

**Employee of The Month
 Sharon Statema**

Congratulations to Sharon Statema who received the final employee of the month award for the year 2000. Sharon had previously worked on the waterfront for Pacific Pearl, Sea West and Cascade Seafoods before joining BCS in 1986. Originally she was hired to back up Charlotte Clark on the phones, but soon after began working with Carole Sorenson and Elaine Emmons with inbound paperwork and month-end closing.

Eventually she moved into the fruit and vegetable portion of the traffic area. Sharon was also very involved with the introduction of our computerized order entry system back in 1989 while taking over the Accounts Payable responsibilities.

Two years ago she was promoted to the position of Executive Assistant and has continued to be a very important member of our team. Her obvious wide range of experience and knowledge of many areas of our business is invaluable.

Sharon is our "go to" person when a question comes up or we need to get something done now. Best of all she performs her work with a great attitude and a sense of humor.

Thank you, Sharon, for all your hard work.

*Brad Flinn
 (El Jefe)*



**Message From The President
 A Word of Thanks**

I would like to take this opportunity to thank all of our hard-working employees, loyal customers and outstanding vendors for their support during what turned out to be a challenging but successful past year!



A new year is upon us now, and I look forward to all of the challenges and successes that it will bring.

With Warm Regards,

Doug Thomas, President & C.E.O.

**Customer of The Quarter
 Glacier Fish Company**

We are pleased to announce our Winter 2001 Customer of the Quarter; Glacier Fish Company. Glacier has been a long time customer of Bellingham Cold Storage through a mutual relationship with Long John Silver, another customer of BCS. However, this fall we received the lion's share of Glacier's pollock block production for consolidation and storage. We are very grateful that they entrusted us with such large volumes.

Glacier was founded in 1982, when they became one of the first U.S. companies to produce frozen-at-sea groundfish in the North Pacific with the construction of the 201 foot factory trawler Northern Glacier. In 1988, Glacier followed the success of the FT Northern Glacier by building the 276 foot trawler Pacific Glacier. Though both boats are capable of producing cod and pollock blocks, the Pacific Glacier also features a surimi factory. Glacier's two trawlers have established a reputation for quality, which is the envy of fishing companies around the world.

In 1992, Glacier began working with Western Alaska communities to harvest and process their annual CDQ quotas, including species such as king crab, salmon as well as cod and pollock. In 1995, the freezer-longliner Norton Sound was added to the Glacier fleet to harvest cod. Last year, Glacier established a salt fish operation in Seattle, producing salted cod for Europe and South America.

Glacier has always been a progressive company and in 1998 they became one of the first companies to partner with an Alaskan native group; the Norton Sound Economic Development Cooperative (NSEDCC). Glacier is currently owned by Erik Breivik, John Bundy and the NSEDCC. Erik Breivik serves as CEO, John Bundy as President.

We would especially like to acknowledge Glacier's front line staff, who BCS deals with the most: Teri Harris Czapiewski – Traffic Manager, Wendy Clifton – Inventory Control, Merle Knapp – VP Sales and Marketing and Cathy Robinson – Sales Credit Administrator. All are pictured here. Without a doubt, Glacier is a top-notch company and we are honored to be their preferred cold storage. Thanks again for all the business!



Merle, Kathy, Teri, Wendy

Highlights

BCS January Anniversaries

<i>Dwain Hill</i>	23
<i>Teresa Rohwer</i>	22
<i>Todd Morrow</i>	14

January Forecast

cod
pollock
bottomfish
herring
peanuts
crab

The ABC's of BCS

*Workforce Education Classes, English as a Second Language. Mon thru Fri from 3:30 pm – 5:30 pm. Classes will begin on Jan 8th and end Mar 30th

*OPTIC class by signup. Classes will be held on the 3rd Tuesday of every month from 1:30 pm to 2:30 pm and again at 3:30 pm to 4:30 pm. The first class will be January 16, 2001. The subjects will be Staging; Shipping and Truck Ready

*Shelter in Place drill for NIGHT shift To be scheduled in January

*IVES forklift theory/driving class For Tenants To be scheduled in January

*number POWER class weekly take home handouts available in FH, boxline and BOCS lunch-rooms.

*Help with homework from English classes Monday and Thursday from Noon to 12:30pm in the FH educ room

*Process Safety Mgmt (PSM) ongoing

Management Focus

Stellar Sea Lions–The Great Uncertainty

with Ben Savery, Marketing Manager

Being the Marketing Manager, part of my job is to keep abreast of any changes in the industries with which we do business. Recently, my attention has been focused on one issue in particular. Most everyone, at this point, has probably heard something about the Stellar Sea Lion issue in Alaska. BCS, and more importantly, its customers have been, are and will be massively affected by this issue.

The Stellar Sea Lion is a marine mammal predominantly found in Alaska's Aleutian Islands and in some of the other land masses of the Bering Sea and Gulf of Alaska. For some reason, their population in these areas has declined steadily for a number of years. A few years ago, the Stellar was listed on the endangered species list. Not too long after the listing, the environmental group Greenpeace filed a suit in federal court which essentially asked the court to halt all fishing in areas in and around Stellar Sea Lion habitat. More specifically, Greenpeace asked the court to force the National Marine Fisheries Service (NMFS) to do a comprehensive study of the ecosystem (called a comprehensive biological opinion) which the Stellars are part of. Without saying it directly, it is generally thought that Greenpeace's goal is to shut down a large percentage of commercial fishing in the area.

As one would guess, it is an enormous undertaking for NMFS to put together one of these comprehensive biological opinions. Understanding this, Greenpeace asked the judge to alter existing fishing rules, until such time as NMFS could deliver their opinion, so that areas around the Stellar rookeries would be protected from infringement by commercial fishing. Unfortunately, the Stellars' rookeries generally happen to be in and around the best historical fishing grounds. The judge sided with

Greenpeace and drastically reduced the percentage of pollock, cod and groundfish quotas to be taken from those areas.

The central question with this issue is; what is causing the population of Stellars to decline? Greenpeace has largely contended in court that commercial fishing, especially pollock fishing, is depleting the available food stock for the Stellars. So, the next obvious question is; what does the diet of the Stellars consist of? Despite Greenpeace's finger pointing at the pollock fishery, many scientists disagree. The Stellars require a large amount of fat in their diets to maintain weight. Pollock do not have a large percentage of fat and some scientists claim that a Stellar will lose weight and then eventually die if fed only pollock. Given their need for fat, these scientists argue that Stellars more likely feed predominantly on salmon and herring.

One of the most interesting theories is that the large scale climactic changes taking place continually in the waters around Alaska have negatively impacted those fish species on which the Stellars feed; salmon and herring. In other words, the fish that the Stellars most likely feed on are decreasing in number given the normal ebb and flow of ocean temperatures and breeding conditions. This theory is somewhat borne out, in that recent runs of salmon and herring (the high fat content species) in the area have declined. In the end, there is simply not enough hard science to say for sure, one way or the other, what the Stellars eat and what is causing their decline.

Now, we fast-forward to the present. A couple weeks ago, NMFS presented their comprehensive biological

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(con't from page 2)

opinion. Once this was done, the court removed their injunctions against fishing in those areas. Why? The NMFS opinion called for even greater reductions of fishing in those areas. Where are we at now?

There are three main fisheries affected by this ruling. These are pollock, pacific cod and the general bottomfish fishery. On the one hand, the NMFS opinion keeps the overall quota about the same. On the other hand, the most productive fishing grounds will now largely be off limits. Therefore, the fishing companies will have to work much harder and longer to find the fish, which are of lower quality in many cases. In the end, you have higher costs and lower revenues; a bad combination for any business.

What does the future hold? On Friday December 15th, Senator Stevens of Alaska, who is a key member of the Senate Appropriations Committee, was successful in attaching a rider to the 2001 U.S. Government's budget. As one would suspect, this rider represents a compromise on the issue between the White House and Sen. Stevens. Most importantly though, the rider postpones major components of the NMFS' biological opinion until September 20th, 2001.

Though the biological opinion's suggested management procedures will still be implemented, they will only be implemented "to the maximum extent practical." The North Pacific Management Council, an industry group that advises NMFS on fishery management issues, will now be more involved in the process and their recommendations will be required for any adjustments to the rules by NMFS going forward. Further, the fishery managers must ensure that income for shore based vessels and processing plants is not less than what they received in 1999, when putting together their fishery rules. Also, the

Total Allowable Catch (TAC), a central number in the setting of quotas, cannot be cut by more than 10%. Lastly, \$30 million dollars has been allocated for sea lion research.

While all this is good news for the fishing industry, it is important to note that the issue will come back full force in late September 2001. The hope is that expanded research, to be done between now and then, will show conclusively that the Stellars' decline is being caused by something other than competition with commercial fishers for pollock. It should also be noted that nothing has changed with regards with to the NMFS call for review of the, as of yet untouched, salmon and herring fisheries.

These issues affect an enormous number of BCS' clients. BCS is committed to doing what it can to help the fishing industry's side get heard in the battle. I encourage all of BCS' employees to let their government representatives know about the possible impact of these rulings on people here in Bellingham. With effort and some luck, this issue will hopefully be positively resolved for the long term before too long.



Vendor of the Quarter Starr Concrete Construction

I'm very pleased to announce that Starr Concrete Construction has been chosen as our vendor of the quarter. Ray Guier, owner operator, has worked as a contractor for B.C.S. as long as I can remember and as a contractor he can do almost anything you need.

Ray and his crew are currently replacing concrete around the BCS Fish House. Some of the other projects that Ray has done for BCS in the past are: concrete forklift ramps, storm drain repair, sewer mains, catch basin replacements and all kinds of concrete slab replacements to name a few.

Ray always gets in, and gets the project at hand completed in a very timely and professional way. Ray has always been very flexible and has always worked around all our needs. Like Ray often will say, "I'm not sure exactly how we'll do it, but will figure it out as we go". And you know what? It always works.

It's that "can do" attitude that I like best about Ray. Thanks to contractors like Ray, BCS's wheels keep rolling.

Thanks Ray for all you have done for BCS. Special thanks from myself, the Maintenance and Purchasing departments.

Mike Clausen - M & R Manager



Mike Clausen presents the BCS Vendor of the Quarter Award to Ray Guier & Associates.

Education Training Wheels Keep on Turning To Include BCS Tenants' Learning

Shelter in Place (SIP) Training for the Workplace was offered to all of our tenants on November 21, 2000. The list of invitees included: Gourmet Cuisine, Home Port Sfds, Icicle Sfds (Main and Orchard facilities), Icy Straits, Long John Silvers, QSea/Wildfish/Capilano/Swiftsure, English Bay Batter, SPC, Seattle-Tacoma Box, SureFish, Transmart Petroleum, TransOcean Products, Trident/SJS and USDC.

Twenty-five employee representatives attended the workshop to learn about the properties of ammonia, first aid for ammonia, evacuation and Shelter in Place procedures. All attendees left with enough materials and handouts to take back to their workplace and train their own employees for future drills. This was a session of training the trainers. Future help with Shelter in Place will be available upon request as all tenants prepare for their drill. Oh yeah, and a raffle drawing was held to give each tenant a "starter" item for their SIP kits. There is now one lucky tenant out there with a deck of "Old Maid" cards, so you just might want to Shelter in Place with the Orchard Icicle employees. They know how to have fun and will be highly entertained during their drill.

Bellingham Cold Storage appreciated your interest and your attendance. Thank You.

By Karen Hollingsworth



Workforce Education Classes Happy Graduation!

*pictures by BCS Employees,
special thanks to Teresa Rohwer.*

LET THE SINGING BEGIN...



Gayle Davis Certified ESL Instructor sings with two of her graduates.



Sergio, Fernando and Marcos sing.

SPEECH, SPEECH, SPEECH...



Maureen Kane of the Whatcom Literacy Council recognizing the first graduate students in the pilot program for Workforce Education Classes.

FIESTA TIME...



Ursula Heay trying her luck against the pinata



Frosty and Santa sing along too!



All the graduates - good job!



Armando Vazquez-Garcia is just one of the proud graduates.



Stowe takes a shot at the Pinata

Teamwork

Reaching Our Goals *with Karen Hollingsworth*

A Happy New Year to all of you! While you are setting goals for yourself in 2001, I'd like to share with you what was accomplished by all of your hard work in 2000. 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! Working together with all of you, we accomplished a variety of training topics. This is the year 2000 in review:

In January

- *On our way to EXCELLENCE, Quality Customer Service presented by Steve Mudd/Lisa Tatum
- *FL theory classes w/ FL driving tests for Cascade; Swiftsure; English Bay Batter
- *Annual Pre-HACCP program review
- *Russian guests – Education and Training week

In February

- *WFLO Institute in OK; year 2000 graduates are S.Olson and B Vermeulen
- *Swiftsure Sfd's Bar Code and Manifest training
- *Piper Jaffray retirement conversion training by Scott Merriman
- *Icicle Sfd's Bar Code and Manifest training

In March

- *CTR "Everyday Hero" contest
- *OPTIC Physical Transfer Techniques
- *BIRR, LLC railroad LOGO contest
- *Annual hearing tests for BCS; Swiftsure Sfd's and Cascade Sfd's
- *Whatcom Literacy Council Trivia Bee BCS won the Cheerleading Award

In April

- *OPTIC \TRKRDY Bill of Lading
- *ASTI Eng Ammonia Technician 24 hrs/Incident Command – Mike Clausen

In May

- *Governor's CommuteSmart Award 2000 in Olympia
- *National Bike to Work Day
- *BTC students Intro to Ammonia; Safety and BCS facility tour
- *PSM – Annual Respiratory exam for Engineers
- *Teamsters Contractual Review by Sheryl Hershey

In June

- *Security Keypad System for BCS main office by D-Tech
- *Fire Suppression/Protection for BCS main office

In July

- *Bonded Whse Procedure
- *Engineers – operation and maint of SCOTT air-pak
- *FL trainee classes: Ives theory/driving; math/literacy; FL maint; BCS whse
- *Business Bicycle Challenge ½ of mgrs; 3 first timers; 20% of BCS; 448.6 mi

In August

- *Safe Whse Practices for FL trainees
- *FL trainee classes: Ives theory/driving; math/literacy; FL maint; BCS whse
- *Shelter in Place signage and mapping locations
- *Ammonia Safety Training (ASTI) 12 hrs for eng; 8 hrs for managers

In September

- *IVES FL instructor program completed by Roger Brock
- *Basic Ammonia; First Aid for Ammonia;Evacuation; Shelter in Place;SafeWork
- *B'ham Fire Dept Intro to Ammonia; First Aid for ammonia; BCS facility tour

In October

- *Shelter in Place drill for BCS and BOCS w/SERP/HAZMAT;What. Emer.;BFD
- *Hot Work Training; Policy and Procedures for Maint and Eng.

In November

- *Shelter in Place training for 16 of BCS's tenants

In December

- *Number POWER math lesson handouts provided weekly all year
- *SERP Qtrly Board mtgs attended by M.Clausen and/or G.White
- *OPTIC monthly training and/or on demand all year
- *English conversation provided bi-weekly all year
- *Workplace Literacy English as a Second Language pilot program
- *Preventitive flu vaccine clinic

I am indebted to many staff members here at BCS as well as many outside source persons, who 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 very proud of management for this opportunity to work in the education/training/compliance area on a full-time basis. You can be very proud of our management team, who realize that the future success of BCS includes the belief of improving quality and safety of its workforce is through education and training.

Commute Trip Reduction The Scoop On Commuting

The Pacific Northwest faces the universal challenges of industrialized regions: to turn a consumer economy of throwaways, strip malls, and traffic jams into one of durability, livability and revitalized community.

The Pacific Northwest is inhabited by well-educated people, a large share of whom care deeply about the natural environment. The Northwest has traditions of participatory democracy and innovation in government and business. It has the can-do spirit of all North America, but it also has a global outlook and a commitment to tolerance and solidarity.

If Northwesterners cannot build an ecologically sound way of life, it probably cannot be done. If Northwesterners can, they will set an example for the world.

New Smart Commuter Discounts Coming in January! More and more Whatcom County businesses are signing up to say thank you to Smart Commuters! The latest new businesses include restaurants in Bellingham, Blaine, Ferndale and Lynden!

If you're a Smart Commuter be sure to look through your brochure when it arrives in the mail. If you'd like help getting started as a Smart Commuter or if you want to register for benefits, contact Karen Hollingsworth at ext 157.

By Karen Hollingsworth with Excerpts from This Place on Earth by Alan Durning



Computer FREE Anti-Virus Software

Remember there's FREE top-notch Anti-Virus software available for personal use at <http://antivirus.cai.com/>

Also never forget the basics of safe computing;

- 1) Always have virus protection for your PC
- 2) Update the virus signature file regularly
- 3) Never trust an attachment you receive via email OR things you download from the Internet. Always scan attachments or downloads before opening. Today, even a simple Word document can cause you problems.
- 4) Back your data up.
- 5) Backup your data.
- 6) Make backups of your data.

Jim Tagart - Network Engineer



From the IS Department A Bit Of ICEBreaker History and Where It Is Today?

When we started to write this article it was going to be about the evolution of the ICEBreaker and how it came to be produced totally in house the last two years. We soon realized that the ICE Breaker's story directly relates to the recent, since 1995, BCS computer advancements.

In 1995, BCS' management made a major commitment to utilizing and leveraging it's Information Systems (IS). The first major enhancement was the RF component of our Warehouse Inventory system (OPTICS). BCS began bar coding in 1996. The RF system includes identifying pallets and totes with bar code labels and using wireless scanners to track product movement in the system. This not only resulted in more efficient inventory tracking, but also enabled us to provide customer specific product data tracking and shipping.

By 1998, BCS' IS staff had doubled! Clyde Duranceau and Judi Edwards were joined by Nancy Stone and Jim Tagart. In that same year, BCS began transitioning from a Banyan Vines network to a new infrastructure and a Windows NT network. A high speed T1 connection to the Internet was installed bringing company wide email.

Next on the agenda was to web enable OPTICS to allow customers to access their inventory records using the Internet. BCS started hosting its web site late in 1998 and WebOPTICS became operational in the spring of 1999. Since we were revamping the BCS web site, we were looking for things that could keep our site fresh; the Bellingham Bay Cam was born 1/15/99 (see the October 2000 ICE Breaker for more.) Also during all this web frenzy, we switched to using digital cameras.

Now we're getting to the ICE Breaker tie in - an electronic version of the ICE

Breaker on line was a perfect fit for the updated BCS web site. At the time Baron & Company was producing the ICE Breaker. BCS provided content to Baron; they then did the layout, design and preparation. A draft came back to BCS for proof and approval. Towner Printing finished the process by printing the ICE Breaker. We explored different avenues to improve this cumbersome process as well as to provide cross content for the web site and the newsletter. Charlene from Towner Printing helped us a great deal during this process, thanks Charlene!

Long story short - now all layout, design and preparation are done by BCS, most notably by Amie Daniels. Amie had good computer knowledge, but no experience with PageMaker and Photoshop. Now look at her, Newsletter Queen! Amie does a great job organizing and laying out the newsletter once she gets all the articles in from her "ace reporters and digital camera devotees." A monthly lunch meeting helps keep everyone motivated and on schedule.

The ICE Breaker has evolved steadily over the past few years to become what you're reading now. The current issue and back issues are available on line for easy access. We thank Baron & Company for their help all those years. Thank you, Towner Printing, for your excellent work printing the ICE Breaker for us each month.

The November, 1999, ICE Breaker on line has a great article covering BCS' early computer history. The pre-1995 history is important and interesting; we will be filling in the rest of our computer history from 1950 - 1995 in a future ICE Breaker. Who was it who said that to understand where we are today one must understand history?

By Jim, then Nancy, then Judi and then last but not least Clyde

Jan Knutson's Cooking Corner Yum, Yum, Yum

Spiced Apple Sauce Muffins

2 1/3 Cups flour
1 Cup buttermilk
1/3 Cup sugar
1/4 Cup applesauce
2 Tablespoons oil
1 egg
1 teaspoon baking powder
1 teaspoon cinnamon
1/2 teaspoon baking soda
1/2 teaspoon salt
1/2 teaspoon nutmeg
1/4 teaspoon ground cloves

Pre-heat oven to 400 degrees.
Combine all dry ingredients and mix well. Combine all liquid and mix. Batter will be lumpy - great! Spray muffin tin with non-stick spray. Fill 3/4 full and bake 20 minutes (makes 12)..



Chocolate Chip Cheese Ball

1 package (8oz) cream cheese, softened
1/2 cup butter (no substitutes), softened
1/4 tsp vanilla extract
3/4 cup confectioners' sugar
2 Tablespoons brown sugar
3/4 Cup miniature semisweet chocolate chips
3/4 Cup finely chopped pecans
Graham Crackers (plain and chocolate)

In a mixing bowl, beat the cream cheese, butter and vanilla until fluffy. Gradually add sugars; beat just until combined. Stir in chocolate chips. Cover and refrigerate for 2 hours. Place cream cheese mixture on a large piece of plastic wrap; shape into a ball. Refrigerate for at least 1 hour. Just before serving, roll cheese ball in pecans. Serve with graham crackers. Yield: 1 cheese ball (about 2 cups). Enjoy!

Martigras Punch

1 6 oz. can orange juice
1 6 oz. can lemonade
1 quart apple juice
2 quarts collins mix

Make punch in large punch bowl and add 1 quart water to above mix. Float orange, kiwi and strawberry slices (or any fruit for color) on top. Or freeze fruit in an ice ring to float in punch bowl.



Tee Time with Mike Holcomb

Hello Fellow Hackers and Welcome to Tee Time. As I sit here and write this, I realize that you won't read it until the New Year. Can you believe that it is already the year 2001? At times it felt like we would not ever get there. For me it was a year full of milestones of which some were good and unfortunately some were sad.

In February, my Mother-in-law passed away which broke my heart. Later in the summer, I spent a week of vacation time in Las Vegas. I have to say that I



truly enjoyed my first real airplane ride. I also experienced my first hole-in-one during this summer's Red Cross Tournament at Dakota Creek. Besides enjoying my hole-in-one status, I was also rewarded with a great set of new clubs.

My youngest son graduated from both high school



and tech school this year too. Speaking of high school, I celebrated my 30th high school reunion this year. Wow, am I really that old? Well, I guess so, because I also celebrated my 25th wedding anniversary. My oldest boy is in the process of moving out to be on his own and to start his own life of milestones. Anyone who has had a

child move out knows how this experience feels.

So this past year has been full one. At the moment, we are happy and grateful for the things that I have. I enjoy living my life, doing my job at a company that I am proud to work for, and the opportunity of writing this article for you.

Thanks for reading and I hope you all had a safe and joyous Holiday season. See ya.



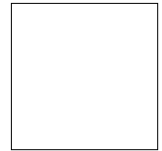
January 2001



The ICEBreaker



Only Your Product Gets an Icy Reception



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Have any questions or comments about the ICEBreaker? Contact Amie Daniels, Editor.

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 esta caracterizado como un componente importante de los Valores Basicos 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