



## 2004 Attendance Incentive Awards

Congratulations and "THANK YOU" to the following people for having perfect attendance in 2004. Your fellow workers and supervisors appreciate the effort it takes to be here every scheduled work day and to never refuse a recall if you're on layoff. Thanks again!

These people have received extra hours of vacation to use in 2005. Congratulations!

- |                   |                 |
|-------------------|-----------------|
| Jim Compton       | Angel Garcia    |
| Bruce Berg        | Mike Ryan       |
| Steve Martin      | Adrian Cuellar  |
| Ed Dewitt         | Sharif Muhammad |
| Arni Klimki       | Jose Collado    |
| Mark Emmons       | Daniel Petchel  |
| Case Douma        | Jose Ruano      |
| John Ohman        | Jesus Martinez  |
| Bob Hickok        | Dick Dandliker  |
| Randy Rowe        | John Enyeart    |
| Raul Morales      | Gary White      |
| Alberto Perez     | Dave Peterson   |
| Gregorio Carreto  | Doug Maybee     |
| Donna Haynes      | John Nunn       |
| David Peres       | Gene Knutson    |
| Fernando Martinez | Teresa Rohwer   |

## Employee of the Month

Congratulations to January's Employee of the Month – Gene Knutson.

Gene started working at BCS on 8/4/75. He labored in the Fishhouse and Boxing Line, tallied in the boxing line and then became a warehouseman.

In 1991, Gene had a major back injury that left him unable to drive a forklift. Even though the State was ready to declare him totally disabled, Gene refused to quit. He took over the receptionist's job when Charlotte Clark retired, and became the Voice of BCS.



Gene assumes the "Politician Pose" with Tim.

Gene now works four days a week at BCS and spends the other day working as an elected Councilman for the City of Bellingham.

We're proud to have someone with the drive and attitude of Gene Knutson working with us.

Thanks, Gene!

*Sheryl Hershey, Human Resources Manager*



## Please Give to Tsunami Relief Fund

In an effort to do our part to help the Tsunami victims, Bellingham Cold Storage is donating \$500 to the Whatcom County Red Cross to be sent to the Tsunami relief fund. In addition to this, BCS will match any employee contribution made to the Red Cross as well.

If you wish to participate in this donation, please make your contribution check out to Whatcom County Red Cross and drop it off at the front desk in the main office. We will tally up the contributions and add BCS's match to the original \$500 and then mail all of the money to the Red Cross.

Thank you in advance for your generosity.

Doug Thomas, President

## New Arrival

Congratulations to José Roqués and Katie Walton on the birth of their second son, Marcos Antonio.



Marcos Antonio was born on Friday, December 31, 2004.

## Who's This?!



This youngster (now 33 years old) has been with BCS since November of 1999 and has labored throughout the plant.

He is very friendly, with a good sense of humor and a positive attitude, and he enjoys spending his free time with his family. Who is he?

Answer on page 4.

## BCS Observed Holiday for February:



Monday, February 21st, in honor of President's Day.

## Management Focus

by Mike Roberts, Marketing and Sales Manager

I just wanted to say congratulations to all of the people at BCS for doing such a great job last season. You moved a great amount of product with some up-hill battles at times, and you just kept your head down and continued to move ahead. We will be doing a lot of the same things this year. However, extra planning and the addition of the new chill space at Orchard along with moving some product around to the different warehouses will make our jobs much easier and even better for our customers.



Now, the next subject that is very important to most of us is the Mariners. With the addition of a new Manager and new players, are we going to see a 100-game win season? Let's hope so! After last year, I didn't think we could make it though another year. At times, I thought Gene and Debra would have some harsh words. Now we have a fresh start, and Spring training is coming up fast. I, for one, am looking forward to the old 100-plus win Mariners.

Spring, being just ahead, means golf can't be far behind. I'm sure Mike Holcomb has got his tournament in his sights. It's been too cold and wet to get much playing in this winter, but maybe now that we have this last blast behind us, Spring will be coming soon. Tee them up if you have them!

The last thing that I have been thinking of is "Tim's Seahawks". Tim, what went wrong?



## Tee Time with Mike Holcomb

Hello, fellow hackers, and welcome to Tee Time. As the saying goes, rumors of my demise have been greatly exaggerated. I'm still around, and I still love the game of golf, so you are going to get to enjoy me for a while longer. I am recommitting myself to the newsletter, so you will hear from me every month. It's like a new years resolution you can't wake up from.

I can tell you right now if you want to play golf this time of year you better be at Raspberry Ridge. It's the only golf course that is not under water. With that in mind, it's January 25th, and the sun has been out for 5 minutes now. That's good enough for me, because my tee-time is at 2:00 p.m. today.

I'll leave you with this: Tiger's swing is fixed now, so all of you pro golfers had better find your "A" game or you'll spend the year playing for second place.

See Ya!

# What's Going on in the Fish House these Days?

Photos by Keith Sorensen / Captions by Mike Coggins



Jeff Ahern cleans scrap ice from the Ice House with the Twistbull forklift.



Gary Terpsma jackhammers scrap ice to prepare for new ice.



An overview look at the first layer of ice after scrap ice is removed..



Jim Bowman warehouses totes of salmon.



Mario Gonzlaez repairs baskets which are used for racking fish.



Juan Padilla and Rene Cardona tote frozen salmon.



Alejandro Padilla prepares for halibut trimming.

Mike Gates, who is in charge of Home Port Seafood's repack line, poses in front of his office - located just outside the Fish House.



Mike Coggins moves a tote dumper (for fresh fish) to another area.

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## Suggestion Committee News

by Tim Unger, Squalicum Plant Manager

The next meeting for 2005 will be February 22nd at 11:00 a.m. in the Fishhouse Training room. We are looking for new members to add to our membership. Present members, please make every effort to be at the meeting as we will be discussing ways to make the committee more effective.

And YES, WE ARE LOOKING FOR SUGGESTIONS. Good ideas can put EXTRA CASH in your pocket, so if you have an idea, SUBMIT IT!

If you have submitted a suggestion and have not heard from the committee, please contact us and we will make sure you get a response by the end of the month. Current members are: Tim Unger, Sandy Olson, Jack Cammack, John Duncan and Brad Klein.



## Answer to Who's This



It's Joseph Hartley!

## February Thoughts

Some mistakes are too much fun to only make once.

Don't cry because it is over, smile because it happened.



## Smart Commuter of the Quarter

These shoes are made for walking...and they walk all over town. Those tennie runners even look like they are "on the move" in the picture. Yes, these are the SMART shoes of Marvin Hawkins. He is our winner of the fourth quarterly Be Commute Smart, environmentally responsible (BCS,er) award for 2004.

His reward was comprised of money and a REGAL movie ticket. Marvin is going to enjoy a night out with his wife. The question remains, will they walk to the movies? We'll just let the mystery be, because carpooling is acceptable too. BCS appreciates you for doing the "walk" thing.



By Karen Hollingsworth

## 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 soportamos 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 trataremos 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 cometido 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.*