

Ship Repair Company Charts New, Expanded Course

Naval Coating Inc.

Perhaps no one personifies **Naval Coating Inc.**'s diversity program as much as Maintenance Manager **Janetta "Doc" Scates**, a former Army combat medic. She is one of the prominent faces of the new culture for a company that for many years has been focused on shipyard operations.

The fresh points of view and new skills that NCI now brings onboard through prioritizing the hiring and promotion of disenfranchised groups is enabling the company to think bigger and expand into new lines of operations. For example, the company is now applying new technologically advanced protective coatings and is working on commercial, industrial and state/local government projects.

CEO **Alan Lerchbacker**, a disabled veteran and disadvantaged business owner himself, is passionately committed to NCI's diversity program. He says it is based on merit and providing a clear path for growth and advancement for all based on their abilities, accountability, and willingness to work for it.

NCI has maintained a workforce that is 73 percent Hispanic. Women and Hispanics hold 30 percent of top executive positions, 50 percent of managerial positions, and 85 percent of field supervisory positions.

NCI supports veterans in the workforce to leverage their military experience to better support the company's



Jay Wylie, Janetta Scates, and Alan Lerchbacker, all with winning company Naval Coating Inc.

"When I bought our company two years ago, we had a very strong reputation on the waterfront as the "go to" company for blasting and painting ships. By elevating our diversity program, we have kept our reputation for excellence, at the same time we found that acceptance, tolerance, and listening to ideas that are not what you are used to becomes an outstanding opportunity to get everyone involved."

Alan Lerchbacker
CEO
Naval Coating Inc.

primary customer — the U.S. Navy. Veterans also improve internal processes based on the leadership, self-discipline and accountability that the military trains for.

For its recruitment program, NCI has ongoing relationships with outside agencies such as veteran transition programs **REBOOT** and **Zero Eight Hundred**, along with **CA EDD**, **San Diego Workforce Partnership**, **Able/Disabled Advocacy**, and the **Port of San Diego Ship Repair Association**.

The language barrier is often a hurdle for those with English as a second language. NCI offers bilingual training programs to help ensure that all workers have equal opportunity for advancement and has spearheaded efforts with industry training organizations to provide translators and exams in both English and Spanish.

Since 2016 the company has: hired seven protected veterans; promoted three women to managerial positions in quality assurance, maintenance and inventory control, and business development.; participated in six mock interview sessions at veteran outreach events; received certification as a California Disabled Veteran Business Enterprise; and is submitting applications for SBA 8(a) disadvantaged Business and HUB Zone certification.

NCI cites its regimented apprenticeship and Craft Work On-The-Job (OJT) programs as keys in their diversity accomplishments.



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