

NOV 2026
ISSUE NO 1

BAY METALS & FABRICATION

CREW CONNECTION

A NOTE FROM HARLEY

CEO, BAY METALS & FABRICATION



Welcome to the first edition of *Crew Connection*.

At Bay Metals & Fabrication, we've always believed our greatest strength is our people. The skill, dedication, and teamwork you bring every day are what make our company successful and allow us to continue serving our customers at the highest level.

We created *Crew Connection* to help keep our team informed, recognize accomplishments, celebrate successes, and strengthen the relationships that make BMF feel like family. As we continue to grow, staying connected is more important than ever.

Every project completed, every challenge overcome, and every customer served contributes to our success. Together, we're building more than a company, we're building a culture where people are proud to work, grow, and succeed.

Thank you for everything you do to make BMF the Special Forces of Ship Repair.

WHAT'S NEW?

BMF is hiring it's own Firewatch personnel!
Firewatch professionals serve as an essential layer of safety during ship repair projects, standing by during welding and other hot work to identify potential hazards and help protect both personnel and vessels.

Have a candidate in mind?
If you refer someone who is hired and stays with the company for at least six months, you'll earn a **$500 Employee Referral Bonus**. It's a great way to help strengthen our workforce while putting a little extra money in your pocket. See your email for full program details!

DON'T FORGET

BRING FOOD DRIVE DONATIONS TO THE SHOP OR DONATE ONLINE

BMF HOLIDAY PARTY - DECEMBER 12

OPEN ENROLLMENT BEGINS MID-JANUARY 2027

FUNCTIONAL AREA UPDATES

HUMAN RESOURCES, TRAINING & SAFETY

- The **BMF Holiday Party** is December 12, 2026 at the Renaissance Hotel in Portsmouth. Please **RSVP in the ADP app**; you may bring one guest.
- Our **annal food drive** to support The Foodbank is underway! It will run through the holidays. You may donate online or bring non-perishable food items to the shop. Everyone who donates will be entered into our **"12 Days of Christmas" raffle**.
- After 90 days of employment, you can enroll in the **401K**. Don't forget to update your beneficiaries.
- The **Employee Assistance Program** is available to all employees and can be accessed via ADP.

OPERATIONS

- The **USS Iwo Jima** and **USS Mahan** have both returned to Hampton Roads. We're honored to play a part in ensuring the ships are ready to answer the call again, supporting critical repairs and upgrades that keep them mission-ready.

BUSINESS DEVELOPMENT

- Welcome aboard to **Kristin Parker**. She will be handling the administration of our CFRs.
- Exciting news - we're in the final steps of our MSRA application approval! Site visit coming November 10th.

FINANCE

- BMF is **upgrading its business systems** so that requesting materials, ordering parts, and getting them to your job is faster and simpler. You'll see the difference in the field over the coming months.
- Accurate, on-time timesheets keep payroll running smoothly and help us bill our cusotmers on time. This keeps BMF strong and growing. **Thank you for getting them in!**
- With USS Iwo Jima and USS Mahan in the yards, BMF has a strong lineup of work heading into 2027.

LET'S CELEBRATE

NOVEMBER BIRTHDAYS

William Rowland - 17
Paul Strenn - 16
Ecclesiastes Rivera - 22
Kelvin Fitzgerald - 12
Frederick Williams, Jr. - 14
Steven Lehmann - 2
Taylor Westerveld - 11
Montarius Murry - 5
Katie Vaughn - 6
Dayna Covington - 12
Samuel Dawson - 28
Christopher Barksdale - 4

DECEMBER BIRTHDAYS

Michael Adams - 30
Samuel Bryant - 3
Trenae Ricks - 30
Bernard Mattingly, Jr. - 9
Perry McMurrin, Jr. - 24

Money Minute

- Make sure your address in ADP is current so your W-2 reaches you in January
- Take a few minutes to review your W-4 withholding for 2027

SAFETY SOUND-OFF: LOOKING OUT FOR EACH OTHER

Our people are our greatest asset, and looking out for each other is part of who we are at BMF. Teamwork means noticing hazards, reminding each other to wear required PPE, and helping a coworker work safely. Respect and integrity mean speaking up when something doesn't look right, and listening when someone raises a concern. If a work area, tool, or piece of equipment isn't ready for safe use or could create a hazard, pause and notify your supervisor before proceeding. Being solution-oriented means working together to correct hazards before someone gets hurt.

As we stay all-in to our mission and our support our Navy, let's bring that same commitment to protecting one another. Stay alert, speak up, and look out for your team.
Every person deserves to go home safely.

Follow BMF on LinkedIn

VETERANS

We salute you

We thank you for your service, your sacrifice, and the strengths you bring to the BMF Team.



Phillip Chambers
Sr. Material Planner

U.S. Navy
5 Years of Service



Michael Lutz
Project Manager

U.S. Navy Master Diver
24 Years of Service



Tabi Simonton
Executive Assistant

U.S. Coast Guard
20 Years of Service



Shanique Hills
Executive Assistant

U.S. Navy
13 Years of Service



Thomas Taylor
President

U.S. Army
5 Years of Service