**BCS December Anniversaries**

Carlos Flores	7
Ian Boote	1

**December Forecast**

Salmon  
Crab  
Bottomfish  
Herring  
Peanuts

**The ABC's of BCS**

■ **Workforce Education Classes**  
Mon and Wed 3:30PM – 5:30PM  
(pilot program ends – Dec 6th)

■ **Graduation ceremony for the BCS English class students**  
Dec 6th @ 4PM in the FH Education Room.

■ **BEAT THE BUG**

Preventive annual flu shots  
Watch bulletin boards for date  
■ **number POWER class** -weekly  
take home handouts available in  
FH and boxline and BOCS  
lunchrooms.

■ **SHIPPING Classes: Staging to Truck Ready and Bills Of Lading.**  
First TUES of each month 11AM - 1 PM & 3PM to 5 PM.

■ **Help with homework from English classes.** Monday and Thursday, Noon to 12:30PM in the FH educ room.

■ **OPTIC computer classes** by topic-on demand

■ **Process Safety Mgmt (PSM)**-ongoing

**November's Employee of the Month**

Ed Moreau started working at BCS back in 1972. Some of Ed's first jobs at BCS were in the Fish House. Two years later, BCS had to learn to get along without him (only temporarily - thank goodness) while he took a short leave of absence to build his house in Skagit County. Ed claims his house still needs siding.

Eventually, Ed worked about every area in the plant such as the old crabroom and current pallet repair shop. However, a majority of his time was spent in the Boxline. In addition to his many work abilities, Ed held the "best truck loader" title at BCS for several years.

Currently, Ed drives the BCS flatbed

truck-trailer. He does a great job of hauling all the pallets and totes to their proper destinations.



As one can see, Ed has definitely been, and continues to be, a valued employee. Thank you, Ed, for always doing a good job with a smile!

Marvin Hawkins - Boxline Foreman

**BCS Welcomes A New Project Manager To The Team**

José Roqués

four years ago, when Doug Thomas was promoted to V.P. of Operations.

José graduated from the Universidad de Zaragoza, Spain with a Bachelor of Science degree in Food Science and Food Technology. He then went on to get his Masters Degree in Food Technology from Instuto de Agroquímica y Tecnología in Valencia, Spain.

On December 12, José Roqués will be joining the Bellingham Cold Storage team as our next Project Manager. José fills the position that was left open

Jose has worked as a Quality Control Inspector, a Professor of Nutrition and a Research Coordinator. His most recent position has been as Plant Manager for Sakuma Brothers Processing.

José's main focus with BCS will be as the lead coordinator on special projects, ranging from new construction to small special projects. With his background in Quality Control, José will also be in charge of analyzing and redesigning BCS's Quality Control Program. We look forward to having José on our team!

Sheryl Hershey - HR Manager

## Commute Trip Reduction Please Choose Wisely

In Washington State and across the country, we are all buying more cars and driving them more miles than ever before. In fact, just last year 163,500 residents of Whatcom County (men, women and children) registered 114,014 personal vehicles.

It has been proven (easily) that our transportation choices have a dramatic impact on our day-to-day lives, communities and environment. Just ask someone who's lived here in Whatcom County for the last 20 years.

Don't forget that there are other ways to get around besides driving alone. Some smart commute ideas are walking, bicycling, sharing a ride, riding the bus, teleworking and working compressed schedules.

Besides creating less traffic, there are also other benefits associated with smart commuting such as exercise, better health and cleaner air to breathe for yourself and others. So, before you go out remember the impact that you have and please choose wisely.



## Management Focus

### You Asked For It!!! *with Sheryl Hershey, HR Manager*

I love my job! There's a certain something to be said for being the lone female on a team full of men.

1. I'm the cutest one on the team. It doesn't matter that I may not be the Michelle Pfeiffer of the cold storage industry. The fact that I'm a female automatically makes me cuter than the guys. This is just a rule. If the guys were meant to be cute, their mothers would have clothed them in little dresses with ruffly underpants. Theirs didn't. Mine did. I win.
2. I get to do impressions of famous people. The guys haven't figured out yet that when I have something of extreme importance to discuss, all I have to do is go into my "Howard Cosell" impression. Little known fact: If you want men to listen, make yourself sound like a sportscaster. They find themselves listening without knowing why. Works every time. I talk. They listen. I win.
3. I get to "multi-task" for a living. Women have been doing that forever, but I actually make a living at it! I get to do human resources "stuff", safety "stuff", environmental compliance "stuff", security "stuff", regulatory "stuff", and even janitorial "stuff". I like this aspect of my job. I get to stick my nose into everyone else's "business" because my "stuff" can overlap with just about anything I choose. The guys hate it. I love it. I win.
4. Let's face it. If I really want to make a point, I can cry. It makes the men feel bad. They think they've done something wrong and will go to ridiculous lengths to make me stop. How else do you think I'd have gotten that big office upstairs for all those years? I cried. They felt guilty. I won.
5. And most importantly, I don't get pulled into all that football bickering during the meetings. Huskies this. Cougars that. The men fear me in this regard. After all, how can you ever hope to win a fight against someone whose college mascot was a (Penn) Quaker? If you fight, you'll be known as a bully, because, as everyone knows, Quakers don't fight. If you don't fight, however, you'll be known as a wimp, because, well, just because. Let's face it, guys. Either way - I win!!

Yes, indeed, a woman's work is never done.



*Original picture courtesy of Disney. Modified picture 'Sheryl and The Management Team' courtesy BCS Newsletter staff.*

## Education

# BCS Proves To Be In A Class Of Its Own

with Karen Hollingsworth, Educ/Training Coordinator

During the past three years in my capacity as Education and Training Coordinator, I have become cognizant of the importance in assuring that all BCS employees, whether they speak English or Spanish, are provided with as complete an understanding of all of our safety programs as possible. In order to insure that we were in fact doing this, I began taking Spanish lessons. I did this in order to assist in the translation of materials and to facilitate my teaching classes regarding various safety programs.

In January of this year, I began a series of informal, brown-bag English and Spanish luncheons. In these classes, native Spanish speakers taught Spanish one day and native English speakers taught English on another day. As these "informal" sessions progressed, requests for more formal and structured English classes were made. To meet the demand and need, I created a series of weekly lesson plans for teaching English at the beginning, intermediate and advance levels. However, despite my desire to provide the best training possible, it became clear that I needed professional assistance especially as the interest in learning English continued to grow and grow and grow.

Without hesitation, I made contact with Maureen Kane, Executive Director of the Whatcom Literacy Council. After sharing the wonderful academic epidemic at BCS, Maureen prepared a proposal for a 10-week pilot program for English as Second Language (ESL) classes at the worksite. Once approved, announcements for the proposed classes were posted and the magic began. Eighteen BCS employees enrolled in the ESL program and a qualified instructor was hired to teach English as a Second Language for two hours, two days a week. As an incentive to assure attendance, BCS graciously agreed to pay all participating employees one hour's pay if they stayed for the entire two hours.

At the present time, there are eighteen participants with seven more waiting to begin the winter quarter. There are also three students working on their high school equivalency. The company's dedication to improving its' workers skills as well as providing the necessary funds and equipment to do so is just one of the reasons that I am proud to be a BCS employee. Thank you BCS for making one of my dreams come true and for hopefully making the dreams of others come true as well.



é è ê ó ò ô á à â

## Typing Special Characters

With the addition of the New Special Project Manager, José Roqués, the need to easily type in special characters became an issue. Here's a way to type special characters using the Alt-Keys.



If it is not already on, turn on Number Lock by pressing the "Num Lock" key. Hold down the "ALT" Key and type the four-digit code (including the zero) for the character you want, using the number pad on your keyboard.



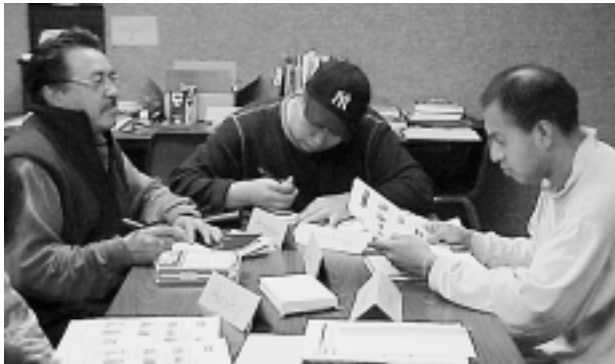
### CHARACTER CODES:

à = 0224	Ó = 0211	Ê = 0202
á = 0225	Ô = 0212	Ë = 0203
â = 0226	Õ = 0213	ì = 0236
ã = 0227	Ö = 0214	í = 0237
ä = 0228	ù = 0249	î = 0238
å = 0229	ú = 0250	ï = 0239
À = 0192	û = 0251	Ï = 0204
Á = 0193	ü = 0252	Í = 0205
Â = 0194	Û = 0217	Î = 0206
Ã = 0195	Ú = 0218	Ï = 0207
Ä = 0196	Û = 0219	ñ = 0241
Å = 0197	Ü = 0220	Ñ = 0209
ò = 0242	Û = 0220	ç = 0231
ó = 0243	è = 0232	Ç = 0199
ô = 0244	é = 0233	ß = 0223
õ = 0245	ê = 0234	¿ = 0191
ö = 0246	ë = 0235	¡ = 0161
Ò = 0210	È = 0200	
Õ = 0210	É = 0201	

Also there is a great site out there to do conversions between languages. Visit <http://www.freetranslations.com> and convert your English to Spanish and visa versa.

By Jim Tagart - Network Engineer

**Training Wheels Keep On Turning...**  
**Introducing the BCS Class of 2000...** *(All captions by BCS Workplace Students)*



*Armando Vazquez-Garcia, Miguel Morales and Jose Sanchez are studying.*



*Mario Gonzalez, Lorenzo Garcia, Sergio Mendez and Gregorio Carreto are writing.*



*Rigoberto Sagastume is thinking and writing with his teacher Ainsley Young.*



*Sergio is listening. Mario is looking for the color purple.*



*Fernando Martinez is studying math with his teacher and worrying about  $2 + 2!$*



*Armando is reading a question to Ainsley.*



*Hugo Barranco and Virgilio Cruz are working with their teacher, Gayle.*



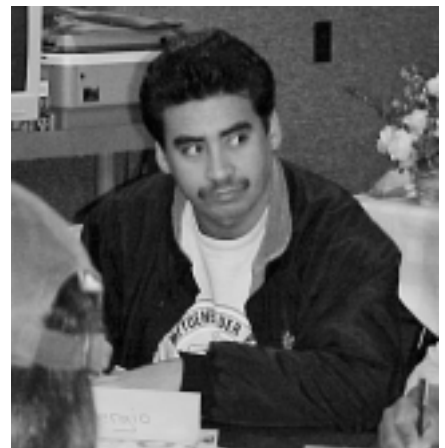
*Ursula Heay is studying the dictionary.*



*They are all working together as a team.*



*Marcos Llamas is reading a bedtime story to Anselmo Velasquez.*



*Sergio is concentrating.*

## To Support Lifelong Learning... And Their Work ...

It is my great pleasure to help out in this English class. I was born and raised in Denmark, and English is, therefore, a second language to me too. I have now been in America 32 years.

– AGNETE YAVER, Volunteer Tutor

I've lived in Bellingham for 20 years. I like volunteering with the English class because it's fun to see the students smile when they understand what is being taught.

– AINSLEY YOUNG, Volunteer Tutor

I live in Bellingham part-time. I teach English to young Buddhist nuns in Thailand. I enjoy working with my BCS students.

– JANEY BENNETT, Volunteer Tutor

Hi, I was born in Los Angeles, California. At the age of 18, I moved to Washington State to attend college. I have traveled and worked throughout the United States, Canada, and Japan. I spent three months in Mexico as a young woman. I have traveled around and met many wonderful people. I am an English as a Second Language (ESL) teacher. I love teaching English.

–GAYLE DAVIS, ESL Certified Instructor

I arrived in the United States in May 1986. I was working in the fields in California. California is the first state where I lived. After I moved to Oregon, I worked in the fields. Later, I moved to Alaska. I

worked in a processor ship, and I processed fish and crab. Now, I am working for BCS in the same kind of work. I started my work with BCS in August 1992.

– ARMANDO VAZQUEZ-GARCIA, Student

I have been in the United States of America for five years. My first day here was January 11, 1996. Now I have been working at BCS for about 3 years. Before this, I lived in Iowa. I worked for American Beef Products. That company is very big.

Many people work there. Then I came to Washington State. I have worked at BCS from 1997 to 2000.

– MARCO LLAMAS, Student

I am from Guatemala. I am 46 years old. My job is at Bellingham Cold Storage. My job is on the nightshift. I like this class very much.

– JUAN PUENTES, Student

I am from Mexico City. I am 58 years old. My job is at Bellingham Cold Storage. I work on the Boxline. I like this class.

– GREGORIO CARRETO, Student

I am from Mexico. I am 34 years old. I am a forklift driver at BCS. I like this class.

– LORENZO GARCIA, Student

I am from Mexico. I am 32 years old. I like this class. I love this class!

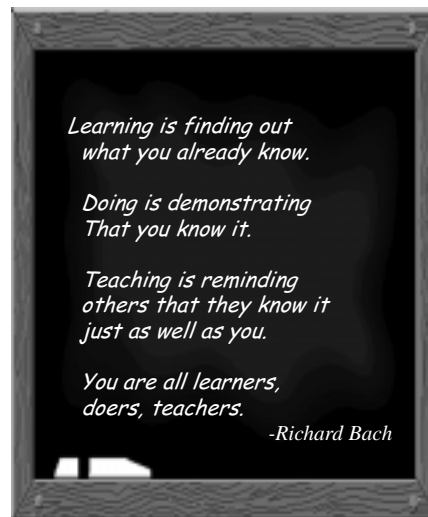
– MARIO GONZALEZ, Student

This English Class is the best for people who come to this country from other countries where they do not speak English.

– POLICARPO CEDANO, Student

I came from Germany a long time ago. I enjoy the English Class very much because I want to learn to spell better English.

– URSULA HEAY, Student



Hello, I'm from El Salvador Central America, I have lived here in Bellingham about seven years. I have worked at BCS five years. For me this is a great place to work. Since I have been working here, I have learned a lot of different things about Bellingham Cold Storage and most of the different areas that it is concerned about. At this time, I am in the ESL Class that BCS has offered to workers who want to learn or improve their English.

–FERNANDO MARTINEZ, Student

I am from Guatemala. I have been in the U.S. since 1995, and I have worked for BCS since 1996. I like this place to live and to work. I like to learn English so that I can get a better position at work. I like this country, but I miss my family. This class is very good for me. I really like this class. I think this class will help me to improve my English.

– RIGOBERTO SAGASTUME, Student



**KEEP UP THE  
GOOD WORK!  
WE ARE ALL  
PROUD OF  
YOU!!**

## Inspirational Team Work In Action *from the Internet*

A few years ago, at the Seattle Special Olympics, nine contestants, all physically or mentally disabled, assembled at the starting line for the 100-yard dash.

At the gun, they all started out, not exactly in a dash, but with a relish to run the race to the finish and win. All, that is, except one little boy who stumbled on the asphalt, tumbled over a couple of times, and began to cry.

The other eight heard the boy cry. They slowed down and looked back. Then they all turned around and went back.....every one of them.

One girl with Down's Syndrome bent down and kissed him and said, "This will make it better."

Then all nine linked arms and walked together to the finish line.

Everyone in the stadium stood, and the cheering went on for several minutes. People who were there are still telling the story. Why? Because deep down we know this one thing:

What matters in this life is more than winning for ourselves. What matters in this life is helping others win, even if it means slowing down and changing our course.

"A candle loses nothing by lighting another."



## 'Tis the Season OPTICS of The Past, Present and Yet To Come *By Nancy Stone/ Judi Edwards*

As the year draws to a close, it's good to take the time to look back and reflect on the events of the last 12 months. It's also a great time to reevaluate and reset goals and directions for the upcoming new year. Here's the OPTICS year in review and what we are working on as we move forward into 2001:



■ **Knowledge Base:** The BCS Knowledge Base is the newest resource for help with computer related issues. Go to <http://knowledge.bellcold.com/> to search for answers or to submit a trouble ticket for problems or requests for enhancements or training. We'll continue to expand the OPTICS FAQs pages in the new year. Kudos to Jim Tagart for getting this project off the ground.

■ **Boxing line:** Expanding our current RF and manifest functions to help out in the box line has proved to be a substantial task. It is well underway and will be on-line early in 2001. Because the box line deals with fish/piece counts per case, plant wide we will be able to receive, transfer, ship, etc, random and even weight cases with piece counts and or carton numbers. Yes and even totes too. Count those fish, lift that bale - OOPs wrong song. Just think of it, more scanner entry! But, no more hand tallies for fish counts. The other nice side benefit is automated materials inventory.

■ **Scanners:** Just about 100% of the product received by BCS is now getting bar coded! Barcoding helps us receive and ship product more accurately. BCS purchased more scanners this past year but sent many in for repairs - most for trauma related injuries. Let's make it a goal to have fewer scanner accidents in the coming year. We buried the scanner that the semi rolled over; it was a sad event.

■ **WebOPTICS:** the Internet on-line inventory system for BCS customers is getting updated with newer, faster screen displays and more user-friendly navigation tools. The upgrade has taken a long, rocky road. For a time, technology had the upper hand but your crack programming team has the upperhand and we hope to have it available by January 1st.

■ **Bellingham Bay Cam:** The internationally popular Bay Cam is now mounted on the roof of the ice house, the highest location in our complex. We can control the direction the camera points with a remote unit in the main office. A big "thank you" to everyone who helped make it happen.

■ **Cruise ships:** The cruise ship business brought lots of opportunity for developing new features in OPTICS including expanded case weight handling, tag to tag repacks, and shipping pallet tags.

■ **First Tuesday Classes:** The open house style OPTICS classes have had mixed success but a pat on the back to all who have attended. We'll offer specific subject classes over the winter months. Let's make it a goal to learn something new every day.

■ **Crack Programming Team Mascot:** The BCS programming team mascot is the frog. It is the frog because these small, essential, and harmless creatures help keep the bugs in our world under control. A certain individual inflicts terrible abuses on our frog friends. This will not be tolerated in the new year. This is not a warning, it is a promise!

Don't forget to watch your dates as we roll into the new year!



## Jan Knutson's Cooking Corner Yum, Yum, Yum

### Butter Toffee Crunch (makes 2 lbs)

1 Cup butter  
1 1/4 Cup sugar  
2 Tablespoons water  
1 Tablespoon light corn syrup  
2 Cups finely chopped almonds  
1 teaspoon vanilla  
1 1/3 Cups (8 oz) chocolate chips

Butter 9"x 13" pan. In sauce pan melt butter over low heat. Stir in sugar, water and corn syrup. Cook over low heat stirring constantly until mixture reaches 290 degrees. Remove from heat. Stir in 1 cup nuts and vanilla. Pour into prepared pan - smooth evenly. Let cool.

Meanwhile, melt chocolate pieces over low heat and keep warm. Run sharp knife around edges of pan to loosen toffee. Place on wax paper with baking sheet under. Invert toffee onto wax paper. Spread toffee with 1/2 of the melted chocolate chips. Sprinkle 1/2 of remaining nuts. Put in refrigerator until firm (approx. 15 minutes).

Turn toffee over and spread with rest of chocolate chips and nuts. Cool until firm. Break into bite size pieces and store in refrigerator. Will store for one month, but they will never last that long! In fact, I had to hide these from my family or none would be left for company during the holidays.

### See's Fudge Candy

In large bowl mix:  
3 packs (12oz ea) chocolate chips  
2 cubes margarine  
2 Cups nuts  
2 teaspoons vanilla  
8 oz jar marshmallow whip

Combine in large pan:  
1 - 12 oz can evaporated milk  
4 1/2 Cups sugar  
Bring to rolling boil for 10 minutes stirring constantly. Pour over mixture and stir until blended. Pour into large butter pan (9"x13" or larger). Cool and store in refrigerator after cutting into pieces.



### Candy Stick Carrousel Torte (serves 12)

For the cake:  
4 eggs - separated  
3/4 Cups sifted cake flour  
1 Cup sugar  
1/4 Cup cocoa  
1 teaspoon baking powder  
1/4 teaspoon salt  
1/4 Cup water  
1 teaspoon vanilla  
For the filling:  
2 Cups whipped cream  
1/2 Cup crushed peppermint candy canes

Sift flour, 1/2 sugar, cocoa and baking powder 3 times. Add salt to egg whites and beat until stiff. Add remaining sugar in 2 tablespoon portions beating after each. Continue beating until mixture is stiff and forms soft peaks. Beat yolks until light and lemon colored gradually adding water and vanilla. Fold in dry ingredients into yolks until well blended then fold in to whites. Pour into 15 1/2"x10 1/2" jelly roll pan. Make sure pan is thoroughly greased and lined with wax paper and greased again. Bake at 375 degrees about 12-15 minutes. Invert immediately on clean tea towel sprinkled with powdered sugar. Remove pan and gently peel off wax paper. Cool for 10 minutes. Roll lengthwise with towel inside. Let cool for 1 hour. Meanwhile whip cream and add crushed candy canes. Unroll towel and spread cake with whip cream and re-roll. Wrap in wax paper and cut in 1" pieces for pin wheel effect.

## Tee Time with Mike Holcomb

Hello fellow hackers and welcome to Tee Time. Boy, did we have some good golf weather in November or what? A whole fifteen days in a row without rain makes this past November one of the best that I can remember. However, you can look for that pattern to be over in December because I'm sure the weather is going to go south with the birds. So, we will do what we always do in the winter - retire to Raspberry Ridge (the only golf course that isn't under water).

Back in November, I had a chance to go and play the legion golf course in Everett. I had not had the chance to play there before they put 3 million dollars into the course, but I can tell you now that it was money well spent. The course for that time of year was in outstanding condition. There was not a wet spot on the course anywhere. We had plenty of bounce and roll. I had a

very good time, but then maybe shooting an 86 had something to do with that. However, in the middle of the round, I was reminded of something that should be addressed.

As the winter approaches us, we will get to play less often. So when we do, we need to remember that we probably won't play as well. Sometimes during this time of year on the course I get to thinking that I can play better than this, and I start to get frustrated if I don't. If this happens to you, you need to take a minute and remember you haven't played much so don't expect much. Remember that golf during the winter around here is just a gift you get between storms anyway.

I am going to leave you with this...I was reading in an article somewhere that the golf player of the year is determined on a point system. Points

are earned for every tournament won. Point value is determined on the kind of win (was it a major tournament like the U.S. Open or the Masters), placement on the money list, and all around golf info like that. This year, the person who holds the number two position is Phil Mickelson with 64 points. The number one position will probably be Tiger Woods who has 255 points even I can do the math on that one.

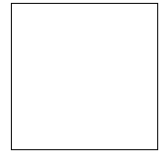
Have a nice holiday season and remember to unplug the Christmas machine and just enjoy the season. See ya next year.

*Happy 25th Anniversary Dawn!*



# The ICEBreaker

## BCS *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 •*

**Valores Basicos de BCS**

*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*

**BCS Core Values**