

February Anniversaries

Leroy Hawkins	36
Jim Tagart	4

February Forecast

Pollock
Cod
Opilio Crab
Squid

ABC's of BCS

Ammonia Safety Training for Engineers

World Food Logistics Organization (WFLO) training classes in Oklahoma February 3-6, 2002

Plant Sweeper/Cleaning Machine Training

OPTIC classes available on request

English conversation (ESL) classes Tues. and Thurs. 3:30 – 5:30 p.m.

How to Annoy Co-Workers

- 1) Page yourself over the intercom. Don't disguise your voice.
- 2) Send e-mail messages saying there's free pizza, donuts, or cake in the lunchroom. When people drift back to work complaining that they found none, lean back, pat your stomach, and say, "Oh you've got to be faster than that."
- 3) Encourage your colleagues to join you in a little synchronized chair-dancing.
- 4) Put decaf in the coffeemaker for three weeks. Once everyone has withdrawn from caffeine addiction, switch to espresso.

Employee of the Month

January's Employee of the Month is Javier Garcia. Like last month's Employee of the Month, Sergio Mendez, Javier is one of the seldom seen - but much appreciated - clean-up crew. This is the team that is responsible for Bellingham Cold Storage's sterling reputation for cleanliness. Javier started working here in October, 1995 as a laborer on day shift, working various jobs before settling in on the boxing line. In late summer of 2000, Javier moved to the night shift's clean-up crew for the first time. The clean-up crew has a wide range of responsibilities, and requires flexible and hard working individuals willing to work long hours. Javier is no exception. Javier has become well versed in all of the clean-up procedures, and has become the 'Go-To' guy when his boss, Fernando Martinez is gone. Javier is another employee who has benefited from his involvement in the ESL classes. When you see Javier, please congratulate him on being January's Employee Of The Month. Gracias, Javier!



Scott Albrecht, Night Shift Foreman

Message From the President



I think that everyone here at BCS is looking forward to the coming year and closing the books on 2001. Along with most of the nation, last year was a challenging time for BCS as a company. Nevertheless, BCS weathered the storm, and looks forward to 2002 with optimism and confidence. Through it all, our employees worked hard, worked smart, and even laughed a little. Laughter is a great way to help get us through the tough times. Here are a few thoughts on laughter to keep in mind when you find yourself grinding away at work:

"Nobody ever died of laughter." - Max Beerbohm

"Laughter is the shortest distance between two people." - Victor Borge

"Whistle while you work" - The Seven Dwarfs

Remember, a smile requires fewer facial muscles than a frown. So laugh a little: It can be contagious!

Warm Regards,
Doug Thomas



From the BCS Engineers Quarterly Training

In an effort to stay prepared for possible leaks, the engineers have quarterly drills. These drills are designed to sharpen their skills when responding to emergencies. Bruce Sines has designed the training protocol that the engineers are currently using and will continue to use in future practice drills. Thanks Bruce!



Engineers pictured from left to right: John Duncan, John Enyeart, Joel Crowley, Gary White and Bruce Sines with the towel cooling off Dick Dandliker, seated. Missing from photo: Andy Hill and Dave Peterson.



Joel suiting up for drill practice.



Andy searching for leak location during mock drill.



With the help of Bruce and John, Andy suits up to make an entry into a hazardous area during a mock drill.

Management Focus

You Can Catch More Flies with Honey than with Vinegar

Lately they've been calling me "The General". Where that came from I have no idea. I suspect it must be short for something like "General Nuisance" or possibly an acronym which I'm quite sure would be unprintable, knowing my crew at the Orchard plant. I even get faxes from some of our customers that are addressed to "The General". One thing for sure: It has nothing to do with my management style. Those of you that know me are well aware that I have no military background and certainly don't lead anything like a general.

My philosophy is based on one of my mother's favorite sayings which you may have noticed is the title of this article. It has taken me years of failures in order to really understand what she means, but I think I'm finally starting to get it. People are much more cooperative and willing to be helpful if you are nice to them. Companies spend millions every year sending employees to seminar after seminar to learn how to deal more effectively with their "customers". They could save a ton of money just by taking a lesson from my mom, and so far she hasn't charged me anything.

For us here at BCS the term "customer" means customers, vendors, truckers, brokers, fellow employees, and people that work for the government and the railroad (if you can believe that!). I'm amazed at how much easier it is to get business transacted by starting a conversation with "how's it going" rather than "why are you so #@%\$&% late". I know because I've tried both. So when you're tempted to be rude to someone remember my mom's favorite saying. If it doesn't work, let me know and I'll give you her number. She's got a bunch more and her rates are very reasonable for a consultant.

*Eric Brown, aka "The General",
Orchard Plant Manager*

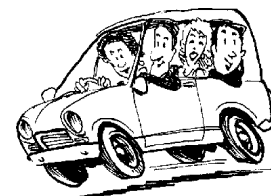


Smart Commuter Program Year-End Results

According to the 2001 Commute Trip Reduction (CTR) Report to the Washington State Legislature: There are 770-785 employers and 1,117 worksites participating in CTR in the state's nine most populous counties. This includes 83 worksites that participate voluntarily. There are currently an estimated 550,000 employees commuting to CTR-affected worksites.

The worksites participating in the CTR Program removed 19,950 vehicles from the state's roadways each morning in 2001, a 12 percent increase from the 17,796 vehicles removed in 1999. By removing these vehicles, CTR has created low-cost additional roadway capacity and reduced trip times for motorists and freight.

Karen Hollingsworth, Training Coordinator



From the BCS Training Department Lifelong Learning

A Happy New Year to all of you! While many of you are setting personal goals for the New Year in 2002, I'd like to share with you what we have achieved collectively as a company in 2001. A great deal of credit goes to the managers, forepersons and leadpersons for their participation in the training sessions, as well as juggling their schedules so their crew could attend. Everyone should be proud! Working together, we accomplished a variety of training goals. Many of the class sessions took place right here at the cold storage educational center. Here are some of the programs and achievements from 2001:

- *Number POWER math lesson handouts provided weekly all year;
 - *Participation in SERP (Specialized Emery Response Program) board meetings by Mike Clausen and Gary White;
 - *Training provided to BCS employees on the OPTIC computer system;
 - *Workplace Literacy "English as a Second Language" program;
 - *Preventive flu vaccines provided to all BCS employees;
 - *HACCP certification for Mike Ryan and Jose Roques;
 - *WA RideSHARE week (BCS saved 1,016 miles in Whatcom County);
 - *First Aid/CPR classes;
 - *IVES Forlift Training Program (for BCS and several BCS tenants);
 - *"Get in MOTION" Promotion (Commute Smart Program);
 - *Summer internship provided to Sandra Bennett;
 - *PSM (Process Safety Management) and GMPs (Good Manufacturing Practices) for BCS new hires;
 - *BCS Best Warehouse Practice classes;
 - *Commuter Choice Leadership (recognition by EPA and Dept of Transportation);
 - *"Shelter in Place" emergency drills and training;
 - *AED (Automated External Defibrillator) training;
 - *BCS receives Governor's CommuteSmart award;
 - *BCS receives AWB Award for Education for ESL classes;
 - *National Bike/Walk to Work day;
 - *Fred Pryor Seminar attended by Brian Morgan;
 - *Commuter Trip Survey completed;
 - *Sexual Harassment Training for all BCS supervisors;
 - *Hearing tests provided to all BCS employees;
 - *Bellingham Fire Dept tours and joint training drills;
 - *BCS team participation Whatcom Literacy BEE fundraiser;
 - *Piper Jaffray 401K and retirement plan updates;
 - *BCS participates in Smart Commuter Contest;
 - *Ben Savery and Scott Albrecht graduate from WFLO program;
 - *RETA (Refrigeration Engineers Training Association) journeyman level classes taken by BCS Engineer John Duncan;
 - *Basic ammonia and Shelter in Place training for BCS tenants;
- *Engineers' SCBA (Self Contained Breathing Apparatus) equipment and inspections.

You can be very proud of our management team, who realize that the future success of BCS depends upon improving the quality and safety of its workforce through education and training.

Karen Hollingsworth, Training Coordinator



The Cook's Corner

with Jan Knutson

Oven Baked Chicken Wings

- 18 chicken wings - meaty part
- salt & pepper to taste
- 2 tablespoons oil
- 1/2 cup soy sauce
- 2 tablespoons Ketchup
- 1 cup honey
- 1/2 tablespoon garlic - minced

Grease 9 x 13 pan. Lay out chicken wings and cover with sauce. Bake at 375° oven for 1 hour, turning wings every 15 minutes. Serve hot or cold.

Oatmeal-Banana Bran Muffins

- 4 cups oatmeal
- 2 cups bran
- 2 cups water
- 1 cup shortening
- 2 cups sugar
- 5 eggs
- 2 cups buttermilk
- 2 cups milk
- 5 cups flour
- 2 tablespoons baking soda
- 3 tablespoons baking powder
- 2 teaspoons salt
- 3 tablespoons cinnamon
- 2 tablespoons vanilla
- 6 ripe bananas - mashed

Combine all ingredients and pour into lightly greased or lined muffin tins. Bake in 400° oven for 20 minutes.





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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