

**January Anniversaries**

Congratulations to the following employees for their years of service:

<i>Dwain Hill</i>	22
<i>Teresa Rohwer</i>	21
<i>Todd Morrow</i>	13

January Forecast

We should see the following:

- *Herring
- *Crab
- *Peanuts

The ABC's of BCS

- *Quality Customer Service Workshops..... Jan
- *FL Theory and Driving for Cascade Sfds and Swiftsure Sfds..... Jan
- *CTR Rideshare contest information available..... Jan
- *OPTIC computer classes by topic.....on demand
- Process Safety Mgmt (PSM).....ongoing

New Arrivals

- *Congratulations to Lorenzo Garcia and his wife Eva who became the proud parents of Juan Daniel Garcia who was 7 pounds 11 ounces and 22" long.
- *Congratulations to Gary and Kim Terpsma who became the proud parents of Daniel Terpsma who was 8 pounds and 8 ounces.

Memories (1922-1999)

- *Our deepest sympathy to the family and friends of Raleigh Warren Wade who passed away. Raleigh retired from BCS in 1984.

December's Employee of the Month

December's Employee of the Month is someone who has the difficult task of filling one of our retiree's shoes. This person was hired back in July of 1979. If you have not guessed it yet, we are talking about Sean Corbett.

So far, Sean has done an excellent job doing what our retiree, Dick Curtin, used to do. He has caught on quickly and has proven to be very dedicated to his work. He also has shown a great attitude on the job! Thank you, Sean, for a job well done, and congratulations on your well deserved title as December's Employee of the Month.



Congratulations to Sean Corbett for a job well done!

Thank You For Making This A Better Place to Live...

Many BCS employees volunteer their time and energy outside work hours to help make our community a better place to live. We do not know just how many people here at BCS do volunteer, but we definitely would like to find out. If you would like to share your volunteer work with us, please contact Amie Daniels at extension 161.

So, far we know of the following people and would like to recognize them for all the time and energy that they have invested in their community. With people like the following and the ones we have yet to discover, the new millennium should be a good time in which to live:

Brad Flinn

- Board Treasurer at Northwest Youth Services. Donates approximately 70 hours per year.
- On United Way's Fund Distribution Committee. Donates approximately 25 hours per year.

Sheryl Hershey

- Advisor for YMCA's Youth & Government Program. Donates approximately 120 hours per year.
- On United Way's Agency Relations Committee. Donates approximately 5 - 10 hours per year.

Karen Hollingsworth

- Librarian for the Whatcom Literacy Council's Bellingham Technical College and Whatcom Community College branches. Also assists Whatcom Literacy Council tutors who request help. Donates approximately 120 hours per year.
- Helps "LuSeal", BCS's Safety Mascot, make an appearance at the annual March of Dimes walk-a-thon. Donates approximately 8 hours per year.
- Assists the Easter Bunny at the annual Barkley Village Easter Egg Hunt. Donates approximately 6 hours per year.
- Works with Santa during Project Santa Claus. Donates approximately 12 hours per year.
- Works as a Middle School teacher for Junior Achievement.

Jan Knutson

- Works with the Bellingham Emblem Club to help the community. Fund-raisers to benefit women in Whatcom County. Provides transportation for people to and from their medical appointments. Provides baby-sitting services. Provides meals for the sick, etc. Donates approximately 600 hours per year.

Jeanne Schmitt

- Whatcom Chorale's Board Treasurer. Donates approximately 50 hours per year.

Management Focus

The Y2K Problem - What You Can Do About It

with Tim Unger, Squalicum Plant Manager

We are rapidly approaching the end of the year and while most of us are usually looking forward to the holidays many are feeling some apprehension about this particular New Year's Day. It's the new millennium! This is a word which most of can't spell, but we well know what all the doomsayers are telling us. It will be the collapse of modern society as we know it. All the computers of the world will go on the fritz (which, for most of us who own a computer, this is not new) and industry, transportation, utilities, emergency services and all financial institutions will come to an abrupt halt at 00:01 hours on January 1st. There will be riots in the streets (they have already started in Seattle with something called the WTA (which stands for Whatcom Transit Authority, don't ask me why they are mad at them unless the buses are really late), fires burning out of control (especially for those like me who haven't figured out these new gas fireplaces) and just general chaos (like the top of my desk). People won't be able to get emergency medical treatment which probably no one will notice if you have ever waited at the emergency room. Usually your broken arm heals by the time you get waited on so they have to re-break it to set it straight. Food will be hard to get, which will really put a hardship on us overweight Americans who depend on that high calorie intake every day. Some of us may actually get to see our toes for the first time in years just before we pass out from hunger. The worst part will be no TV or videos because of no electricity. We will have to play games or something, or worse, we may even have to talk (all you wives stop snickering)! If you are like me you are feeling the panic rise inside. Your heart is beating faster (at least after climbing 10 stairs), you are getting short of breath (at least when you put on your pants), and you're getting a little light-headed (and only after 1 beer!) Well DON'T PANIC!

I have a plan! Well I have a plan for me but I don't know about you. But you are welcome to copy mine!

I know you have heard about what you need to do for the Millennium. You are supposed to have a few days supply of potable water for your family. (Potable means it has to fit in any cooking pot you may own, which seems kind of dumb to me). You also need to have things like batteries, flashlights, and portable ghetto blasters so you can still play your CD's, a supply of nonperishable food and first-aid supplies. I just want you to know I have a few ideas to add. You need to go out and buy a van right away, but not a motorhome. Vans are smaller and don't use as much gas. You can eat and sleep in them, and you can park them right next to any body of fresh water (that's so you do not have to pack the water so far). This will also fulfill your dream of living in a van down by the river! Great news for you fishermen! It would be a good idea to buy a little trailer also to haul the drums of gasoline you will need to buy before the end of the year. Also know all your neighbors, especially the ones who have lots of food stored up. You can have them invite you over for dinner all the time, and if they don't, you can just stand out in their front lawn looking really pitiful. I would suggest having a good supply of ragged clothes to help attain the "look". Tie-dye shirts may be back in style. If that doesn't work the next course of action would be the rioting, which brings up the next item you need. Get a good gas mask. Especially one that works well with tear gas. Oh, and also a flak jacket, those rubber bullets can really hurt. Keep the rioting in mind because you will need to park the van near a place where there are lots of rocks (you never know when you may need one). As far as food is concerned you should buy a year's supply of your favorite chips and beverages (namely beer, wine, cham-

pagne, port, scotch, and pop for you teetotalers) because those are the essential items that will be gone first. The chips are for watching movies. Yes that's right, you will need a generator to power your TV and the VCR and/or DVD player. The trailer may need to be bigger if you have a big screen TV. You will obviously need to have every member of your family check out the maximum number of videos and DVD's the day before New Years. The last thing you want is to run out of things to watch on TV. Also go to K-Mart and buy as many of those \$3.00 videos as you can afford. Just think, NO COMMERCIALS! I am sure they have an excellent selection of previously-viewed mega-hits. Concerning travel, I would suggest you don't go anywhere in your van unless you are going to someone's house for dinner. Obviously do not fly and don't take the train or the bus. After what I have seen of train service, it may get worse. I have heard that bus drivers will collapse as of 00:00 hours on January 1st (which may be due the fact they will have been driving since 05:00 AM). Commercial aircraft don't glide worth a darn so avoid them by all means. These are just a few of my ideas to try to cope with Y2K. I just remembered something!!! This newsletter will not come out until after the New Year! Oh well, thanks for having me to dinner and, if you haven't yet, that's me in the ragged jeans and tie-dye shirt in your front yard! Have a great year!



Tim Unger and friend are prepared.

OPTICS

Baby You Can't Drive My Car...



We all know about driving defensively but we may not know about defensive computing. It's easy to get distracted by cool technology and to forget about computer safety and manners. Here are a few things to consider:

Would you ever give someone your car and your driver's license? That's essentially what you're doing when you don't log off the computer or scanner when you're finished using it, especially at the end of your shift. As long as you are the person logged in, everything that happens on that PC, dumb terminal or scanner will be stamped with your name. Whether you're scanning product in or out, adding lines to a manifest or surfing the Web, the computer knows what you've done and where you've been. If there's a problem or question later on, you'll be the one people turn to for answers even if you were home sleeping in bed at the time. Imagine giving your car and license to a stranger whom decides to drink and drive! Kind of scary, huh?

In addition to the above, logging off scanners before putting them in the cradle and logging out of Optics correctly saves the IS department lots of time and headaches. It's like turning off your headlights when you park your car in the driveway for the night. If you forget to, chances are you won't be able to just hop into the car and go the next morning. You'll need jumper cables and another car before going anywhere. And, to rub it in, you may continue to have a car that won't start until you spend some of your hard-earned bucks. Most of us have had experience with a cranky PC at home. If we don't shut it down correctly, the next time we turn it on it'll remind us we had a problem and then take time to scan all the hardware and software to check for problems. Imagine having 150 PCs (40 scanners and about 110 terminals all told) and having to do the checking every time one isn't shut down properly! Hung scanners and improperly shutdown PCs eat up computer and IS department resources.



Going a step further with my defensive driving analogy, would you ever pick up a hitchhiker on a dark, deserted highway when you're alone in the car? That's more or less what you're doing when you download items from the Internet to your PC or open an email attachment for a file that ends with ".exe" ".com" or ".bat". These mean the file is an 'executable' and when you click on the attachment, your computer will do whatever that attachment tells it to do, whether it's to run a little innocent animated game or to erase all of the contents of your hard drive! It's usually safe to view or open documents on reputable Internet sites but you should call the IS department before saving a file to disk. Just like with that hitchhiker - you can look at him but don't let him into your car.



Finally, a little car maintenance can go a long way and prevent major repair bills later. So, check the oil in your car and check your email at work. The IS department uses email to spread the word about new software features, planned maintenance shutdowns and other news you can use. And while you're there, don't forget to tell the mechanic about the funny noise you keep hearing in second gear - use email to convey non-emergency computer system concerns or questions to the IS department (send to SUPPORT).

Nancy Stone - Computer Programmer/Analyst

Trivia

Herring?

Question: What is a shoal of herring?

Answer: A shoal of herring is a multitude of herring swimming together.

Question: In the U.S. most herring is eaten cured in one of many ways at popular delicatessen's. Name four different ways.

Answer: Pickled, kippered, salted and Bismark.

Question: The fat content in herring flesh must be high for virtually all smoking and curing. When is the fat content the highest?

Answer: Before the fish starts to develop roe or milt.

Question: On the Atlantic coast what are small herring called after being canned?

Answer: Maine sardines.

with Deborah Price, QC



Ted Lindquist and Carlos Malone set up the brine freezer for the expected incoming herring.

Training Wheels Keep on Turning To Support Your Life Long Learning Taking A Look Back....

A Happy New Year to all of you! While you are setting goals for yourself in 2000, I'd like to share with you what was accomplished by all of your hard work in 1999. I want to "Thank" all of the managers, forepersons and leadpersons for all their help in attending training sessions themselves or in the juggling of schedules so that their crew could attend. All of you should be proud of yourselves!



I am not only indebted to the staff members here at BCS, but to the many outside source persons as well. Such sources assisted with class material and guidance and were willing to share the empowerment of education with our BCS employees. Most of the class sessions took place right here at the cold storage educational center.

I am grateful to have the opportunity to work in the areas of education, training

and compliance on a full-time basis. I am very proud of our management team who supports the philosophy that education is not only the key to improving quality and safety in the workplace but that it is the best formula to ensure the future success of BCS. Thank you.

Here is a 1999 review of training topics that we accomplished by all working together:

Bellingham Technical College maint/tech students tour the BCS maint shop	JAN
Bonded Whse – a mini overview	JAN
IARW-TRREF in Oklahoma; Brad Flinn graduated	FEB
PSM Tenant 8 hour ammonia safety class: Gourmet Cuisine; Icicle; Trident	FEB
PSM Intro ammonia safety includes 29 companies w/162 tradespersons	Ongoing
FL Instructor Training by IVES - Bob Hamm	MAR
Hearing tests 48 employees both required and optional	MAR
Bonded Whse – a detailed paperwork focus	MAR
Bonded Whse – a market focus	MAR
Journeyman Master Rigging - Mark Emmons; Scott Albrecht	MAR
SERP team member for community emergency response - Gary White	MAR
OPTIC by topic – RF; manifests; scheduling; transfers	MAR
ASTI 32 hrs with Incident Command Leadership - Bruce Sines	APR
OPTIC by topic – the ever-evolving manifest	APR
CTR survey by all 126 BCS employees	APR
“HOT” product	APR
PHA completed for Home Port Sfds	MAY
PHA completed for Trident Sfds	MAY
HACCP BCS annual reassessment	MAY
RMP community display for Northwood Hall	MAY
Security Whse “BLOCK” watch	MAY
Typing software on PC laptop for check-out	MAY
HACCP refresher by Surefish - Deb Price	JUN
Chemical and Sanitation Workshop	JUN
OPTIC by topic – Bunching	JUN
OPTIC by topic – Key to Smooth Shipping	JUN
PSM/RMP audit for BCS main plant and Orchard	JUN
Family Workplace Award	JUN
CTR and BCS for a successful Business Bicycle Challenge	AUG
ASTI 16 hrs for 6 eng refresher training w/Incident Command Leadership	AUG
PHA completed for TransOcean Products	SEP
HACCP training for BCS management	OCT
Annual flu vaccine prevention “BEAT THE BUG”	OCT
First Aid/CPR Basic and Retraining for 70 BCS employees	OCT
Drug Free Workplace Silver Award 1999-2000 by Star Task Force/B’ham Police	OCT
15 USDA employees trained in ammonia safety/evacuation procedures	OCT
OPTIC by topic – Scan/Receive for pork	NOV
FL Theory and Practicum for Swiftsure; BB Meats; English Bay Batter	NOV
FL Theory and Practicum for BCS	NOV
Quality Customer Service training starts	DEC



Exporting

Food Aid to Russia *with Stowe Talbot, VP International Operations*

November and December proved to be usually busy months for BCS thanks to a USDA-sponsored “Food Assistance” program to Russia. The program had been conceived over a year ago in November 1998, just after the Russian economic crisis. The US government agreed to send to Russia about one billion dollars of various US food products including, wheat, corn, flour, powdered milk, and frozen meat. Most of the cargo was actually sold to Russia under concessional credit terms, which means the Russians have to pay the US back, but not for a few years and at low interest rates.

What does the US get out of the “Food Assistance Program” to Russia? Well firstly there is the humanitarian element

of getting more food to needy people. Next, there is the political motive of keeping Russia from becoming an unstable and dangerous country. And lastly, there is the influence of US farmers who pushed for the deal as a way to sell off surplus harvests.

In any case, BCS was chosen as a load port for about 18 million lbs. of frozen pork being shipped to the Russian Far East. The cargo started arriving in late October, and by the end of November most of it had been stored away in the warehouse. Next, two “breakbulk” freighters arrived to pick up the cargo. We started loading the boats just before Thanksgiving and finished them about December 6th. The remaining cargo we shipped out by container from

the Orchard facility. The pork will be unloaded in the ports of Vladivostok, where FESCO’s shipping line used to call, and Nakhodka, which is actually Bellingham’s sister city!

The whole pork operation at BCS was physically demanding (some of the cases weighed over 100 lbs. each) and very complicated. Yet we carried it out efficiently and accurately, and we received many compliments from the suppliers, shippers, and USDA representatives. The management team would like to thank the entire BCS crew for putting in such a good effort; you’ve made us proud. It’s a great way to end the year (and the century!).



Two vessels waiting to get loaded with pork product headed to Russia.



Lots of forklift activity during the loading process.



This perspective shows just how big the “Frost IV” vessel was.



View of the “Coastal Trader” boat.



All aboard!!!



Loading, loading, and still more loading.

Employee Poetry

Winter's Magic

A poem by Deborah Price, QC

Winter's magic radiated through the field. Glistening prisms emerged
As the sun touched
The frost encompassing
The over grown grass.

The air was cold and still.
I stood before the field and studied
The uniqueness of this day,
The many facets of its raw beauty,
The splendor of nature's gifts.

Into the cold dry air
The warmth of my breath
Produced cloud like images
That floated silently away
With a rhythm of contentment,
Towards the sky above.

The stars had vanished.
Only the moon stayed
To greet the sun as it took command.
The sky seemed to be on fire
As the sun put on it's display.

The uniqueness of this day
Will forever be etched in my memory.
Winter's magic at its finest.
The many facets of nature's beauty,
The wonder of it all.



Commuting

Do You Want To "Beat the After-Holiday Doldrums" ?



Let me help you find a carpool partner for the winter months. Nobody likes driving in the snow and ice anyway.

Share the driving with a co-worker, and on the days that you don't drive, someone

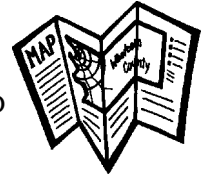


else can do the shoveling and window scraping! There's nothing like climbing into a nice warm vehicle.

AHH! Spend less on gas money and pay off that holiday VISA bill.

Call or stop in to see me, Karen Hollingsworth at ext 157

Get to know all of your friends and neighbors from all over the county AND there's always room for one more.



Look for **exciting** handouts in your January 20th payroll checks!

Karen Hollingsworth - Education/ Training Coordinator

LuSeal's Safety Net

Get Fit In the New Millennium

Research tells us that you don't have to go out of your way to get the exercise you need. You can build in many forms of moderate daily activity – from walking up the steps to reduce your risk of heart disease, cancer, and many other forms of chronic disease. So draw out your fitness plan, and make sure you include the following in your regimen:

1. Cardiovascular

Adults should participate in a half hour of moderate physical activity most days of the week to improve their general health. Keep in mind that the activity can be broken up into smaller segments throughout the day. Also note that the activity should be strenuous enough to increase your breathing to the point where you are taking deeper breaths, but can still maintain a light conversation.

For fitness training, adults should do three to five continuous cardiovascular training workouts per week that allow your heart rate to rise between 60 and 90 percent of its maximum. Calculate your maximum heart rate by subtracting your age from 220.

2. Strength and flexibility

It's important to work out each major muscle group two to three times per week, with a minimum of one set of eight to 12 repetitions.

3. Stretching

People often forget to include stretching before – and after – exercising. It's an important part of the routine that will help prevent muscle injury and cramping. Lightly stretch the muscle groups you'll be using for eight to 12 seconds prior to exercising. Then, stretch all the major muscle groups for 20 seconds or longer after your exercise.

4. Progress chart

First, you need to outline your fitness goals, be it weight loss or strength increase. Once you know your goals, it's important to log your progress. This requires that you track from the starting point of your regimen to see how you are progressing. This not only reminds you of your goals, but it encourages you to stick to the program, particularly in the critical first two months.

Sportsbreak *with Gene Knutson*



Hi there sports fan and welcome to Sportsbreak. How about that spoiled jerk, Ken Griffey Junior, who does not want to play for the Mariners anymore? Then to top it off, he wants to tell the Mariners to whom he will be traded. Here is the bottom line, if they can't trade him before next year then they should sit him on the bench and let him whine. He is exactly what is wrong with pro sport players today. They are nothing but a bunch of over paid clowns who would be out in the streets begging for food because they know about nothing but sports.

It is sad that in our country we have such great talent but the bottom line seems to be greed, money and nothing

more. It is time for the fans to stop this madness; they have started to with the NBA. Fans are staying away from the NBA in droves this year because of the strike last year. I hope people watch the collage games instead because that is where it is. Speaking of college, The Huskies football team played in the Holiday Bowl against Kansas State and I hope we Dawgs won. The Dawgs had a good year under their new coach, but they need to get better for this year. However, as long as they beat the Cougars, I will be happy.



In the NFL it looks like the Seahawks have hit the skids once again. Even a million dollar coach, that is, a 4 million

dollar coach can't keep them together. As I write this, they are 8-5 and have lost 3 in a row. It was a wise move when the Gipper said goodbye to the Hawks forever. I have a friend in Green Bay that has sent me a lot of Packer stuff over the last few months such as: a newsletter, jacket, helmet, and much more, so it looks like the Gipper will be a Packer Backer for a long time.

This is a short Christmas Sportsbreak, so I will sign off but not before saying Happy New Year to all and to all GO PACKERS...



Tee Time *with Mike and Dawn Holcomb*

I found the following TEE TIME article sitting on my kitchen table. My wife had written it for me, long after I had gone to bed. Earlier I had told her that I just didn't have enough time to write it before the upcoming newsletter deadline. I had been working some long hours and used any spare time to catch up on much needed sleep. However, it is easy to work those long hours when you know there's someone at home who loves you enough to write your article for you. So thank you, Dawn, and it is because of you that my readers were kept informed. Happy New Year and I hope you enjoy the following article as much as I did.

Happy New Year Fellow Hackers and welcome to TEE TIME 2000. If all has gone well and we were all Y2K ready then you will be reading this. If not, then I hope you will all enjoy reading a different future TEE TIME article.

Besides wondering about Y2K, we

are also hoping for some dry golf courses. As I write this, we are in the middle of one of the worst rainstorms that I have seen for a long time. In fact, I could probably just float down the fairway. However, around here the weather seems to have a way of changing frequently and drastically. Maybe we will even get some snow. It is my advice that if you are looking to play you had better call your golf course of choice to check on the conditions before you even step out the door.

Because of the grizzly weather conditions, winter seems to be a slow time of year for golf. However, this is no excuse to forget about the game entirely either. This time of year is perfect for checking out the stores for sales. Especially, if you're looking for a new club or two. It is also the time to make sure that you have put your clubs away properly. This means that they are clean and in a dry place. I guarantee



that when spring comes you will be happy that you did so.

How about that Fred Couples? Did you see him win his biggest skins game ever? He already held the title for most skins won, and now he has the title for most \$\$ won of which he donated 30% of his winnings to Payne Stewart's charity.

Hope you all had a wonderful Holiday Season and are looking forward to this New Year as I am. This season has been very busy for me as well as it probably has been for you and your family. So for now, I will leave you with this. We are all here in the New Year together so let us make the most of it and have the best time of our lives. We made it this far, so we may as well enjoy it.

See Ya



January 2000



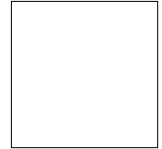
The ICEBREAKER



Only Your Product Gets an Icy Reception

*Bellingham Cold Storage Company
Squalicum Waterway
2825 Roeder Ave
PO Box 895
Bellingham, Washington 98227-0895*

*Phone: (360) 733-1640
Fax: (360) 671-1259
E-mail: bellcold@bellcold.com
Website: www.bellcold.com*



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.

Integridad:

Los Valores de Bellingham Cold Storage son la base por la cual nos guiamos. Este mes Integridad está caracterizado como un componente importante de los Valores Básicos de Bellingham Cold Storage.

Actitud

Trabajo en equipo • Integridad • Calidad • Responsabilidad •

We treat all people and property with honesty and respect, and are dedicated to building trust with our employees and customers.

Integrity:

Bellingham Cold Storage's Values are the foundation by which we conduct ourselves. This month Integrity is featured as an important component of Bellingham Cold Storage's Core Values.

Teamwork • Integrity • Quality • Accountability • Attitude

Valores Basicos de BCS

BCS Core Values