



December Anniversaries

Carlos Flores 8
Ian Boote 2

December Forecast

Bottomfish
Cod
King Crab

Activity Summary

In the past 2 months, BCS has received nearly 20 million pounds of cranberries from our customer Ocean Spray. The product is received in two forms; totes, and bulk trailers which BCS then unloads into totes. The cranberries come from Ocean Spray's two receiving stations in Langley, BC and Richmond, BC. A special note of thanks goes out to all the BCS crew who took part in this operation and to Ocean Spray for directing this business our way.

ABC's of BCS

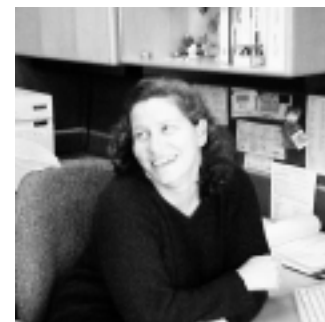
- ◆OPTIC classes Dec. 4 and 5
- ◆Number POWER class - cancelled
- ◆English conversation - cancelled
- ◆English classes - cancelled
- ◆Process Safety Mgmt - ongoing

Congratulations to BCS's new moms and dads: Katie and José Roqués, Luis Hernandez and Mirna Borjas, Ian and Kasandra Boote, Omel and Mary Lou Jimenez.

We hope the new arrivals enjoy their first Christmas!

Employee of the Month

Nancy Waterman has been selected as employee of the month for November. Nancy came to work for BCS as a Systems Analyst/Programmer in September, 1998. Nancy has been a good addition to our diverse and talented IS team.



Nancy was hired originally to assist in the maintenance and further development of the OPTICs inventory management system along with maintenance of other existing applications.

It wasn't long before Nancy had a good understanding of the OPTICs system so it was time for the next big challenge and that was what is now called WebOPTICs. This was a project designed to make inventory and order information available over the internet to our customers. This was new programming territory for Nancy, but she accepted the challenge and with a little bit of help and a whole lot of effort and perseverance on her part, she succeeded.

Nancy is willing to learn and helps solve the unexpected computer related problems whenever she can. She assists with the monthly OPTICs training classes, is on the Safety committee and is a regular participant in the Commute Trip Reduction program. Nancy, thank you for your team spirit and for all of the work you do that helps make BCS a great place to work.

Clyde A. Duranceau - IS Manager

Message From the President

Happy Holidays!



On behalf of Bellingham Cold Storage, best wishes for a wonderful holiday season! BCS has a number of things to be thankful for this past year and our employees, customers and suppliers are at the top of that list. Tremendous efforts were given by our hard working employees and dedicated suppliers who took to heart our request to buckle down and make every action count this year during a time when overall economic outlook appeared very bleak.

Our many loyal and some new customers also contributed positively to what turned out to be a reasonably good year considering how we may have fared given little or no proactive efforts to tighten our belts, increase customer business and quality of service.

Thank you and have a super holiday season!

Warm Regards,

Doug Thomas- President & CEO

Flu Shots

BCS helps 'Beat the Bug'

On November 6th, BCS invited Linda Duba from the Whatcom Visiting Nurse Association to administer flu shots to BCS employees and tenants. Thanks Linda!



Doug Thomas, BCS President



"This won't hurt a bit!": Joel Harvey from QSS / American Canadian Fisheries

Practice Pays off!

BCS had a real emergency situation on November 6, 2001 and all responders did a great job. Dick Dandliker immediately went to the main gate for the aid car and all persons involved took the situation in hand. The Bellingham Fire Department complimented our crew for the immediate response and having someone at the gate to take them to the specific location. This incident should reinforce our training and that we were and are prepared. Here is some information to prove it all:

7:56 AM BCS places the 911 call
7:57 AM BFD was dispatched with appropriate emergency information
8:02 AM BFD engine and aid car arrive at correct location in main plant
8:06 AM emergency case was closed.
Good teamwork in action!

Management Focus

The Big Comeback *Tim Unger, Squalicum Plant Manager*

I am continually made aware that we live in a country that loves the "Big Comeback". You know what I am talking about. It's the stuff that makes for great sports news, great movies and great books. How many of us like watching the movie where the hero or heroine gets really clobbered by the bad guys and then comes back and totally cleans up on them? How many times have we seen Rocky Balboa get beaten bloody, and then come back and kick some serious butt? How many times have we yelled ourselves hoarse as we watch our favorite sports team get a come-from-behind win in the final seconds of the game? We love it! We will talk about it for months, even years afterward!

I believe it really is part of the culture of the good ol' USA. I truly believe we Americans are this way because we were born of the "come-from-behind" win. The Revolutionary War was a war where the smaller, rag-tag, less-trained army overcame a world power. Our country is one who has taken some pretty hard licks over its history and has always come back swinging. The United States will continue to do what it's always done, it will come back. Not even September 11th will keep us down. Our economy will turn around and business will recover. Sure, we may be a little bruised and bloody, and we are probably going to be a little leaner and a little meaner, but we are coming back. It is who we are. It's also the reason why we are more thankful this season to be living in this great nation.

Most of you are aware that our business and our company have been going through tough times too. It's been difficult but we are optimistic that we are going to make it. These last two months have been a real boost to BCS. This chum season and cranberry season has really helped fill the warehouses. We know we still have a tough road ahead but we feel strongly that we are going to make the "Big Comeback"! As a manager I am very thankful for all of you who have been, and will continue to be, members of this great BCS "Team"!

I and the management of BCS hope you had a wonderful Thanksgiving and we wish you a very Merry Christmas and a Happy New Year!

Local Salmon *Ben Savery, BCS Marketing Manager*

Since October, BCS has seen millions of LBS of fresh Puget Sound salmon come in to be frozen. While the largest volumes have been chum salmon from the Hoods Canal area, we have also seen significant pink salmon volumes from the Skagit River area. Overall, this has been a very strong year for Puget Sound stocks, probably one of BCS' best for chum and pink salmon. While we did see some Frasier sockeye over the summer, these volumes did not come close to some past year's production levels.



The BCS Fish House crew deserves a hardy thanks for their commitment and hard work in moving large amounts of fish through our various freezing facilities. Thanks also to Trident, Orca Bay and Smoki Foods who have been our major Puget Sound salmon customers!

Main Plant Evacuation Drill

Bellingham Fire Dept. teams with BCS

On October 24th and October 25th, BCS teamed up with the Bellingham Fire Department (BFD) to provide training for our main plant crew as well as new trainees from the BFD. Both the day and night shift crew took part in the mock fire emergency.



Engine 51 hooks up to the hydrant



The BFD's Fire Belle

The Fire Department chose Dock 4 for the simulation of an “under the dock” fire. This site was chosen to test several new nozzles and pier-side hydrants. The excitement was heightened with the arrival of the BFD's fire boat called the “Fire Belle”. The fire boat participated in the drill by spraying water up under the dock. The BFD was impressed by BCS's quick response and coordination. Everyone involved rose to the challenge, and many lessons were learned (for example, Brad Flinn now knows to check the wind direction before evacuating his team!).



Sandy Olson takes command



West Dock evacuates

BCS successfully completed the “sweep” of all buildings and evacuated occupants within 4 ½ minutes from start to finish. Everyone was back safely to work in less than 10 minutes. BCS promotes and practices safety for all employees and appreciates your part in the seriousness of such practice drills. Good job everyone!

Karen Hollingsworth, BCS training coordinator

Here are some of the creatures that came out of the BCS woodwork this Halloween. Lotte, Sharon, Karen, Sandy, Nancy and Tim are looking pretty *ghoul*.



Smart Commuter

Rideshare Results

Instead of driving alone during October 15-19, the following BCS employees decided to make a difference. Together they saved 508 miles on their one-way trips to work. With that mileage doubled, it means that 1,016 miles worth of fuel and pollution was saved in one week in Whatcom County.

Thank you BCS employees: You deserve this recognition!

Joseph Mead	carpooled and walked <i>for the 1st time!</i>
Arni Klimki	carpooled <i>for the 1st time!</i>
José Roqués	carpooled <i>for the 1st time!</i>
Ian Boote	carpooled
Ric Paulsen	carpooled
Diane Wanlin	carpooled
David Wanlin	carpooled
K. Hollingsworth	compressed workweek
Jeanne Schmitt	carpooled and rode the bus
Ted Andricos	carpooled
Lotte Freeman	carpooled
Jerry Farwell	carpooled
Richard Wittmann	bicycled
Sheryl Hershey	compressed workweek
Clyde Duranceau	carpooled
Mark Emmons	carpooled
Marvin Hawkins	walked
Nancy Waterman	vanpooled, teleworked and walked
Sean Corbett	bicycled
Preston Gabel	vanpooled
Jim Tagart	bicycled
Clarke Leach	carpooled
Tina Lane	carpooled
Scott Albrecht	carpooled
Brad Flinn	carpooled
Sandy Olson	carpooled
Brian Morgan	carpooled



Each BCS employee was awarded an AMTRAK coupon that expires May, 2002, and each name was entered in the drawing for the Washington State Rideshare Week prizes.

Good Luck to each of you!



The ICBreaker



December 2001

BCS Only Your Product Gets an Icy Reception



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Cooperacion • Integridad • Calidad • Responsabilidad • Actitud
Cooperación: Nosotros sostenemos 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 dedicamos sobre tener buenas relaciones con todos los empleados y clientes.
Calidad: Esimos entusiastamente comido en proveer servicio del mas alto nivel de ejecucion 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 mostramos un modo progresivo en nuestro trabajo.

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.

Valores Basicos de BCS

BCS Core Values