



August Anniversaries

Congratulations to the following employees for their years of service:

Dana Briley	25
Gene Knutson	25
Bob Hamm	23
Ric Paulsen	23
Carl Zysset	23
Case Douma Sr.	22
Jim Bowman	21
Brad Klein	19
Rick Endersby	18
Ursula Heay	18
Mike Alvis	15
Gary Morris	15
Randy Rowe	14
J.C. Coleman	10
Rod Lambert	9
Jose Ruben Moreno	8
Armando Vazquez-Garcia	8
Lorenzo Garcia	7
Luis Hernandez	7
Mark Roath	7
Noe Martinez	6
Fernando Jose Martinez	5
David Peres	5
Antonio Prado Navarette	5
Holly Young	4
Treena Kiefer	4
Scott Albrecht	2
Ronys Gonzalez	1
Corie Jeffery	1
Sandra Reed	1

August Forecast

pollock
halibut
raspberries
blueberries
veggies
black cod
salmon
groundfish



July's Employee of the Month

Dave Berg has been working at Dock 7 since the early 1980's. During most of that time he has acted as the lead person and chief warehouseman. Dave has put a lot of time into organizing and developing a system for handling and warehousing large volumes of product from Trident Seafoods, Sakuma Brothers Processing, and various chicken and pork exporters, not to mention french fries and herring for Capilano, Alaska General and others. Dave's organizational skills have been indispensable during these years.



Congratulations Dave!

This year Dave has decided to take life a little easier and step down as lead person. He has chosen to remain at Dock 7 and he continues to be a great asset to us. He can be counted on to work hard doing everything we ask, while sharing his years of experience and knowledge with the crew. Thanks, Dave, for doing a great job and continuing to be a good leader. You help make BCS a great place to work.

Duane Sines, Central Dock Foreman

Message To The President Sacrifice for Power

Leaders must learn to sacrifice for others. Take the example of Alexander the Great, who three hundred years ago led his troops across a hot and desolate plain. After eleven days out, he and all the soldiers were near death from thirst. Alexander pressed on. At midday, two scouts brought him what little water they had been able to find. It hardly filled a cup. Alexander's troops stood back and watched as he poured the water into the hot sand. He said, "It's of no use for one to drink when many thirst." Being a leader, Alexander gave his followers the only thing he had: inspiration.—Speaker's Library of Business Stories, Anecdotes and Humor

Another more current example of both leadership and sacrifice is right here at BCS with our very own company President. Doug Thomas has sacrificed many minutes, hours, days, months and years towards the on-going power issues here in Whatcom County. Since his start here at BCS, Doug has foreseen the importance of being educated on a utility so important to the livelihood of our community. Often, Doug has placed himself in the line of fire in the fight for fair power practices. Currently, significant power rate increases are directly effecting specific industries, including ours. Indirectly the entire community feels the after shocks with threatened job stability. Eventually, and most probably, this same ugly issue fueled by greed, could take a more direct hit on the public as a whole.

On the topic of power and our community, Doug has endured and continues to expose himself to the grueling, stressful and relentless schedule of meetings and appointments associated with this out-of-hand issue. If the power were to go out, Doug's inner power would only glow brighter. His strong sense of ethics and belief that it is NOT fair for one entity to be in control of a resource that is so necessary and detrimental to the existence of others seems to clone that of another great leader - Alexander the Great. Thank you Doug for the sacrifices and personal energy that you've had to put forth, and for your perseverance and reassurance throughout this whole energy crisis.

Management Focus

The Balance of Power with Tim Unger, BCS Squalicum Plant Manager

Power has become a very important topic at BCS for the last month and a half. Rising prices for electrical power has placed our operations and the operations of our in-house customers on the critical list. Our management team has been working long and hard to find some way to stop the financial “bleeding”. Fortunately, we were able to buy some temporary “medical” insurance while we are in this condition. It cannot go unsaid, however, that some companies or persons, who have power, are not always desiring or even willing to help those who are without. Many parallels can be made with other forms of power.

It has been said that “absolute power corrupts absolutely”. We are talking about a different kind of power. The kind of power that an individual, company, or country has over another individual, company, or country. History has shown that this kind of power, absolute power, can give way to the most heinous of crimes. Hitler created a holocaust when he had absolute power over the Jews. Genocide in the “modern” world became a reality. It was obvious that intelligence and a certain humanistic wisdom had no effect on what came about. In fact in the minds of the Nazis, it seemed to make complete sense, to be completely logical. How could this happen? How could intelligent people make these kind of decisions?

We need to realize there are some key attitudes or beliefs that many people hold that give rise to this kind of viewpoint. It would be good to note that our country was founded on certain beliefs that were a great foundation to the great country we have today. The first belief or viewpoint that needs to be mentioned is the aspect of what kind of being is man? Is he inherently good, or evil, or maybe an animal that is neither good nor bad but learns these tendencies through experience. The notion that man is inherently good, I believe, gives rise to

the idea that man can create a utopia, that he can learn to be good to his fellow man. Too many times it has been shown that, under any pretense, this is not true. Not only that, but that man is not a neutral being either. Man by nature has a tendency to stray to the “dark side”. History has shown this to be true time and again. People with absolute power eventually become corrupt. Our country was founded on this premise and that is why we have the three branches of government. It is a system of checks and balances that keep our leaders in check. Our economy of free trade and competition is based on this same idea. That is the reason our country really watches what it considers growing monopolies. No one should have absolute power in the marketplace unless they are kept in check by the people.

Another view or belief is that all men are equal and have the right to life, liberty and property. Notice I said property, not happiness. Happiness is a relative term and invariably different from person to person. The ownership of property, however, is a very solid concept that is understood by all and has close ties to the idea of happiness. This view that all men are entitled to these “unalienable rights” was not a new concept at the time of our country’s independence. It dates back to ancient times before Christ. This is very important to the people of this country, no matter their race, creed, or religion. We have not only fought for our own rights but have also fought for the rights of others in this world.

What does this mean for a company? How would one incorporate this into our company? This company has certain core values that we operate by, that are listed on this newsletter. What does this mean at BCS? It means we will, in whatever our capacity, whether as individuals or corporately, endeavor to never take

advantage of our power so that we might deprive someone or some company’s right to life, liberty and property. It’s not just good business, it’s good morals. If we all use this as our creed, no matter who we are, we will be more likely to be truly prosperous and happy.

BCS Core Values

1. *Teamwork: We support the concept of teamwork. We encourage fellow employees in their efforts to do a good job, helping whenever possible*
2. *Integrity: We treat all people and property with honesty and respect, and are dedicated to building trust with our employees and customers.*
3. *Quality: We are enthusiastically committed to providing the highest standards of service, product and performance.*
4. *Accountability: We willingly accept responsibility for our actions.*
5. *Attitude: We have a positive outlook and progressive approach toward our jobs, customers and fellow employees.*

Valores Importantes

1. *Cooperación: Nosotros soportamos el concepto de cooperación. Haremos todo lo posible para animar nuestros empleados en sus esfuerzos para hacer un buen trabajo cuando sea posible.*
2. *Integridad: Nosotros trataremos 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.*
3. *Calidad: Estamos entusiastamente cometidos en proveer servicio del mas alto nivel de ejecución y también en proveer producto de la mejor calidad.*
4. *Responsabilidad: Nosotros con gusto acepto la responsabilidad por nuestras acciones.*
5. *Actitud: Nosotros mantenemos un modo cierto y positivo sobre los clientes y nuestros empleados y también mostraremos un modo progresivo en nuestro trabajo.*

Picturesque...

What's Happening At BCS *pictures by Deborah Price, QC*



Bill Lamoureux unloading supplies to be loaded onto a vessel at West Dock.



Clark's Berry Farm has been freezing I.Q.F. raspberries in the old bean tunnel area.



Keith Goodknight from Northport and the Skipper of the fishing boat, 'Pelican' wait while their shipment of halibut gets headed and sized.



The 'Excellence' at West Dock.



Juan Contreras offloading Ocean Perch from the 'Tracy Anne' boat.



Fresh halibut continues to arrive from Alaska. BCS crews head, size and grade the halibut brought in by the 'Pelican' for fresh shipment.



Marco Llamas product from the 'Excellence'.



Ronys Gonzalez and Gregorio Carreto glaze fish in the BCS Fish House.



Stowe Talbot in the BCS Boxline getting footage for the upcoming corporate video.



Fishing boat 'Resolution' at the BCS Ice Dock.



From the Internet Remember When?

A computer was something on TV
From a science fiction show of note
A window was something you hated to clean
An ram was the cousin of a goat.

Meg was the name of my girlfriend
And a gig was a job for the nights
Now they all mean different things
And that really mega bytes.

An application was for employment
A program was a TV show
A cursor used profanity
A keyboard was a piano.

Memory was something you lost with age
A CD was a bank account

Compress was something you did to the garbage not something you did to a file
And if you unzipped anything in public
You'd be in jail for a while.

Log on was adding wood to the fire
Hard drive was a long trip on the road
A mouse pad was where a mouse lived
And a backup happened to your commode.

Cut you did with a pocketknife
Paste you did with glue
A web was a spider's home
And a virus was the flu.

I guess I'll stick to my pad and paper
And the memory in my head



"This is the software for my head."

Computer Bits and Bytes

The Impact Computers Make on Our Lives

with Nancy Stone, Computer Programmer/Analyst

I recently sent out a "shot gun" email with the following question: **How have computers changed your life - at home, at work, at school?**

Here are just some of the responses that I have received so far:

The computer has made it considerably easier for me to communicate. Everything from term papers at school so long ago to IM-ing my sister this morning can be done quickly and (reasonably) easily. I doubt I would have been nearly as prolific as I have been without the computer. —J C Coleman

When I started at BCS I had very little computer experience. I've learned how to get into lots of trouble and had to call Clyde for help. Then here comes Judi and Nancy – I really must have messed a lot of stuff up. But, I've learned a lot from trial and lots of errors. Thanks God for Nancy and Judi. At home I have to thank my husband because I get into a lot of trouble there too. But now that I've learned so much I have decided to take another challenge. I'm attending an autocad class and already my instructor has had to fix a few of my errors. However, I have found that when it comes to computers you are always learning new things and finding new challenges. I'm not afraid to make mistakes because we have excellent people here to smooth out those rough edges and they make learning a fun experience. Thanks for all your help. —Treena Kiefer Note from NS: You're quite welcome!

There were several times when computers made big changes in my life.

- 1) When I went to the university in 1983 and the Macintosh first came out - no more typewriters! Made editing and revising my homework papers so easy.*
- 2) When BCS upgraded to the new network in 1997 (?), with Outlook Email. Email, despite its bad reputation, had speeded up correspondence dramatically. I could now write and receive mail from all over the world, for free!*
- 3) Last year I bought a computer for home and plugged into a high-speed, DSL internet connection that is always "live". Now I can surf the net at a second's notice without having to boot up, log on, dial in.... whenever I have an unusual question I need answered ("what year was Beethoven born?") I just run over to the computer and get my answer usually with a few keystrokes.—Stowe PS: 12/16/1770*



Training Wheels Keep On Turning For Life Long Learning School Is Out For Summer

I know it is August and everyone is enjoying the summer weather and this is just what you should be doing. This might also be a good time to relax in the sun and review your goals for the coming year. Yes, school will start in September and you could be that new or continuing student. If you need help or direction or do not know which school might be your best choice, then please phone Karen Hollingsworth at ext 157. I would be delighted to help you. Please review the Bellingham Cold Storage Education Policy to see if you qualify.

Educational Improvement and Assistance

The Company encourages all supervisors and managers to focus some of their time on formulating and supporting development plans for their employees.

An employee who can demonstrate that a particular class is pertinent to his/her job performance may be eligible for financial assistance as regards tuition and books.

The company may provide educational assistance for employees who wish to attend outside courses or workshops not available within BCS's own training programs, subject to these conditions of approval:

- The course or program relates directly to the employee's job, and benefits both the employee and the company.
- A written request for educational assistance is submitted to the employee's supervisor well in advance of the start of the course or program. The request is approved jointly by the employee's supervisor and a manager.
- The employee successfully completes the course or program with a minimum of a C average. An employee who fails this requirement must repay (through payroll deduction) the amount advanced by the company.

The company will provide reimbursement for tuition and required books/fees up to a maximum of \$500/year.

Mejora y ayuda en educación

Bellingham Cold Storage avisa a sus supervisores y directores de la intención de nuestra compañía para ayudar y educar sus empleados. Con esta idea pedimos la ayuda de los supervisores y directores para desarrollar esta programa.

Un empleado puede participar para asistencia de financiera para clases y libros si el empleado puede demostrar que una clase de particular es importante para su trabajo.

La compañía puede mantener asistencia de educación para empleados que desean a atender clases o taller afuera de Bellingham Cold Storage, si estas clases no son fáciles de conseguir en Bellingham Cold Storage. Todas de las programas y clases estan bajo estas condiciones de aprobación:

- La clase o la programa ayuda directamente al trabajo del empleado y beneficio el empleado y la compañía.
- Un aplicación por escrito para asistencia de educación tiene que pasar al supervisor del empleado antes de tiempo de la clase o la programa. Un permiso es dado por parte del supervisor del empleado y el director.
- El empleado terminará éxito la clase o la programa con un mínimo de calidad de "C" medio. Un empleado que no pasa ese necesidad debe revolver (usando deducción de plantilla) el cantidad adelantó por parte de la compañía.

La compañía dará un reembolso para clases particulares y libros necesidad al máximo de \$500.00 por año.

Karen Hollingsworth- BCS Education/Training Coordinator

Education/Training The ABC's of BCS *with Karen Hollingsworth*



- Shelter in Place -BCS employees will be scheduled.
- Business Bicycle Challenge - Results announced
- number POWER class - weekly lessons available for every employee in FH and boxline and BOCS lunch-rooms.
- Informal OPTIC class for extra practice - first WED of each month from 11:00 am to 1 pm
- Spanish conversational lunch - every Tuesday

Clase de conversación en español sobre almuerzo - cada martes

Gracias por su nos ayuda y practica

- English conversational lunch - every Friday

Clase de conversación en inglés sobre almuerzo - cada viernes

Thank you for your help and practice

- OPTIC computer classes by topic - on demand
- Process Safety Mgmt (PSM) - ongoing



OPTICS

Everything You Didn't Want To Tell Your Mother and More

with Judi Edwards/Computer Programmer and Nancy Stone/Computer Programmer & Analyst

Questions, questions, questions... Your mother never asked you for as much information when you left the house on a Friday night as the OPTICs screens and scanners seem to do. To better serve our customers and ourselves (by billing correctly) the system requires quite a bit of information when receiving, shipping or transferring product. Here are a few definitions and notes to help you answer those questions correctly:

Quantity: the number of items per tag - for pallets it's the number of cases, for totes it'll always be 1. If you're dealing with a partial even weight case, use a decimal to represent the part case, i.e., 1.5 of 1.75.

Net Weight: this is the actual weight of the product itself.

Inventory Weight: this is the weight used to calculate storage charges. It's usually net weight plus a standard tare - usually 50 pounds for a tote and anywhere from .5 to 10 lbs for a carton. Carole and Jeanne set the billing tare in the office at the lot master level (\SETLOT). Product in BCS bulk totes will have only this weight (no net wgt).

Shipping Tare: prompted when inserting a line item on a manifest for toted product "Enter Container/Pallet Board Weight:" This weight will be added to the net weight of the product to calculate the shipping or gross weight.

Gross Weight: also known as 'shipping weight', this is the shipping tare plus net weight. If you are dealing with even weight cases on a pallet, the shipping tare is added to the inventory weight. (Are you confused yet?) You can enter the total shipping weight of the lot on the truck ready screen if needed to include pallet board weights, etc. The shipping (gross) weight prints

on the Bill of Lading. If you are shipping totes and the totes were received with accurate shipping tares, your shipping weight will be right-on. (This is a good thing!)

Container Capacity: this is the maximum amount of product the container (tote) can hold. It is descriptive information. It has no relationship to the net weight currently in a tote. OPTICs and the Scanners don't handle this information at this time. This is being confused with gross weight when receiving totes. (Not a good thing!)

Weight per case: prompted when inserting a line item on a manifest for even weight cases on a pallet. Use the net weight for each full case. This weight is established at the lot master level. For even weight case product it simplifies your scanner entry.

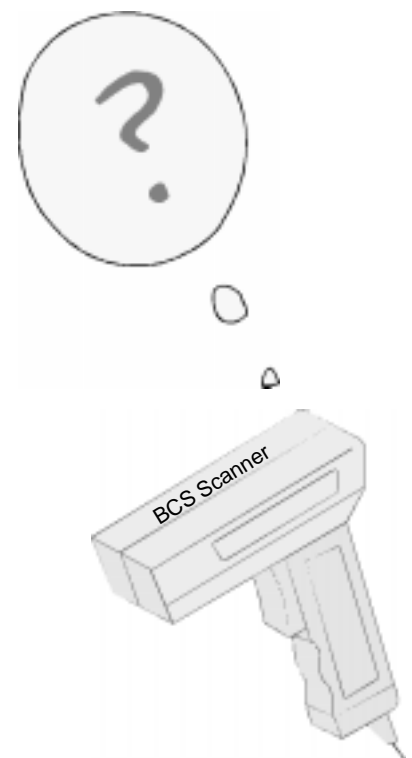
Cases per Pallet: this is the usual number of cases per pallet for even weight cases for the receipt. This could change with each receiving manifest. Watch out for this one!

Enter Case Weights as LB or KG: prompted when receiving cases, defaults to LB since BCS tracks inventory and bills based on weights in pounds. Use the KG when needed. OPTICs will convert the weight to pounds for you.

Remember that if you enter a quantity, net weight or inventory weight using the keyboard, OPTICs thinks you are dealing with non-bar coded, hand tallied product. If you enter quantities and weights via a scanner, OPTICs knows the product is bar coded.

Special Note on container capacity, bunching totes and gross weights: Bunching toted product can be a grievous endeavor. Especially if you

get into trouble and must call the crack BCS programmers. Most of the confusion begins when the tote is received. OK here we go. Are you ready? You are receiving product to be toted. The totes have a container capacity of 1100 pounds (the big ones). The empty totes weigh about 79 pounds (or so). OK, so the 79 pounds isn't right. You are putting 400 pounds into one of these empty totes. So, on the scanner you enter 400 pounds for the net and 479 for the gross. Why? Well, just because the tote can handle 1100 pounds and you may have 1100 pounds in it after you bunch, you don't have that much in it now! If you enter 400 pounds for the net and the 1100 for the gross, the scanner thinks that the shipping tare is really 700 pounds and you will have a ton of grief bunching. Not to mention your gross weights will be, well, very wrong. The crack BCS programmers are standing by.



Jan's Cooking Corner

As readers of the ICEBreaker, you know that Gene Knutson has been off from work due to an on-going back injury. In his absence, I, Amie Daniels (A.K.A the one who knows little to nothing about sports), have been trying to fill his tennis shoes (nice reference to sports, don't you think). Apparently, in just the short two month period of being Gene's sub, (yet another sports term), the Sportsbreak fans are getting unhappy. Believe it or not, I was

actually in the process of writing my 3rd Sportsbreak article when some fellow staff members gave me the good advice that it is always best to write about things you know.

Well, I did one step better than writing about something that I know. I found someone other than myself to replace the irreplaceable Gene. What better person to fill in for Gene than his very own wife, Jan Knutson. Currently, Jan

is also filling in for Gene as our receptionist.

By now our whole staff has had the opportunity to be spoiled by Jan's cooking. Jan knows cooking like Gene knows sports. Here are some recipes that Jan whipped-up for me to share with all of you. Enjoy and Thank you Jan!



Summer Salsa

4 large ripe tomatoes
1 sweet onion
2 green peppers
2 bunches cilantro
Chop all & place in large bowl.
Add:
Salt & Pepper
1 to 3 Tablespoons chile powder
1 4oz can green chiles - diced
1 8oz can tomato sauce
2 Tablespoons cumin
2 Tablespoons brown sugar
1 Teaspoon garlic salt
Mix & serve with tortilla chips.

Fresh Apple Cake

4 cups fresh diced apples
2 cups white sugar
1/2 cup oil
1 cup chopped nuts
2 eggs
2 teaspoons vanilla
2 cups flour
2 teaspoons soda
2 teaspoons cinnamon
1 teaspoon salt

Bake at 350° for 1 hour. Use a 9x13 ungreased pan.

Palm Springs Salad Dressing

1 clove garlic
2 green onion tops
1/2 cup olive oil
1/2 cup wine vinegar
1/2 teaspoon dijon mustard
1 Tablespoon mayonnaise
Salt & Pepper
1 Tablespoon Spice Islands salad seasoning

Put all in food processor. Serve over fresh salad greens.

Tee Time with Mike Holcomb

Hello fellow hackers and welcome to tee time. I wasn't going to put in an article this month, but I was strong-armed, so here goes.

As you all know I won a set of Callaway Irons in the Red Cross tourney at Dakota Creek last month for making a hole in one on the 2nd hole. It was very exciting and, best of all, the Irons arrived today, July 20th. Talk about a nice set of clubs! WOW, are they ever! They are very much like the ones I already used, except a lot lighter.

They are also about the same size and pitch. I think I am going to like these clubs a lot. Callaway also put the Jumbo grips on them for me, which is what I like and



am used to playing with. I can't wait to get them out and really use them.

As far as my old clubs go, my son has already claimed them for his own. However, Gary Hershey thinks I should give them to him instead. I don't think my son, David, would like that at all. We will see, but I think the kid will win the debate this time.

Currently, I am in the process of getting ready to go to Las Vegas for a week with my wife, Dawn, for the Avon convention. While there, I will try to get in a round or two of golf if the weather holds out for me and doesn't get toooooo hot. Maybe I'll try to beat the heat with an early round, that is, if I can find a course that is nearby.

Hopefully, I will get a couple of tips from the pro's there and compare techniques. I look forward to my

upcoming Las Vegas adventure, and I think it will be lots of fun.

I will leave you with this. As we get into the late summer months, all the courses will really dry out, so switch to your punch and run game. Don't go for the green because it will be like hitting a sidewalk. Most likely, your ball will go off the back of the green, and you will never see it again. See ya.

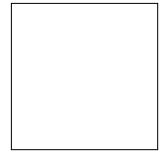


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The ICEBreaker



Only Your Product Gets an Icy Reception



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Have any questions or comments about the ICEBreaker? Contact Amie Daniels, Editor.

Nosotros trataremos 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.

Integridad:

Los Valores de Bellingham Cold Storage son la base por la cual nos guiamos. Este mes Integridad esta caracterizado como un componente importante de los Valores Basicos de Bellingham Cold Storage.

Actitud

Trabajo en equipo • Integridad • Calidad • Responsabilidad •

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

Integrity:

Bellingham Cold Storage's Values are the foundation by which we conduct ourselves. This month Integrity is featured as an important component of Bellingham Cold Storage's Core Values.

Teamwork • Integrity • Quality • Accountability • Attitude

Valores Basicos de BCS

BCS Core Values