



## August Anniversaries

Dana Briley	27
Gene Knutson	27
Bob Hamm	25
Ric Paulsen	25
Carl Zysset	25
Case Douma	24
Jim Bowman	23
Brad Klein	21
Rick Endersby	20
Ursula Heay	20
Gary Morris	17
Randy Rowe	16
J.C. Coleman	12
Rod Lambert	11
Armando Vasquez-Garcia	10
Lorenzo Garcia	9
Luis Hernandez	9
Mark Roath	9
Fernando Martinez	7
David Peres	7
Antonio Prado Navarette	7
Treena Kiefer	6
Holly Wagner	6
Scott Albrecht	4
Ronys Gonzales	3
Sandra Reed	3
Manuel Hernandez	1
Lester Reeves	1
Richard Tobola	1
Rolando Valdes	1

## August Forecast

Halibut  
 Salmon  
 Local Salmon  
 Bottomfish  
 Black Cod  
 Pacific Cod  
 Beans  
 Raspberries  
 Blueberries  
 Hake

## Employee of the Month



Congratulations to Trevor Wagner, July's employee of the month. Trevor was hired on 9/1/93 as a tally person. He was East Dock's tally person for the remainder of the 1993 season. Trevor is a quick study and in 1994 became a forklift driver. He has worked in every area of the plant including Orchard and night shift. In the year 2000, Trevor became Leadman at East Dock. His duties include warehouse 8 & 9, production lines, filling in for the Foreman and shipping and receiving. Trevor is self-motivated

and has good customer relation skills. I can always count on Trevor to get the job done. His sense of humor keeps us all in the right frame of mind. Thanks, Trevor, for making BCS a great place to work.

*Bob Knutson, East Dock Foreman*

## Message from the President

### Thank You, Thank You, Thank You!!!

Many thanks to the hard working BCS employees for your long hours and outstanding efforts during our busiest time of the year. Thanks also to our outstanding suppliers and vendors for making sure that BCS is hitting on all service cylinders and last but certainly not least, BCS very much appreciates the continued business from all of our valued customers. The busy season is upon us and your efforts, cooperation and business are very much appreciated!

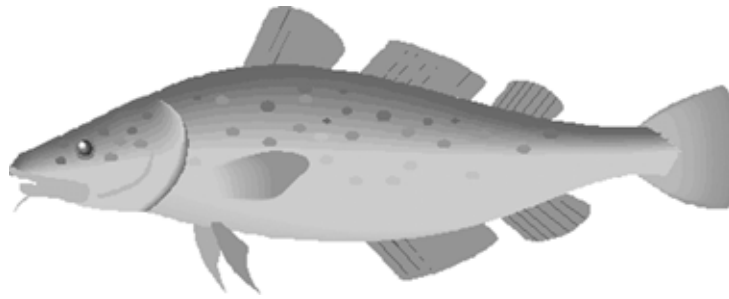
Best wishes for a successful and enjoyable summer!

Warm Regards,

*Doug Thomas,  
 President & CEO*



# Pollock News



Over the last decade, pollock has been an increasingly large product for BCS to handle and store each year. In the last year or so though, many of you may have noticed that these volumes have decreased somewhat. The whole situation surrounding pollock has changed dramatically in the last few years because of several factors.

To see the whole thing properly, it is necessary to go back to late 1997. At this time, pollock was still an Olympic style fishery. Also, the Russian pollock fishery was turning out huge volumes of product and the whiting fishery (a pollock substitute) was also doing quite well. Late that year, the U.S. Senate began to craft the American Fisheries Act (AFA) which was originally envisioned as a way to re-Americanize Alaska's pollock fishery. Some industry players felt that the business had come to be dominated by Norwegian and Japanese interests, despite the fact that the resource was American.

Without going on too much about the AFA, it ended up dividing the pollock quota into shares. The three main processing sectors (shore plants, motherships, factory trawlers) each were given shares of the total quota. Further, within each of those groups, individual companies (and their vessels) were given percentages of the quota. This effectively ended the race for fish that had been the Olympic fishery's approach.

The most immediate impact of this change in approach was that the whole industry was able to go after the fish in a more orderly and methodical fashion. This in turn led to higher recovery numbers (% of round weight which goes to finished product) for the fishery. In short, the industry began to get more product out of each fish processed.

In 1999, things really began to change in Russia. First of all, despite Russian fisheries' official comments, the state of their pollock stocks really began to suffer both in average fish size and in number of fish caught. The other really big change had to do with 13 Spanish supertrawlers (biggest of all the factory trawlers operating in the world) which had previously been fishing there. It's a very complicated legal story but it ends up with all these boats being tied up in Korea.

The reason the fate of these supertrawlers is important has to do with where they were selling their fish. For most of the 1990's, the Russian fleet and, in particular, these 13 boats had dominated the European market for pollock block. Though some Russian fish came to the US and some US fish went to Europe, the majority of Europe's supply was coming from Russian boats. By the middle of 2001, the impact of this lack of production from Russia really began to take hold.

Since that time, the competition for US pollock producers' product has been intense. Not only are the Europeans increasingly in need of US product, but the US buyers also still need the product. Lastly, since AFA, a lot of formerly pollock surimi only producers have converted their equipment to be able to do block or surimi in the last couple years. The relative weakness of the Japanese economy for the last 5 years led a lot of these formerly surimi (pollock product that Japan prefers) only producers to look to new markets (pollock blocks). Thus, even though the Japanese economy is still depressed, the surimi market has firmed up simply because so many US producers have been focusing their efforts on blocks for the last couple years.

In the end, you have more pollock than ever leaving the Alaskan fishing grounds heading directly to Europe, bypassing US cold storages like BCS. This is mainly why we are storing less pollock of late. But, as in every industry, trends like these are often cyclical, and we may once again see big volumes of pollock. We should remember the old saying, "change is the one constant in life".

*Ben Savery, Marketing/Sales Manager*

## Vender of the Quarter

### IKON Office Solutions, Bellingham Office

This quarter we recognize Ikon Office Solutions as our Vendor of the Quarter. The customer service of both Stan Armstrong in sales and Robert, our service technician, is hard to beat! They have efficiently taken care of our copier, printer and fax machine needs. With their knowledge we get the correct machine for the job at a good price, and the service after the purchase is supreme. This year we purchased a new Canon copier/printer that has enabled us to produce our newsletter in-house and is also a great productivity tool for other office tasks. We appreciate their efforts and thank them for a job well done.



*Stan Armstrong*

*Sandy Olson, Purchasing Agent*

## Thank You Mosquito Fleet!



*A panorama of photos showing Coastal Transportation's facility in Dutch Harbor, AK.*

As we move into the heart of the Alaska summer, we want to take the opportunity to thank Coastal Transportation and Western Pioneer for their support of BCS. The vessels of these two companies make up what we refer to as the "mosquito fleet", so called because of the relatively small size of their boats and their ability to make deliveries in some of the more remote coastal towns not serviced by the larger container vessels. Going back close to 50 years now, the mosquito fleet has played an integral role in the transportation infrastructure of the Alaska fishing industry. Whether it's getting supplies to the far flung reaches of Alaska, unloading fishing vessels in Dutch Harbor or pulling fish from plants throughout the state, the mosquito fleet does it all. Coastal Transportation and Western Pioneer, by offering BCS as a southbound offload point, have both been steadfast supporters of BCS through the years and for this we thank them. Best of luck in the years to come!



*Western Pioneer's vessels started delivering Alaska seafood to BCS as early as the 1950's.*

*Ben Savery, Marketing/Sales Manager*

## ABCs of BCS

Automated External Defibrillator (AED)  
New beginning class  
**Aug. 20**

Ammonia Safety Training  
BCS Engineers  
**Aug. 27 & 28**

### Ongoing Classes

Good Manufacturing Practices (GMP)  
Personnel-Hygiene  
Lock Out/Tag Out  
Stormwater Pollution Prevention

### Mon. - Fri. and by private appt.

English Conversation  
ESL Classes  
Keyboarding  
Writing  
Reading  
Math - beginning to university level  
U.S. Citizenship  
GED

*Karen Hollingsworth,  
Training Coordinator*

## New Births



### Congratulations go to:

Stowe and Nina Talbot on the birth of their son, Remy Semyon Talbot.

Amie and Chris Daniels on the birth of their daughter, Emma Marie Daniels.

Joe and Randa Mead on the birth of their daughter, Anika Michaelyn Mead.

# BCS is Committed to our SMART Commuters and our Environment

1. Take your body on a test drive. It might be boring, but just go around your block, or up and down the street, keeping track of how far you can walk at a reasonable pace before it starts getting uncomfortable. Let's say that ends up being about half a mile, for example. Divide this number in half (a quarter mile in our example)—that would be how far you could walk and get back without unreasonable discomfort. Get a map of your neighborhood and make a circle with that radius around your home. Commit to walking to anything within that circle.



2. Try out your local bus system. Even if you can only use the bus once every other week, that's still two trips a month where you're decreasing pollution and saving some money.



3. Spend some time learning about the impacts and implications of different forms of transportation. For example, the president of pedestrian-awareness group Feet First, was quoted recently in the North Seattle Herald-Outlook, saying "Of all the transportation modes, a pedestrian is the only mode that doesn't have a powerful lobby."

*By Michael J. Coffey, Certified Professional Life Coach*

## It All Adds Up for BCS with our New Volunteer Teacher



Tom Yost, the newest volunteer in the ESL program, has just moved to Bellingham from San Diego, California. By profession, Tom is a mental health counselor who specializes in working with people who have disabilities. In San Diego he worked as a program manager for a large social service agency that arranged services for people who have developmental disabilities.

Before San Diego, Tom lived in Belize, Central America for 2 years. He was a Peace Corps Volunteer there and taught counseling to elementary school teachers.

Tom now spends part of each year in Mexico, which is partly what brings him to BCS. Tom has been learning Spanish in Mexico and knows how difficult it can be to learn a second language as an adult. While in Mexico he has been helped by several volunteers from a local Technical College. He hopes he can offer the same kind of assistance to people here who are learning English.

But Tom said also that he just likes knowing people from other countries and cultures. He said he enjoys knowing about the different ways that people can live their lives and the many different ways people can look at life.

Tom volunteers each Thursday and will be teaching math.

Bellingham Cold Storage welcomes him to our teaching team. If you are a BCS employee and would like to join our classes, please feel free to drop in to our classroom whenever classes are going on or contact Karen Hollingsworth in person or at ext 157.

*Karen Hollingsworth, Training Coordinator*

## Thank you to our Instructors, Gary Morris & Carlos Flores, for Training our New Drivers



The new probationary forklift drivers are:

Rene Sagastume, Juan Puentes, Hugo Barranco, Marcos Perez, Jura, Donald Day, Joshua Mohs, Sharif Muhammad, Jim Dowd, Stan Rosenhall, Jon DeLoach, Carl Bertapelle and Tim Vera.

Thanks for all of your help!

# Fun Times at the BCS Company Picnic

This year the company picnic was held at Lake Padden Park on Saturday, July 20th. The weather was perfect, the food was great and everyone had a good time. Below are a few photos from the event.

*Photos by Doug Thomas*



*Left to right: Raul Morales, Aurelio Lerma, Ildefonso Lerma, Ezequiel Gonzalez and Rene Sagastume.*



*José Roques and son, Carlos, talking with Donna & Ray Johnson.*



*Bev Thomas and Sheryl Hershey.*



*Gene Knutson chatting with Carl and Betty Slusser. Nice legs, Gene!*



*Jim Talbot and daughter, Jane Hammatt.*



*A good turnout at this year's function.*



*Lauren Thomas, Jim Talbot and Stew Thomas, world famous salmon chef.*



*Matt and Jane Hammatt's sweet dogs, Leonard and Olive.*



*Gary Hershey, Treena Kiefer and Mark Tripp.*



*Left to right: Anne Flinn, Anne Savery and Nina Talbot enjoying the sunny weather.*



*Folks sipping sodas as they wait for some of Stew's famous BBQ salmon.*

**Valores Basicos de BCS**

*Cooperation • Integrity • Quality • 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 tambien 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 tambien 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.*



August 2002

**BCS** *Only Your Product Gets an Icy Reception*

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