

**December Anniversaries**

Carlos Flores	9
Ian Boote	3
José Roques	2

**December Forecast**

king crab  
 bottomfish  
 local salmon

**BCS says Farewell to Ted**



After 38 years of service to BCS, Ted Lindquist has retired. Ted plans to travel in his motorhome down South where it's warm and to relax and take it easy. Enjoy yourself, Ted. You deserve it. Come back and visit!



**Best Wishes to Everyone for a Safe and Happy Holiday Season.**

**Employee of the Month**

This month's EOM is Andy Hill. Andy worked for Cloudy refrigeration before starting with BCS, a year ago last August. While at Cloudy Refrigeration he quickly became one of their top-notch welders/fitters. He learned about refrigeration from the contractor/installer point of view and had a further interest in learning it from an operational point of view. When a spot opened here at BCS he made the decision to switch from installer to operator. Since that time he has devoted his time to learning the BCS refrigeration system, which is quite extensive, and has done an excellent job. At the same time he hasn't forgotten his roots. He helps out whenever possible where welding, fitting, or other maintenance is needed. This compliments an already excellent welding and maintenance staff. He is self-motivated, and can work with little direction.



Thank you for all your efforts over the last year, Andy, and keep up the good work!

*Dick Dandliker, Engineer Foreman*

**Secret to Happiness**

The secret to happiness and well-being is no mystery. Although life sometimes seems to become a bit hectic, especially during the holiday season, all it really takes to obtain this is the ability to do the following:



- Forget.
- Apologize.
- Admit errors.
- Avoid mistakes.
- Listen to advice.
- Keep your temper.
- Shoulder the blame.
- Make the best of things
- Maintain high standards.
- Think first and act accordingly.
- Put the needs of others before your own.
- Forgive.

Seem like a tall order? Then try slipping as many of these "secrets to happiness" into your day as possible. You'll soon be rewarded with a more positive outlook on life.

Have a happy holiday season!

*Doug Thomas, President and CEO*

# Halloween Pictures

Here are a few of the brave souls that participated in dressing up this year for (my favorite) Halloween:



*Pictured from left to right: Sandy, Lotte, Sheryl and Karen.*



*Jim Hollingsworth (Karen's husband), Carole Sorenson and Sheryl Hershey.*

## Who's This?!



Here are a few hints:  
He's been at BCS since 1975. He is without a doubt the orneriest fella who works here. He doesn't have quite as much hair now as he did back then, and that's his brother in the background, who works here, also.  
*Answer on page 4.*



## YOU ASKED FOR IT!!!

*by Sheryl Hershey, HR Manager*



Ann Landers was my idol. She had all the answers - or at least she got to pretend that she did. Wouldn't that be fun??? Just think... getting paid to have people WANT you to tell them what to do! Could it get any better than that?

I think the business world could benefit from H.R. Directors who are allowed to write "Advice Columns" on the side. As with Ann Landers' column, I think the questions and advice would probably extend beyond any particular segment of business, and touch the lives of employees and H.R. Directors everywhere. Here's what I imagine such a column might sound like:

**Letter:** Dear H.R. Department:  
I have an invisible rash that won't go away. It's ruining my social life. What can I do?  
Yours truly,  
Spotty

**Response:** Dear Spotty,  
Ever heard of Probable Cause Drug Testing? Let's try it and see if we can't find that nasty drug that's causing your invisible rash.  
Respectfully,  
The H.R. Person

**Letter:** Dear H.R. Person,  
I've been working too much overtime. I'm too tired to do anything. My wife hates me, and my girlfriend won't speak to me. What should I do?  
Yours truly,  
Exhausted

**Response:** Dear Exhausted,  
You're an idiot. If I hired you, I'm going to have to write myself up for that one.  
Respectfully,  
The H.R. Person

**Letter:** Dear H.R.:  
I actually work in the H.R. Department of another company. My boss has become very surly lately. She seems paranoid and is nasty to everyone. Just the other day, she called me an idiot. What should I do?  
Yours truly,  
Feeling Unappreciated

**Response:** Dear Unappreciated,  
Have you been working a lot of overtime lately?  
Respectfully,  
H.R. Person

You know, this could be so much fun, I'd almost do it for free!

## Jim Tagart Earns CISSP Certification

Jim Tagart, BCS Network Engineer, traveled to Seattle on October 5th to take an exam for CISSP (Certified Information Systems Security Professional) certification. He was recently notified that he had passed the written exam and on November 20th, after an audit of his work experience, Jim was notified that he is officially certified.

About CISSP Certification:

CISSP Certification was designed to recognize mastery of an international standard for information security and understanding of a Common Body of Knowledge (CBK). Certification can enhance a professional's career and provide added IS credibility.

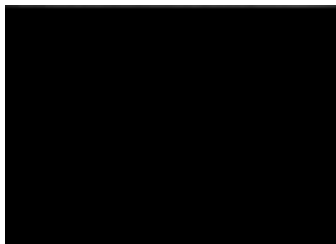
CISSP Exam Structure:

The CISSP Certification examination consists of 250 multiple-choice questions. Candidates have up to 6 hours to complete the examination. Ten CISSP information systems security test domains are covered in the examination pertaining to the Common Body of Knowledge:

- Access Control Systems & Methodology
- Applications & Systems Development
- Business Continuity Planning
- Cryptography
- Law, Investigation & Ethics
- Operations Security
- Physical Security
- Security Architecture & Models
- Security Management Practices
- Telecommunications, Network & Internet Security

There are only 2 or 3 people in Whatcom County with this certification, and with the emphasis put on security of late, this certification becomes an increasingly valuable tool. BCS is fortunate to have an employee with Jim's expertise and skill. Congratulations, Jim.

*Clyde Duranceau, IS Manager*



*A smoke-filled room without the camera.*



*The same room with the camera.*

## Thermal Imaging – Reducing Exposure

*by Karen Hollingsworth*

The Bellingham Fire Dept. needed a training location to test out their new Thermal Imaging Cameras (TIC) and contacted BCS. On October 28, 29 and 30th, the engine companies from all over the city of Bellingham came for training. Captain Bob Taylor and Cary Gustafson had 3 objectives: 1) search and rescue training within a smoke-filled building; 2) use of the thermal camera for proficiency; 3) how to maintain orientation in a large building. Even the volunteer firemen had a practice session. The BCS engineers and I actually had an opportunity to work with this camera and see the results of this new technology. We learned that the lighter areas of the image indicate greater heat; darker areas indicate lesser heat. The thermal images dramatically increase visibility and reduces search time. The TIC "sees" the temperature of objects; it cannot "see through" objects. The BFD can size-up the scene of a fire more efficiently, thus reducing their exposure. BCS seeks out learning opportunities with the BFD and looks forward to be included in future training.

# All RideShare Participants are WINNERS!

## Results of RideShare Week of Oct. 14-18, 2002

First time Smart Commuters are in **bold**.

Employees that participated all five days are starred \*.

All participants received an AMTRAK coupon and a \$5.00 gas gift certificate.

The grand prize winner from the BCS drawing was Veryl Reamer who received an additional \$25.00 to apply towards his round-trip ticket for 2 on AMTRAK.



	Emp #	Name	Total miles	
1	<b>1556</b>	<b>Les Reeves</b>	<b>40</b>	
2	<b>9523</b>	<b>Mike Clausen</b>	<b>64</b>	
3	<b>9054</b>	<b>Sharon Statema</b>	<b>42</b>	
4	<b>3470</b>	<b>Tom Costa</b>	<b>15</b>	*
5	<b>3472</b>	<b>Jose Luis Rios</b>	<b>30</b>	*
6	<b>3471</b>	<b>Juan Florencia</b>	<b>30</b>	*
7	<b>3361</b>	<b>Matt Mulder</b>	<b>20</b>	*
8	9075	Jim Tagart	65	*
9	1296	Jerry Farwell	160	*
10	9077	Nancy Waterman	20	*
11	415	Veryl Reamer	11	*grand prize
12	1708	Ric Paulsen	70	*
13	1644	Chuck Smith	40	*
14	9246	Marvin Hawkins	5	*
15	9061	Doug Thomas	12	
16	9055	Stew Thomas	12	
17	9040	Jeanne Schmitt	8	
18	2034	Rick Endersby	80	
19	1595	Brian Morgan	16	
20	1288	Dave Wanlin	8	
21	8892	Diane Wanlin	8	
22	9067	Sandy Olson	44	
23	9047	Clyde Duranceau	12	
24	1231	Bob Walsh	8	
25	1617	Mike Holcomb	6	
26	9070	Brad Flinn	24	
27	9078	Lotte Freeman	16	
28	9030	Karen Hollingsworth	15	
29	2968	Carlos Flores	12	
30	3351	Hugo Barranco	10	
31	1661	Clarke Leach	4	
32	3046	Tina Lane	4	
33	9211	Eric Brown	3	
34	9158	Teresa Rohwer	4	
35	9076	Scott Albrecht	3	
36	2868	Darwin Ortiz	4	
37	3309	Manual Hernandez	4	
38	3350	Ian Boote	4	
39	3475	Archie Spjut	8	
40	1354	Duane Shelly	16	
41	2731	JC Coleman	20	
42	3363	Chuck Busby	104	
43	2886	Gary Terpsma	<u>36</u>	
		TOTAL MILES saved:	1236	

Congratulations and a gracious "Thank YOU" to all who took on the challenge of coming together, and we'll do it again next year.

Answer to "Who's This?!" <hr/> Gene Knutson
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## Holiday Recipes

provided by Kris Unger



### Almond Roca

1 lb. butter  
 3 cups sugar  
 3 1/2 cups blanched almonds  
 2 large Hershey bars  
 Walnuts

Boil butter and sugar for 5 minutes. Add almonds; cook to 300°, stir constantly. Pour in jellyroll pan that's lightly buttered. Let set up. Melt 1 Hershey bar and spread over. Sprinkle chopped walnuts over top and pat down. After 12 hours turn over and spread melted chocolate and nuts on other side. Cut into small pieces. Makes a lot!

### Easy Fudge

4 1/2 cups sugar  
 2 large Hershey bars  
 pinch of salt  
 1 bag chocolate chips  
 1 cup evaporated milk  
 1 pint marshmallow whip  
 1 cube butter  
 1 cup walnuts, chopped

Boil sugar, salt, milk and butter for 6 minutes, then stir in rest of ingredients, add nuts last. Pour into lightly buttered 9x13-inch pan. Cool and cut.

### Italian Biscotti

1/2 cup butter	1/2 cups flour	1 teaspoon anise seed
1 1/2 cup sugar	3 teaspoons baking powder	1/2 cup chopped, roasted almonds
3 eggs	1/2 teaspoon salt	semi-sweet chocolate (optional)

Cream butter, sugar and eggs. Add other ingredients. Divide into 3 rolls. Wrap and refrigerate overnight. Bake at 350° for 25 - 30 minutes. Cut into 1 inch pieces, turn on side and bake 20 minutes. Optional: After biscotti had cooled, dip 1/2 cookie in chocolate melted over double boiler.

## Eight Gifts That Do Not Cost A Cent

### 1. **The Gift of Listening:**

But you must REALLY listen. No interrupting, no daydreaming, no planning your response. Just listening.

### 2. **The Gift Of Affection:**

Be generous with appropriate hugs, kisses, pats on the back and holds. Let these small actions demonstrate the love you have for family and friends.

### 3. **The Gift of Laughter:**

Clip cartoons. Share articles and funny stories. Your gift will say, "I love to laugh with you."

### 4. **The Gift of a Written Note:**

It can be simple "Thanks for the help" note or a full sonnet. A brief, handwritten note may be remembered for a lifetime, and may even change a life.

### 5. **The Gift of a Compliment:**

A simple and sincere, "You look great in red," "You did a super job" or "That was a wonderful meal" can make someone's day.

### 6. **The Gift of a Favor:**

Every day, go out of your way to do something kind.

### 7. **The Gift of Solitude:**

There are times when we want nothing better than to be left alone. Be sensitive to those times and give the gift of solitude to others.

### 8. **The Gift of a Cheerful Disposition:**

The easiest way to feel good is to extend a kind word to someone. Really, it's not that hard to say Hello or Thank you.

Author Unknown



## Veryl Reamer is Retiring!!!



Veryl Reamer, who has worked for BCS since 10/02/68 is planning to retire this month. His last day of work will be December 18th, so be sure to wish him the very best. Thank you for all you have contributed to BCS, Veryl. We will surely miss you.

## BCS Helps

### "Beat the Bug"



It was that time again: BCS "armed" themselves against the Flu! On October 22, 2002, BCS invited Carol Stick from the Whatcom Visiting Nurse Association to administer preventive flu vaccines to BCS employees and tenants.



Joseph Hartley was first in line for this special event!



Marco Llamas submits himself to Nurse Carol's gentle touch.

*Cooperación: Nosotros apoyamos el concepto de cooperación. Haremos todo lo posible para animar a 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 a tener buenas relaciones con todos los empleados y clientes.*

*Calidad: Estamos entusiastamente comprometidos en proveer un servicio de alto nivel de ejecución y también en proveer un producto de la mejor calidad.*

*Responsabilidad: Nosotros con gusto aceptamos la responsabilidad por nuestras acciones.*

*Actitud: Nosotros mantenemos un modo cálido y positivo sobre los clientes y nuestros empleados y también mostramos un modo progresivo en nuestro trabajo.*

**Valores Básicos de BCS**

*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.*

**BCS Core Values**

December 2002



**IC EBReaker**

The

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

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