oz.
- During work activity; consume 7-10 oz. of water every 10 to 20 minutes
- Within 30 minutes after stopping work activity; drink at least 8 oz.
- Before going to bed to account for any fluid loss as you sleep

Know your body and how it works. Each person's fluid requirements are different, and you know better than anyone what works best for you.



Q1 ACTIVITIES

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

- VA Employee Luncheon - Jan. 17th
- Black History Month (Weekly Social Sharing) - All Feb
- Wear Red Day - Feb. 2nd
- Random Acts of Kindness Week - Feb. 14th - 20th
- March Activities TBD

If planning these kinds of events is of interest to you, you should join our Activities Committee! Where we plan, collaborate, and execute office activities and giving opportunities. Send an email to amyers@ecrfab.com to inquire about joining.

SOCIAL CHATTER

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

It's incredible to see the transformation of our Newport News facility from 2020 to now. So much hard work, planning, and sacrifices went into this now fully operating yard. The improvements continue, but we are thrilled to be where we are.

#RiverPort #ECR #ShipRepair #Transformation



We're at the Virginia Talent Pipeline Partner (VTPP) programs Career Discovery Day and Welding Competition at Virginia Peninsula Community College in Hampton today. This event is an excellent opportunity to share the different skilled labor careers ECR offers. We're happy to partner with the VTPP this year and speak to the future talent of the ship repair industry. To the students who are competing today, best of luck!

#ECR #ShipRepair #CareerDiscoveryDay



ECR is pleased to announce an award of a habitability contract on the USS Decatur (DDG-73). The work, which comprises the restoration of berthing and sanitary spaces along with painting and decking work, will take place during the ship's SRA availability at the Pearl Harbor Naval Shipyard, Hawaii during the period of March 4, 2024 through July 19th.

We look forward to fostering a good working relationship with our customer Naval Surface Warfare Center (NSWC) Philadelphia, and delivering a quality product.

#Awards #USNavy #ECR #ShipRepair



Left to Right: We shared updated aerial photos of our Newport News facility highlighting the transformation over the years. We attended the Virginia Talent Pipeline Partner (VTPP) programs "Career Discovery Day" where we got to engage with students interested in welding. We announced an award for habitability work onboard the USS Decatur.

This past Friday, our Virginia division got to end the day early to enjoy a team lunch and a friendly competition of cornhole. Everyone shared good times, laughter, and a bit of competitiveness. Congratulations to Esteban Lopez and Matthew Reed for ultimately winning bragging rights around the yard for their cornhole skills.

#ECR #ShipRepair #CornholeTournament #EmployeeAppreciation #VADivision



Congratulations to all the Junior and Senior VSRA's Tradespersons of the Year winners and nominees for 2023! Your dedication and hard work in the ship repair industry is truly admirable. A special shoutout to our very own Dan Stranigan for being nominated by his team at ECR. Your commitment to excellence makes us proud. Thank you for all that you do!

And a special Thank You to the Virginia Ship Repair Association for organizing this event for 17 years and counting.



We are at Denbigh Community Center in Newport News for the "Career Expo for those with a Disability" until 2:00 PM. This event is open to the public. Come on out to chat with us about what opportunities await you.



Left to Right: Virginia division got to end the day early to enjoy a team lunch and a friendly competition of cornhole. We recognized our very own Dan Stranigan for VSRA's Senior Tradesperson of the Year. We attended the "Career Expo for those with a Disability" event at Denbigh Community Center in Newport News.

Our fantastic team really outdid themselves last week during our Annual Holiday Spirit Week! The workplace was filled with holiday cheer, from festive sweaters to tacky accessories and tasty sweet treats. Thank you to everyone who participated and made it a fun-filled week! Also, Congratulations to our Ugly Sweater contest winner, Richard Wasdin!

Stay tuned for our Holiday Donation Drive re-cap coming soon!



Last week, Warwick Maritine Solutions hosted an Awards Celebration Luncheon to honor our Subcontractor of the Quarter, Marine Chemists Tidewater LLC, Employee of the Quarter, Alejandro Reyes, and Employee of the Year, Ricky Whisonant. Congratulations, and Thank you to these exceptional team members!

We also took this opportunity to christen our new aluminum work boat, "Seas the Moment," used for moving oil boom and fendering within our basin. "Seas the Moment" was named by Anthony Lewis, who submitted it to a contest among team members. It's only fitting that he would be the one to lead the christening, marking an exciting moment for our team!



Today we say goodbye to a long standing ECR employee Richard Faulkenberry. Richard is retiring from the company with 16 years of dedicated service, after helping ECR grow over the years.

Richard started his career with ECR in December of 2007 as a Project Manager. His credentials as a Professional Engineer assisted in various design and build strategy efforts in support of various projects throughout his time with us. Richard's engineering savviness also helped ECR's pier...

See more



Left to Right: We participated in some festive fun during our annual Holiday Spirit Week. Our Warwick division hosted an awards celebration luncheon to honor our Subcontractor of the Quarter, Employee of the Quarter, and Employee of the Year. We sent our well wishes to a long-time member of our team, Richard Faulkenberry, who retired this past week.

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.



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WELCOME ABOARD!

Since our last Newsletter, we have welcomed the following members to our team. We are so pleased that you have chosen to come and share your time and energy with us. This is an exciting time for our company, and we are delighted to welcome you as a key addition to our valued team. We can't wait to see what amazing things you all will accomplish.

- Brandon Springle
Structural Supervisor I, FL
- Mark Shaffer
Estimator III, VA
- Wayne Johnson
Rigger Lead Mechanic, FL
- Charles Delauder
Carpenter Shop Foreman, FL
- Arzavier Jackson
Rigger 1/C, VA
- Daniel Hudnall
Carpenter 1/C, FL
- Theorpia Carter
Carpenter 1/C, FL
- Elizabeth Rodriguez
Senior Project Admin Asst., VA
- William Pough
Outside Machinist 1/C, FL
- Jessie De Leon
Outside Machinist, WMS-VA
- Dylan Wilkinson
Electrician 1/C, WMS-VA
- Isander Pastrana Matos
Welder 1/C, FL
- Donovan Jordan
Electrician 1/C, VA
- Wayne Alexander
Structural Foreman, FL
- Tyrell Reeders
Rigger 3/C, VA
- Jesus Navaro
Pipe Fitter 1/C, CA
- Cody Thomas
Welder 1/C, VA
- Tremaine Stevenson
Structural Supervisor I, VA
- James Simons
Sheet Metal Mechanic 3/C, VA
- Stephen Seaver
Crane Operator, VA
- Brandon Schmid
Electrician 1/C, VA
- Hector Govea Lopez
Outside Machinist 1/C, CA
- Jordan Berrios
Structural Supervisor, VA
- Keith Heckstall
Electrician 1/C, WMS-VA
- Nichole Kensel-Cochran
QA Specialist, VA

Welcome!

RETIREMENT

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

Richard Faulkenberry, Proposal Development, VA - 1/5/2024

Thank you for your 16 years of dedicated service to ECR.

PROMOTIONS

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

- Anthony Lewis
Electrician Supervisor I to Crew Foreman
- David Judah Jr.
Painter 1/C to Painter Supervisor I
- Jessica Nixon
Ship Fitter 2/C to QA Specialist

ANNIVERSARIES Q1

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

1 Year Anniversary

Giovani Rivera Vazquez - Hire Date 01/09/23
William Shreves - Hire Date 01/16/23
Richard Hosack (WMS) - Hire Date 01/23/23
Gary Ritchey (WMS) - Hire Date 01/23/23
Marcellious Walker (WMS) - Hire Date 01/23/23
Jennifer Branch - Hire Date 01/30/23
Robert Bock (WMS) - Hire Date 02/06/23
Nicholas Forbes (WMS) - Hire Date 02/20/23
Tyron Jackson - Hire Date 03/06/23
Danual Pearce - Hire Date 03/06/23
Maritza Montecinos - Hire Date 03/27/23

3 Year Anniversary

Billy Torres Bagalso - Hire Date 01/11/21
Salma Zamorano - Hire Date 02/01/21
Deborah York - Hire Date 02/22/21
Jaeward Williams - Hire Date 03/01/21
David Judah - Hire Date 03/18/21
Alec Gran - Hire Date 03/29/21

5 Year Anniversary

Marlene Borawski - Hire Date 02/04/19
Robert Cannon - Hire Date 03/18/19

7 Year Anniversary

James Sharp - Hire Date 01/16/17

20 Year Anniversary

Christopher Cook - Hire Date 03/16/04

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

HIRING NEEDS

- PROJECT MANAGER I & II, FL
- CREW FOREMAN (WMS), VA
- QA MANAGER, VA
- QA-NDT I INSPECTOR, VA
- ESH INSPECTOR I & II, VA
- WELDER 1/C, FL
- SENIOR PROJECT MANAGER, CA
- SUPERINTENDENT II, CA
- WELDER 1/C , VA
- PROPOSAL DEVELOPMENT MANAGER, VA
- WELDER 1/C (WMS), VA



LEADERS Q/A

Featuring: Keith Wilson, IT/Cyber Security Director of ECR

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

22 years. I started at Tecnico as a material expeditor in the purchasing department. I bounced around a little bit and ended up with a role at ECR as an admin assistant a couple of years later.

What led you to become the IT/Cyber Security Director of ECR?

I've been working with computers on a daily basis since I was eight years old. Becoming IT/CS director was an organic process of business and personal growth with ECR. I spent a lot of time in the purchasing department here and helping with the IT side of things when I could. I learned nearly everything I know about current technology here on the job.

What do you like most about your job?

Nothing is ever boring. Every day presents a new set of challenges that need to be overcome. I'm not good at metaphorically sitting still, so always having new problems to solve makes for an environment in which I can thrive.

What motivates you?

Working independently with a great team by my side. I dislike micromanagement so having the confidence to know that my team is exceeding expectations without needing to stay constantly updated is something I look forward to every day.

What values are most important to you as a leader?

Independence and integrity. I have nothing but trust for my team that they can tackle any problem that comes in and that they will ask for help when it's needed.

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

I believe in servant leadership. I am here to help my team perform their essential functions and succeed, not the other way around. Learning how to listen and have difficult conversations were two of the biggest challenges I have ever worked on as a leader and those skills are invaluable.

What are your hobbies (Not work related)?

I like to get a group of friends around a table and play Dungeons and Dragons as often as possible. That brought me into side hobbies of 3d printing and miniature painting. All very good ways to relax and diffuse stress.

What's your biggest fear?

Making mistakes that cannot be walked back. Everyone makes mistakes, most of us do so fairly often, but they're nearly always fixable with a little effort. Many years ago I was cleaning some backups in our system and I deleted our accounting software server. That mistake still keeps me up at night. Thankfully after a few hours of downtime and a fair amount of luck everything was back in its rightful place, but that was probably the most terrified I'd ever been. Not being able to fix something that I caused is something that would haunt me.

Tell us something we wouldn't know about you.

I learned to type by playing text-based MUD RPG games on my computer growing up. When I was in high school I won a contest for nation's fastest typist at 126 words per minute. My typing teacher encouraged me to enter after I finished the semester's work in the first week. It's an invaluable skill to have especially in this field. It's becoming more and more common - I've met some people coming out of high school now that type over 200 words per minute. Even at my current speed of 165WPM I can't even place in the top 1000 of current competitions.

MESSAGE FROM OUR PRESIDENT

Welcome 2024!

As we reflect back at how we have matured and evolved throughout the past year, we have a number of successes that have paved the way for our continued growth and development. A few notables to highlight here-

We have successfully completed our second ISRA at our Newport News facility on the first of two USS Truxtun ISRAs. We are also starting 2024 on the final lap of the second of our two ISRAs on the USS Cole, along with a Super CMAV on the USS Oscar Austin that we are working concurrently. We continue to make our mark, demonstrating to ourselves and to our customers that we can successfully perform Navy availabilities at our facility. In Florida we continue to foster good working relationships with BAE and Lockheed Martin. In fact, BAE has recognized us three years in a row as its Supplier of the Year for work that we support them with in Mayport. In addition to CMAVs, our Florida team have also mobilized and completed a USCG availability on the USCG Hamilton. Overall, we have performed dozens of CMAVs in all of our locations, and 2023 in California will be its largest year yet as a prime contractor with the Navy work secured there for the year.

2023 also marks the year where our second pier at the Newport News yard completed its revitalization and opened for operation. Having two deepwater piers of lengths in excess of 1000 feet each will open up further opportunities for Virginia as we pursue more Navy, MSC, and Commercial work this year. Our secured work on the first of two ISRAs on the USS McFaul, as well as on the second ISRA for the USS Truxtun, along with additional work that we anticipate securing for the year will benefit from the added flexibility that this provides. Last year also marked the securing of a long-term lease for our Jacksonville Hill street facility. With 18 acres, 2200 feet of waterfront bulkhead, 21 feet of water, and prime laydown area, the opportunities for us to develop are plentiful. This is yet another blank canvas undergoing a bold transformation, one which will allow Jacksonville Machine & Repair to grow into additional markets.

Another first for 2023 is ECR's securing of its first habitability contract on the USS Decatur. The work will take place during the ship's SRA availability at the Pearl Harbor Naval Shipyard, Hawaii from March through July. We look forward to fostering a good working relationship with our customer Naval Surface Warfare Center (NSWC) Philadelphia, and delivering a quality product, with more such opportunities to come.

So what will 2024 bring? We are working on collaborations that we hope will allow for opportunities in fabrication work. We are also seeking out the potential for expanding our template for how we do work in other market locations. We will also work to strengthen the relationships with ECR's teaming partners to be better positioned to effectively serve our customers. As we look ahead in 2024, we must also collectively emphasize our expectations for a stronger safety culture. Our injury rates are an indication that our decision-making processes are not safeguarding us well enough. We are making too many decisions that are unnecessarily putting us in harm's way. Our culture should be one that demands full compliance and sounder decisions to heed the risks. Our Safety Director will be establishing Safety committees in the individual locations that we operate in to increase our engagement on the subject. Broadened participation on efforts to strengthen our culture will allow us to emphasize our expectations on this front.

Last year, our "Champions on the Rise" program has resulted in 12 TAG awards and 21 Gold Coins. Recognizing and celebrating talent where it really matters is crucial to promoting our culture of excellence. While we raise our expectations on operational efficiencies as well as on safety, let's continue to praise and reward the talent that is paving the way and setting a standard consistent with our values this coming year.

Our journey and evolution endures. We continue to make our mark as a major ship repairer, and we continue to adapt to changing market dynamics. Creative partnerships bring about good synergies that will continue to yield benefits for our business. As we lay a strong foundation to leap into 2024, stay tuned and let's look forward to the possibilities of what the year will bring.

Be proud, Be transformative, and Be safe,



Rene Doiron

