



April Anniversaries

Dick Dandliker	38
Mike Gates	29
Eric Brown	28
Stew Thomas	16
Bill Attolini	12
Jan Knutson	7
Ildefonso Lerma	6
Ben Savery	5
Harvey Paul	3
Dave Peterson	2

April Forecast

cruise ship supplies	pollock
halibut	black cod
bottomfish	

The ABC's of BCS



Starting **APRIL 7, 2003**

Mon and Wed 2:00 PM – 5:30 PM
Tues and Thurs 4:30 PM – 5:30 PM
and by private appointment.

- * English conversation
- * Pronunciation
- * ESL classes
- * Keyboarding
- * Internet
- * Writing
- * Reading
- * Math
- * U.S. citizenship
- * GED

Everyone is welcome!



Left to right: Bud, Brad and Jack.

Employee of the Month

Brad Klein is a multi-talented forklift driver who can handle almost any task asked of him. He has held several important duties during his time at Bellingham Cold Storage. Brad is a unique individual who steps in and helps whenever possible. His recognition

comes about because of his assistance in setting up tunnels 7 and 8 for a possible herring run this month. He volunteered to help the maintenance crew with this demanding work, for which we are all very grateful.

Brad has the ability to “see in the box” as well as the ability to “look outside the box”, which is very useful when assembling the herring tunnel.

The Orchard staff also made positive comments on the great job he did during the past cranberry season.

On behalf of the maintenance crew and Bellingham Cold Storage, thanks for taking some of the load off our department.

Congratulations on a job well done.

Bud Vermeulen, Maintenance Foreman & Jack Cammack, Maintenance Leadman

Spring 2003 Customer of the Quarter

Bellingham Cold Storage is very pleased to announce **Home Port Seafoods** as our Spring 2003 Customer of the Quarter. Home Port, as well as the Binschus family, are well known in the Bellingham seafood community. To those of you who are not familiar with Home Port, they are a seafood custom processor located next to our office at our waterfront facility. Bellingham Cold Storage would like to thank Home Port for all the business they and their customers bring to us. We really appreciate it!



Left to right: Bev Marshall, Christie Hewett, Jeanne Binschus and Benny Binschus.

Home Port Seafood is owned by Benny and Jeanne Binschus. Benny and Jeanne are assisted by one of their daughters, Christie Hewett, as well as Bev Marshall in the office. Benny handles all production related matters. Jeanne, Christie and Bev

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Have you Heard?



To all of you who are listening...

BCS, Gourmet Cuisine, SPC and FishKing employees shared the day for hearing tests. Thank you for your timeliness and consideration with the scheduling. Pam Kutscher, the audiologist from LISTEN, INC. was impressed with the all of the employees who honored our tight schedule and were so pleasant to work with. Mary Silva, an audiology student from Western Washington University, came to observe and train with Pam. Around 100 employees were tested throughout the afternoon of March 12, 2003. Thank you for being so polite and prompt. See you next March, 2004 for the next annual hearing test.

Thank you,
Karen Hollingsworth



Remember to set your clocks ahead 1 hour on Sunday, April 6th.

Smart Commuter News Flash!

Smart Commuter Renewal Forms Are in the Mail!

Are you a registered Smart Commuter? A purple renewal form was mailed to your home the first week of March. If you're still walking, bicycling, carpooling, riding the bus, teleworking or compressing your schedule at least once a week, be sure to complete the form and drop it in the mail. If you're interested in Smart Commuter benefits, but haven't yet registered, contact Karen Hollingsworth at extension 157 for a registration form.

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hold down the office. On the plant side, salmon production is managed by Bruce Barnett. Jeff Kombol takes care of the crab and other miscellaneous projects. Outside of this core group, Home Port could not make it happen without their roughly 40 regular employees.

Home Port began operation in 1992, operating in the space now occupied by Swiftsure. In June 1996, they moved to their current location just west of the BCS main office. Home Port currently has 3 separate production spaces at BCS; their main plant, their crab room and a facility known locally as the "San Juan" room. At this time, Home Port has business involving prawns, albacore, salmon, shrimp, snow crab, king crab, whiting, cod, halibut and black cod. They have come a long way since the beginning when they were predominantly a salmon shop.

Home Port does work for a very large number of clients including, but not limited to, SPC, Beaver Street Fisheries, CANFISCO, Icy Strait, Sea Plus Marketing, Icicle Seafoods, Palomino Foods, E&E Foods, Keyport Foods, Meridian Products, Harbor Seafoods, and PSI. We are honored to be Home Port's partner in taking care of all these customers' needs.

Benny Binschus is surely at the heart of Home Port's operation. Benny actually started working for BCS way back in 1960. He worked here doing things like stacking halibut until 1964 when he left to work for a BCS tenant, Vita Foods. Benny was a supervisor at Vita until the mid '70's when Vita became Sea West. At Sea West, Benny was a manager and there he stayed until 1986 when the company was bought out by Trident Seafoods. Benny was a manager at Trident's plant here until September 1991. In January 1992, Home Port Seafoods started up. All in all then, Benny has been coming to the cold storage for work everyday for 43 years! That puts Benny right up there with any employee we have, in terms of tenure.

We have really enjoyed watching Home Port Seafoods mature and grow over the years. The last few years, in particular, have seen strong growth for the company and its customer base. We look forward to the next stage in Home Port's evolution and are eager to see how our partnership will grow. Thanks to Home Port Seafoods again for all the business and relationships! Best of luck in the coming year!

Ben Savery, Marketing/Sales Manager

Smart Commuter of the Quarter

Mark Emmons is the first quarter, 2003 SMART commuter. He wins the Be Commute Smart, Environmentally Responsible (BCS,er) award. Mark recommends "try walking, save gas and save money". His doctor told him after his back surgery that the best benefit for health is walking. Mark will be awarded a \$15.00 gas gift certificate for those times that driving is necessary.



Message from the President

Thank You – Thank You – Thank You!

I'd like to take this opportunity to thank all of the hard working, dedicated and supportive plant, office & management staff that make BCS one of, if not the best service options for cold storage and food processing in the Northwest. Your dedication to taking care of our customers' needs has never been more important during these very competitive times. Your willingness to do more with the same or less and generally tighten your belts is both appreciated and necessary for the long term success of the company that we have all worked so hard to build. Thank you for your contribution and support!



Recently, I received a letter from Garrett Reynolds of American Canadian Fisheries, one of our customers who requires a lot of high intensity service during the fresh salmon season each year. He was very complimentary of Mike Coggins, the crew in the fish house and all of the BCS folks that pitch in to make sure their business is taken care of during the heat of the battle each year. When I called Garrett to thank him for the letter and to let him know that I would pass it on, he added lightheartedly that "servicing the fresh fish business is kind of like herding rattle snakes. They never go exactly where or how you want them to go (always changing directions), and they are almost always mad about something." He said that in the aggregate, Mike and his crew do an outstanding job of making the best of a very difficult, if not impossible, situation throughout the season. I really enjoy receiving and sharing this kind of news from our customers!

I'd also like to take this opportunity to thank the many loyal customers who continue to trust BCS with their product handling, freezing and storage needs. Your continued patronage is very much appreciated!

Thank You!

Doug Thomas, President & CEO

The Simple Things in Life are Blessings

Most of us miss out on life's big prizes. The Pulitzer. The Nobel. Oscars. Tonys. Emmys. But we're all eligible for life's small pleasures: A warm hug.



A kiss behind the ear.
Children laughing. A

four-

pound bass. A full moon.

An empty parking space.

Giggling with a friend.

The

smell of
Spring.

A crackling fire. A glorious sunset. A great meal. Holding hands. Hot soup. Cold beer. Don't fret about life's



grand awards. **Enjoy it's tiny delights.** There are plenty for all of us.



A survey is coming. A survey is coming.
A survey is coming!

We have a program here at Bellingham Cold Storage that helps our employees wake up in the morning, fit a little exercise into their day, spend more time reading and save hundreds, even thousands of dollars a year. It's our Smart Commuter program! Many Bellingham Cold Storage employees have started walking, bicycling, ridesharing and riding the bus to work.

We're proud of our Smart Commuters! Whether they leave their cars at home once a week or everyday, they're contributing to a better community for all of us. Fewer cars on the road mean cleaner air and water. Less traffic means better mobility and a stronger economy. Making room for more cars is expensive. Smart Commuting makes better use of existing transportation infrastructure and preserves the attractiveness of our cities and rural areas.

We measure the results of our Smart Commuter program every other year. There will be a short survey that asks you questions about how you got to work the week of April 14 - 18. Handouts of that calendar week will be distributed to each employee and more information about the survey will be posted as the time nears.

Thank you for your participation in this important activity.

Karen Hollingsworth, Education Coordinator

Management Focus

by Mike Roberts, Marketing/Sales Manager

The first thing I would like to say is that I'm happy to be part of the BCS family. I joined the team in August this past year and it has been a fun experience.

Ben and I have been working on getting new customers, and we are always grateful to the customers that have been loyal to BCS year after year. At my last place of employment (of 19 years) we had a process which we called "ECN" (Exceeding Customers Needs). BCS practices this process as well in that: We have great people working for the company, and we have a great inventory control system called WebOPTICS. These help make convenience #1 for our customers.

Some things to be looking for this year are more fish from Southeast Alaska (mostly chums and pinks). We have also started helping a new customer set up a barcoding system in their plant. This system will enable us to read their barcodes. This will make our jobs easier and better. This is being done with the help of our I.S. Department.

Other things that are in the works this year are more halibut customers. We have picked up two and will be working on others. We are also hoping that this year will be the tuna year that never materialized last year. The signs are that the industry needs more tuna, so they will buy.

As I write this on Friday afternoon, the 21st of March, war is going on with Iraq. We can only hope it ends soon and our men and women return safely to their loved ones. May our thoughts be with them as they make our world a better place for all of us.

In closing, remember our biggest job here at BCS is meeting our customers needs.



Tee Time *with Mike Holcomb*



Hello fellow hackers. Welcome to tee time. I am writing this article on the day before the official first day of spring. The weather outside is not the best. As I said in the last article, "the golf gods are now paying us back for all the nice weather we had in February". However, there is a bright side. By the time you read this it will be spring, and spring is a wonderful time to golf. It's not too hot or cold outside. It's just right (sounds like I'm telling the story, "Goldilocks and the Three Bears").

This year there seems to be quite a few people around here that have taken up the game, either for the first time or they are getting back into the game. Some have come to me with basic questions about the game, and not because I know so much about it, but mainly because I love the game so much that I am ready to talk about it at the drop of a hat. There are a few things I do know that some of you may not, so I will try to help you with them.

First, if you have standard grips and change to jumbo grips for whatever reason, you may end up slicing the ball a bit more until you become accustomed to the grips. I'm not sure why this occurs, but it does. Next, I have found that when you are pitching a ball up from around the green, take the club back slow and then speed up through the ball. Most beginners will try to slow the club down as it is coming down toward the ball. Trust me here, it will never work. Using a pitching wedge is like throwing a baseball. You don't slow your arm down as you are pitching the ball. You probably have heard the term "low and slow". This refers to your driver. Here is what I do: When I start my backswing, I draw the club back 15 to 18 inches along the ground before I start to pick it off the ground. I also follow the club back with my eyes until it leaves the ground. This keeps me from doing what I like to call, "looking up to see where I haven't hit the ball yet". It's quite simple. If you look up before you have finished your swing, you won't see anything. You haven't hit the ball yet.

I hope some of this advise will help you. Don't be afraid to ask. I don't know it all, but I do know some things.

I'm going to leave you with a quote from Bobby Jones that I thought you might enjoy: "Golf is a game that creates emotions that sometimes cannot be endured with the club still in your hands".

See Ya!

BCS Safety Incentive Program

Yes, the BCS Safety Incentive Program is still alive and well. The program is based on the entire company's safety performance, so everyone counts!

When I wrote this on 3/26/03, our last time loss accident was on 1/14/03. That means one more safe month and we reach the 3 month award level! Look for the new "Days Since Last Time Loss" boards at the docks and lunchrooms. Do your part to help identify and report unsafe conditions and to help train and remind others to practice safety at all times. Before you know it, we could be having that \$10,000 drawing!



Think SAFETY! Work SAFELY! SAFETY Pays!!!

In order to qualify for awards:

- Everyone in the company must go for **3 calendar months with no lost time accidents**, in order to qualify for a **\$2500** drawing. The dollar amount will be split up so that everyone wins something.
- Everyone in the company must go for **6 calendar months with no lost time accidents**, in order to qualify for a **\$5000** drawing. Again, the dollar amount will be split up so that everyone wins something.
- Everyone in the company must go for **12 calendar months with no lost time accidents**, in order to qualify for a **\$10,000** drawing. The dollar amount will be split up so that everyone wins something.
- In order to take part in the drawing you must have worked at BCS during the period for which the drawing is being held; be considered an active employee at the time of the drawing; be an employee in good standing (you can't be on suspension for disciplinary reasons) at the time of the drawing; and not have received a warning for a safety violation in the quarter that the drawing is held.
- You must be present at the drawing to win! Exceptions will be made only for those engineers working graveyard or relief shift, and those employees on scheduled vacation, funeral leave, sick leave or jury duty. Any awards that are left over will be distributed to employees who are present and whose names are picked at random.

National Bike/Walk to Work Day

DECIDE TO RIDE a bike or walk for a day, a week, a month...a lifetime!



No time to exercise? Walking and biking are a fun, friendly way to get more physical activity and get where you're going all at the same time! Spread the word! May is National Bike Month; May 12th-16th Bike Week and Friday, May 16th Bellingham/Whatcom Counties 6th annual Celebration of Bike/Walk to Work Day! Join in the Fun and watch for the city's Celebration Stations during your morning commute! The more people walking, bicycling and busing, the healthier and safer the community will be for all of us.

Fun Runnin' Club



This is run #2 for this group of BCS fun runners. They ran 5 miles in the Runnin' O' The Green race held on March 15.

Way to go gang!

Pictured left to right: Derek Andricos, Lotte Freeman, Eric Brown, Anne Savery, Gary Hershey and Meeker, team mascot.



Easter Egg Hunt at Barkley Village

It's that time of year again! This year's Easter Egg Hunt, for kids ages 8 and younger, is scheduled for 10:20 a.m. on April 19th on Newmarket Street in the heart of Barkley Village (near the intersection of Woburn and Barkley).

The festive day begins at 9:30 a.m., with face painting, dance performances, visits from the Easter Bunny and Mrs. Carrot, a clown, and 2003's Miss Whatcom County.

This family fun morning at Barkley Village is co-sponsored by Barkley Company and Haggen. Parking for this event will be provided in the lot to the east of Barkley Village (behind Barkley Village Dental Clinic).

This is a community event and is FREE of charge.

For further information, please contact 671-6450.

Valores Basicos de BCS

Cooperation • Integridad • Calidad • Responsabilidad • Actitud

Cooperación: Nosotros promovemos el concepto de cooperación. Haremos todo lo posible para animar nuestros empleados en sus esfuerzos para hacer un buen trabajo cuando sea posible.

Integridad: Nosotros tratamos a toda la gente y toda la propiedad con sinceridad y respeto y nos dedicaremos sobre tener buenas relaciones con todos los empleados y clientes.

Calidad: Estamos entusiastamente comitedo en proveer servicio del mas alto nivel de ejecución y también en proveer producto de la mejor calidad.

Responsabilidad: Nosotros con gusto acepto la responsabilidad por nuestros acciones.

Actitud: Nosotros mantenemos un modo cierto y positivo sobre los clientes y nuestros empleados y también mostraremos un modo progresivo en nuestro trabajo.

BCS Core Values

Teamwork • Integrity • Quality • Accountability • Attitude

Teamwork: We support the concept of teamwork. We encourage fellow employees in their efforts to do a good job, helping whenever possible.

Integrity: We treat all people and property with honesty and respect, and are dedicated to building trust with our employees and customers.

Quality: We are enthusiastically committed to providing the highest standards of service, product and performance.

Accountability: We willingly accept responsibility for our actions.

Attitude: We have a positive outlook and progressive approach toward our jobs, customers and fellow employees.

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The



April 2003



BCS

Only Your Product Gets an Icy Reception

Bellingham Cold Storage Company
 Squalicum Waterway
 2825 Roeder Ave
 PO Box 895
 Bellingham, Washington 98227-0895
 Phone: (360) 733-1640
 Fax: (360) 671-1259
 E-mail: bellcold@bellcold.com
 Website: www.bellcold.com

