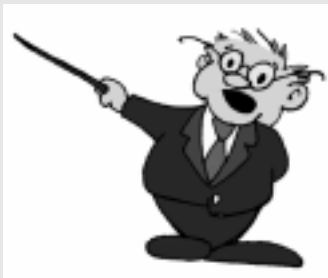




December Anniversaries

Carlos Flores	10
Ian Boote	4
Jose Roques	3

Help Wanted



Hello! ¡HOLA! Looking for a confident Spanish/English speaker who would be interested in teaching an informal beginning Spanish class.

There is a growing interest on both the day and night shifts to learn Spanish. If you are interested in volunteering to TEACH or LEARN basic Spanish, call Karen at ext. 157 or visit her in the BCS main office. This will, perhaps, be a start to offer Spanish as a second language in the workplace.

Gracias,
Karen Hollingsworth
Training Coordinator

New Arrival

Congratulations to Harvey Paul and Denise Phillips on the birth of their daughter, Tanya Joy.

Employee of the Month

This month's employee of the month is not your typical BCS employee.

Many people who work for BCS can do a variety of jobs and do them well, but Gary Terpsma is truly a jack of all trades. This year alone he has worked as a maintenance helper, a carpenter, a warehouseman, a berry line supervisor and a fish tunnel

boss. As a carpenter, Gary built the new scale shack in the fish house and the roof over the hydrosieve for the berry line. On the berry line he coordinated the movement of the berries from trucks to coolers to the line and operated the line itself. However, in my mind, Gary has done his best work this year as the operator of the fish tunnel. Running the tunnel is one of the most demanding jobs in the plant and requires constant attention and careful planning. When it is run properly it is a very valuable BCS asset. When not run properly it can cause problems like nothing else. Gary knows how to run it properly and he cares enough to make sure that it does so. I can't say enough about Gary's work ethic and good attitude. Thanks, Gary.

Mike Coggins, Fish House Foreman



Keith Sorensen, Gary Terpsma and Mike Coggins.

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 again this year during a time when overall economic outlook appeared very bleak. Our many loyal, and some new customers, also made significant contributions to what has turned out to be a reasonably good year. The success of this year can be attributed to the continued emphasis by all on belt tightening, increasing customer business and quality of service.

Thank you very much and have a super holiday season!

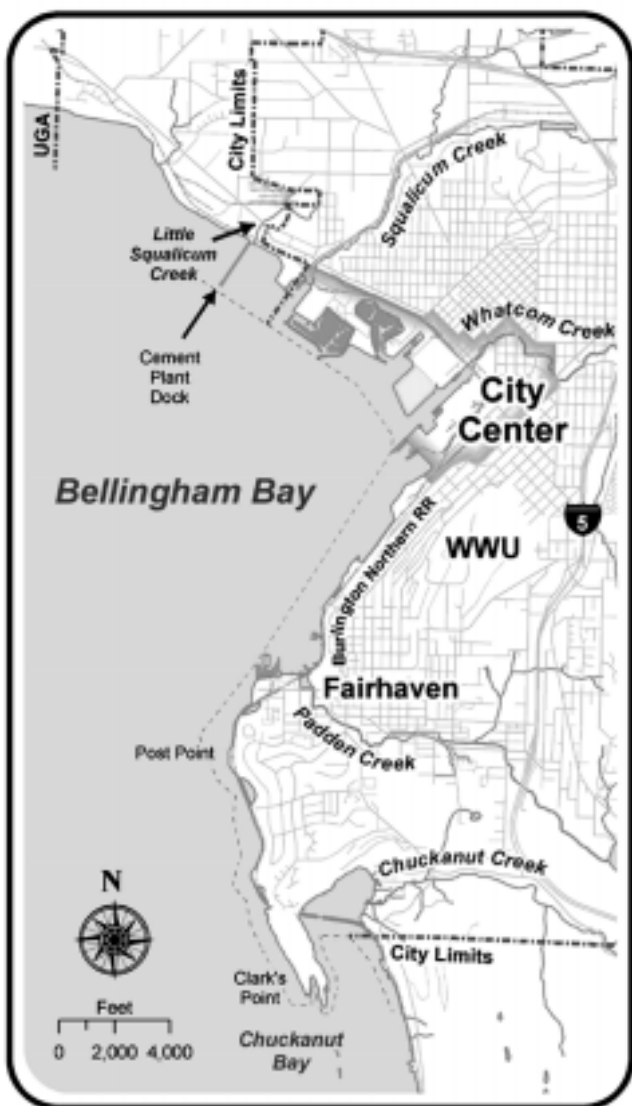
Warm Regards,

Doug Thomas, President & CEO



Waterfront Planning

by Stowe Talbot, Vice President Marketing - International Import/Export



Port cities all over the world are beginning to recognize the importance of their waterfronts and are making serious efforts to revitalize them. This is especially true here in Bellingham, where many dramatic changes are expected to take place over the next 5 to 10 years; changes that could really enhance the waterfront and turn Bellingham into a showcase West Coast town. City planners are also thinking about the Winter Olympics in Vancouver 2010 and the attention it will bring to Bellingham, the closest U.S. city to the games.

There are many ways to enhance the waterfront:

- Clean up and improve the natural ecosystems – the creek estuaries, the tideflats and the ocean bed;
- Give better public access – parks and trails;
- Retain the water-dependent industrial uses;
- Introduce commercial and residential uses along the waterfront in certain areas.

Two recent developments have really sparked the interest in the Bellingham waterfront planning effort:

First, the City and Port recently formed a project called Waterfront Futures Group. It is comprised of 11 people from various segments of the Bellingham community. Over the next year the group will be studying all aspects of the Bellingham waterfront and its development. Then they will be getting input from the public about what people want to see in the future, and come up with a plan. At the end of the project, they will produce a document that hopefully will be a blueprint to guide waterfront development for the next 25 to 50 years.

Second, GP announced in 2002 that their pulp operation would be dismantled and the property, some 100+ acres, might be sold and/or developed for other uses. This is important news because the property sits directly between downtown and the waterfront. Depending on what GP eventually decides to do,

the land might be developed in such a way that would allow downtown Bellingham to finally have direct waterfront access. Over the next few years, GP will be studying the options and completing the environmental cleanup.

Some of the other changes we might see: GP's water treatment pond partially filled in to create developable waterfront property; more buildings on Bellwether peninsula (around Anthony's restaurant), redevelopment of the Old Town area where Parberry's recycling facilities are located. Some interesting projects are already underway: The Taylor Street Dock is being renovated to complete the trail between Boulevard Park and Fairhaven and several underwater habitat-restoration projects have been completed.

What about the BCS property? The planners from the Waterfront Futures Group recognize first and foremost the importance of keeping a working waterfront, where BCS can receive fresh fish and load large freighters. Any changes to the waterfront would have to allow us to continue operating unaffected. One idea that has been proposed is to divert Squalicum Creek's outflow to the other side of the old shipyard dock. This would allow a shallower outflow from the creek, and create a better natural habitat for fish going up or down the creek. It would also give us the opportunity to dredge further up the dockface. Such a creek diversion project would be very expensive and complicated, however, and probably require federal or state money.

LOCAL FIRM HELPS WORKERS BECOME U.S. CITIZENS

Reprinted from Friday, October 31, 2003 edition of The Bellingham Herald
Written by news reporter, Aubrey Cohen. Photos provided by BCS.

Company coaches workers in pursuit of U.S. citizenship

Benefits: Besides citizenship classes, employees can study math, English and other subjects during their breaks.

Bellingham Cold Storage worker Ruben Vera handed out cake iced in red, white and blue at his workplace Thursday afternoon.

There were red, white and blue balloons, plates, napkins and tablecloths, along with posters of the alphabet on one wall and citizenship-test questions on a dry-erase board across the room.

"I'm so happy right now," said Vera, 58, who moved to Bellingham from Mexico 10 years ago and passed his citizenship exam last month—on his second try. Vera pointed to the dry-erase board and read aloud: "Name one amendment that guarantees voting rights." That was the question he got wrong. "It's very hard," he said.

Vera learned enough English to pass the test at Bellingham Cold Storage, where he and other workers have been studying – before and after work and during their lunches – for three years.

Karen Hollingsworth, the company's education and training coordinator decided in 1999 to learn Spanish because Hispanics make up about a third of the company's regular employees. That led to a language exchange with workers at lunch.

The company now brings teacher Gayle Davis in to teach English, reading, writing and citizenship, and to help workers study for high-school equivalency. Another tutor teaches math. Eight workers are studying at Whatcom Community College and Bellingham Technical College.

El Salvador native Adrian Cuellar was the first worker to get his citizenship. He passed the test in February.



Adrian Cuellar with math instructor, Tom Yost.

American flags. "He now belongs to the Citizenship Cactus Club," she said. "It goes on your car antenna."

For Vera and Cuellar, citizenship means more than cake and cactus. Both say they want to bring family members here.

"I have five kids (in Mexico)," Vera said. "My wife's in Mexico."

Cuellar has four children in El Salvador. His wife is an American who speaks a "little bit" of Spanish.

The two new citizens have inspired other workers, Hollingsworth said. "They come to me and they tell me 'I think my English is better than his, so I can do it too,'" she said.



Ruben Vera Pedroza receives award from BCS.

"When Adrian first came into the program he was so nervous his hand was shaking," Davis said. "Ruben hadn't been to school for 35 years."

Having the classes on site made a huge difference to workers, Hollingsworth said. "They could come in their fish-smelly clothes, didn't have to change, didn't have to fill out any registration forms or anything," she said. "They just had to step through that door and start their education."

On Thursday, Bellingham Mayor Mark Asmundson talked about the importance of citizenship and the difficulty of the test, which he noted his wife, Tanya, would be eligible to take soon. He asked the new citizens to teach her the answers.

Davis handed Vera a plastic cactus with a cowboy hat, sunglasses and two



Ruben receives cactus from Gayle.

BCS Receives the "2003 Corporate Good Neighbor of the Year Award" from Northwest Youth Services

At its 2003 Vision Dinner, Northwest Youth Services presented three awards to local companies and individuals who have made noteworthy contributions to the agency's work with homeless and other at-risk youth. The awards were given to Bellingham Cold Storage, Espinoza Restaurant and Whatcom County Court Commissioners Charles Snyder and Marty Gross.

The 2003 "Corporate Good Neighbor Award" was presented to Bellingham Cold Storage. The company's CEO, Doug Thomas, accepted the award, which recognizes a local corporation that has provided long-term support of Northwest Youth Services' core programs that serve homeless, runaway, abused and other children and youth. Bellingham Cold Storage has provided 14 years of service by senior management to NWYS' Board of Directors. Mr. Thomas served for seven years, including a term as board president, and the company's comptroller, Brad Flinn, is completing his seventh year of service this year, as the agency's treasurer and Chairman of Finance.

In addition, BCS was cited as a corporate role model for its annual financial support of Northwest Youth Services. The company recently announced a major two-year contribution to the agency's award-winning Teen Court program, which successfully reintegrates second time offenders into the community and prevents further recidivism.

Northwest Youth Services is a nationally accredited non-profit social service agency created in Bellingham in 1976 as a short-term emergency youth shelter and counseling program for youth and families. Since then, the Agency has expanded to provide a variety of services, including programs in treatment foster care, family reconciliation counseling, teen court/youth accountability, Safe Homes for abused children and youth, mentoring and transitional living. Northwest Youth Services serves Whatcom, San Juan, Island, Skagit and Snohomish counties and is headquartered at 1020 N. State Street in Bellingham.

Media Release by Northwest Youth Services



Brad Flinn shows off the trophy posing "Heisman style".

Think SAFETY. Work SAFELY. SAFETY Pays!

by Nancy Waterman, Programmer/Analyst

BCS just awarded safety dollars for another 3 months without a time loss accident or injury for the second time this year. Way to go everyone! But... we still need to work hard on staying safe and preventing even those smaller accidents. Those in the



know have seen the safety bulletin boards around the plant – they're located at each lunch/break room. Every month the safety committee meeting minutes are posted on the boards. The committee discusses reported accidents, including their causes and preventative measures that can be implemented. The number one prevention measure: slow down a bit and take the time to assess your area before moving that load, backing up your forklift or stacking that pail. In addition, the committee also reviews safety items already in process and discusses new safety concerns or issues. All employees are welcome to the committee meetings which are held the second Tuesday of each month at 4 in the board room. And remember, it's in everyone's job description to work safely to prevent accidents and injuries. Contact a safety committee member immediately if you see an unsafe atmosphere or action. Safety Committee members: Bill Connelly, Mark Emmons, Sheryl Hershey, Karen Hollingsworth, Kary Lambert, Joe Mead, Sandy Olson, Jose Roques, Ned Thompson, Trevor Wagner and Nancy Waterman.

A Blast from the Past.....



Nice duds, fellas! This picture definitely must be from the 70's. Pictured left to right: Tom Hennessy, Veryl Reemer, Eric Brown and Marvin Hawkins.



Our very happy Chief Engineer, Mike Clausen and his predecessor, Lloyd Dowler.



Tim Unger (nice beard, Tim), Carole Sorenson (still looks terrific) and former Vice President Dennis Handel.

RideSHARE:
An Oscar-Winning
Motion Picture..

Cut. Print. Okay... it's a wrap!



**"Nothing wrong with your car, sir.
Its on-board computer says you should be
cycling to work today!"**

Thanks to everyone who participated in the Fall Rideshare two-week contest. I hope you had lot of fun, but before you ride into the sunset, you should know the results. BCS had 44 participants and saved 1,670 miles over the contest weeks. Bellingham Cold Storage appreciates all of your extra efforts to make SMART commuting a way of life. All the BCS employees who participated AND turned in an entry form received an AMTRAK rail coupon, a REGAL cinema ticket and a Thank you note with yummys attached. Thank you for doing the RIDE thing!

If you wish to be a part of our SMART commuter program, please contact Karen Hollingsworth, BCS main office at ext 157.

Safety First!

Please smoke
only in designated
areas.



Valores Basicos de BCS

Cooperacion • Integridad • Calidad • Responsabilidad • Actitud

Cooperación: Nosotras soportamos el concepto de cooperacion. Haremos todo lo posible para animar nuestros empleados en sus esfuerzos para hacer un buen trabajo cuando sea posible.

Integridad: Nosotras 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 cometo en proveer servicio del mas alto nivel de ejecucion y tambien en proveer producto de la mejor calidad.

Responsabilidad: Nosotras con gusto acepto la responsabilidad por nuestros acciones.

Actitud: Nosotras 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.

The

IC EB Breaker



December 2003



Only Your Product Gets an Icy Reception

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