



December Anniversaries

Carlos Flores	11
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Let it snow. Let it snow.
Let it snow.



Who's This?!



Can you see it in her eyes? It's called SASS, and let me tell you, this girl's got it! With 19 years of service at BCS, she may appear to be very professional, but don't let her fool ya'all - she's really BCS's Queen Sillypants! Guess who she is. Answer on page 2.

Employee of the Month

Joseph Mead is November's Employee of the Month .

Joe was hired at BCS in July of 2000. Joe has worked as a laborer, a tally person and in the QC department.

Joe's biggest challenge was taking on the position of Fishhouse Leadman on the night shift. Joe's understanding of how the Fishhouse operates certainly makes my job easier. Joe is a great person to work with and is very professional. All of Joe's hard work and long hours are very much appreciated.



When you see Joe, please congratulate him on being the Employee of the Month.

BOOYA Joe.

Randy Rowe, Night Shift Foreman

Happy Holidays from BCS

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.

My father always told me that "the harder you work the luckier you get." This year has been no exception to that rule. With the prospects of a pretty slow fall, given a reduction in the traditional cranberry crop deliveries, everyone worked hard on developing alternative business and we ended up in the right place at the right time when the fall salmon season hit. As you may already know the local fall chum fishery turned out to be one of the best on record. This good fortune combined with a great group of seafood customers to work with and outstanding BCS employee efforts produced what will end up being a reasonably good year all things considered.

Special thanks to our many loyal customers, partner suppliers and hard working employees, have a super holiday season!

Warm Regards,
Doug Thomas, President & CEO



Answer to Who's This



It's Sharon Statera! She is our Executive Assistant and Accounts Payable gal.

Why Men Should Not Handle the Christmas Lights

Christmas lighting is always the thing that drives grown men over the top from sanity to screaming, swearing madmen.

Every man that has ever spent time stringing all the lights together to find that one bulb out of 20,000 that keeps the whole thing from lighting up knows what I am talking about.

Trying to find that one bulb is like trying to determine if there is life somewhere else in the universe and if they have a McDonalds franchise. We know it's there. We just can never find it!



We can't stand to throw whole strings of lights away knowing there are probably a lot of good bulbs on them. Some of us really struggle with that. We try to save the good bulbs and put them in a jar but then they all have to be tested, because you don't want to save a bad one. To do that, you plug them (one at a time) into a good string so you end up spending the same amount of time you would have spent trying to save the string in the first place....but you just can't stop, I mean how hard can this be!!!

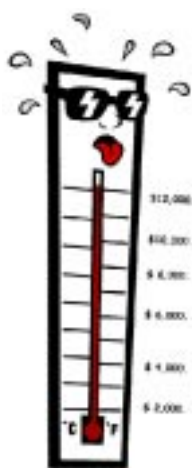
Now they are producing Christmas lights where the string stays lit even if one bulb goes out. Yeah, great. How many of us can stand to look at a string of lights with one or two out. No, we are going to grab our jar, can, or bag of spare lights (and also those tiny little fuses) and start trying each one. This is where it becomes like golf, you have one or two successes and your hooked, like making par once in 356 holes when you are usually getting a triple-bogey or worse. You keep trying when you should throw the clubs away and take up napping as a hobby.

We just want Christmas to be perfect and every light lit so we go at it like a mad scientist. Usually you go until your eyes are bugging out, you are foaming at the mouth and there's that non-stop cursing under your breath that your family gives you dirty looks about.

Finally, when your family has had enough and seeks an intervention, you end up in a focus group with a bunch of guys with nervous twitches and spare Christmas lights in their pockets. The focus group helps men practice throwing away a whole string of lights and teaches them that it is okay to buy a whole new string. It's okay...it really is okay...I can buy a whole new string of lights...new strings are cheap...its not the little fuse thingy.....relax, breathe deep...Remember, it's Christmas!

Merry Christmas and Happy New Year to all BCS employees, customers and friends, both past and present!

by Tim Unger, *Squalicum Plant Manager*



Whatcom County's Safety Net

This year's BCS United Way Rally Day was Tuesday, October 26th. Our goal this year was to raise \$12,000.00 for

United Way of Whatcom County. BCS reached that goal which included the dollar-for-dollar match that BCS made for every dollar that our employees gave.

BCS thanks everyone who participated in this rally in the midst of our busy season. The winners for the two vacation days were Jesus Martinez and Policarpo Cedano. Whatcom County's safety net is woven tighter due to your thoughtful contributions.

Thank you again for another BCS teamwork success.

Karen Hollingsworth, Education & Training Coordinator



Corny Cow Jokes from Clyde

What is cowhide used mostly for?-----Holding cows together!
Ha Ha Ha Ha Ha

What do you call a twitchy cow?-----Beef jerky!
Hee Hee Hee Hee Hee

Albacore Tuna *by Tim Unger, Squalicum Plant Manager*

Bellingham Cold Storage has just recently finished loading out a shipload of tuna bound for a cannery in South America. Roughly 3.75 million pounds were hand-stowed on a freezer ship called the "Asiatic." These tuna are troll-caught fish from boats fishing the northeastern Pacific Ocean from California to B.C., Canada. Albacore tuna, however, travel all over the Pacific Ocean so the fisherman travel great distances to catch them, most of the time traveling at speeds not much over 10 miles an hour. That's less than 5 miles an hour faster than our forklifts. Just to give you an idea how much area is covered by the Pacific, the United States covers 4 million square miles while the Pacific Ocean is 60 million square miles.

The tuna trolling vessels are called jig-boats because they use the hook-and-line jig gear. The fishing boat tows lines of jigs (fishing lures shaped like squid) slowly through the water. They attract fish close to the surface which are hooked and dragged aboard the vessel and frozen. The tuna that are close to the surface are the younger fish which are 3-5 years old. Other fishing methods using nets catch the older fish at deeper depths. These older fish, however, do not have the same food value as the younger troll-caught fish. Net fishing at great depths requires huge nets and bigger boats which obviously catch more than the targeted Albacore tuna. Fisheries managers prefer the hook and line method as a better way of managing the albacore tuna fishery. They also get better information on the health of the resource from the younger fish caught by this fishery.



Many feel that the younger fish near the surface are also tastier and less "fishy" tasting. They also have proven that they have more fat or Omega-3 fatty acids that are important to good health. Remember Omega-3's are associated with reducing the risks or effects of heart disease, strokes, high blood pressure, cancer, arthritis, lupus, and other diseases. So you

guys that are like me, whose families have histories of heart disease, take notice. We need to eat more fish like albacore tuna and salmon that are high in Omega-3's.

So the next time you see an albacore tuna, remember, not only is it good for Bellingham Cold Storage, but it's good for you too! Eat More Fish!!

Kudos to all Tenants, Consultants, Services and Employees!

Your cooperation and helpfulness must be commended! BCS had a short training session on BCS Facility Security for every person who works in the main plant facility. Every tenant met the needs of this training and were accommodating to help keep this presentation most succinct for all of their employees. BCS appreciates the planning and scheduling tasks of American-Canadian, the foremen and leadmen of BCS, DJay Enterprises/Swiftsure, ESL Educators, FishKing, Harbor Marine Facility, Home Port Sfds, Icy Strait, MB Green, Ocean Foods LLC, Office Systems NW, Portionables Inc., Progressive Programs, Systems Consulting, QSea Specialty Services, SPC, Surefish Inc., Trident Sfds, USDC and Wildcatch. It was a pleasure working with all of you. Thanks again!

Karen Hollingsworth, Education and Training Coordinator

It was Wheel Easy and Wheel Fun!



Thank you for choosing to participate in the **WHEEL OPTIONS** contest. BCS wheeled our way to cleaner air for everyone. There were 43 participants in the October 11 – 22nd contest and together we eliminated 1,435.5 miles from being driven and 79 pounds of carbon monoxide from being emitted into the environment.

Remember, you CAN make a difference by not driving alone everyday! It was Wheel Rewarding for:

Ric Paulsen, Bob Hickok, Antonio Prado, Keith Sorensen, Rolando Valdes, John Enyeart, Tim Unger and Brad Flinn. Those were the 8 winners who were chosen at random for the BCS \$25.00 gift certificates from Hardware Sales.

Surprise! Surprise! Out of 23,780 Washington State entries, BCS's own Juan Padilla won a \$50.00 gift certificate to Target. Congratulations Juan!

Your trip, your way,
Karen Hollingsworth, Training Coordinator

Leroy Hawkins Retires



Yes indeed, after 38 years of service, Leroy Hawkins has finally decided to retire. Leroy, we wish you the very best of times in your retirement.

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.

Valores Basicos de BCS

Cooperacion • Integridad • Calidad • Responsabilidad • Actitud

Cooperación: Nosotros apoyamos 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 también 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 también mostraremos un modo progresivo en nuestro trabajo.

The

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Only Your Product Gets an Icy Reception

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