

## Employee of the Month

by Mike Coggins, Fish House Foreman

This past chum season was an extremely demanding one for the BCS Fish House. We froze several million pounds of fish and handled a wide variety of other responsibilities at the same time. It took extraordinary efforts from several people and I wish I could recognize every one of them.

Since I can only give the EOM award to one person I made a list of all of the people who contributed in exceptional fashion this season and proceeded to score them. I looked at the overtime they put in. I evaluated the degree of difficulty of their particular contributions. I factored in the commitment they showed in getting things done right. And then I considered what it might have been like had that person not worked in the Fish House this year.

Though all of my candidates did well, one clearly stood out. Larry Dodson is my choice for this month's EOM. He worked every overtime hour. He even filled in for me on a couple of occasions. No matter how crazy it got, Larry made sure that every project was completed properly with consideration for the product, the customer and his fellow workers. I'm sure the Fish House would have survived the season without Larry, but I'm damned glad we didn't have to.



Left to right: Stew Thomas, Mike Smith, Bill Graves, Edd Perry, Doug Thomas and Ben Savery.

## Winter 2003 Customer of the Quarter

We are very pleased to announce Trident Seafoods as our Winter 2003 Customer of the Quarter. Trident is one of BCS' oldest and most valued clients and we are honored to still be servicing their account. Our relationship dates back to 1973 when Trident was started and they began bringing crab to BCS for processing. In 1974, San Juan Seafoods was started by Edd Perry at BCS. San Juan and Trident joined together in 1976. Things evolved to their current status when Trident bought Seawest 1984-1985 and began to occupy what is referred to as the Bumble Bee building.

Since the beginning, BCS has been a major beneficiary of Trident's growth. Over the years, we have seen Trident evolve from primarily a crab player to a major salmon player to an even larger whitefish player to one of the most dominant diversified global seafood players.

At this time, Trident's operation in Bellingham involves Puget Sound salmon and other frozen seafood activities. Trident continues to occupy the Bumble Bee building, which has a cannery in it that is still being used today. Trident also occupies their fish house area. In total, about 60 people work in Bellingham for Trident.

Edd Perry, Executive Vice President, keeps an office in Bellingham, and though he is semi-retired, he remains involved with the company. Bill Graves is the Bellingham operation General Manager. In the Seattle office, BCS most often interfaces with Ron Hildebrandt, Senior Director of Logistics and Gary Jannusch, Director of Administration. Also, the entire sales support staff in Seattle deals with BCS' traffic department each and every day. We would like to extend a hearty "thanks" to all of these parties.

Outside of those people, at least two other individuals on Trident's management team also deserve mention: Chuck Bundrant, founder and CEO and Steve Okerlund, CFO. These gentlemen have all been instrumental in the development of the Bellingham plant, for which we are very grateful.

As mentioned earlier, Bellingham is only a very small piece of the Trident world these days. All and all, Trident now employs about 3,000 year round employees. Trident owns somewhere in the neighborhood of 50 boats now - from trampers to floaters to factory trawlers. Trident has other plants in Seattle, Fife, Anacortes, Ketchikan, Akutan, Kodiak, Bristol Bay, St. Paul, Sand Point, Chignik, Ucluelet and Newport.

We thank Trident for their long history of loyalty and support, and we look forward to servicing their account for many years to come. Please join us in congratulating Trident!

Ben Savery, Marketing/Sales Manager

## January Anniversaries



Teresa Rohwer 24  
Todd Morrow 16

## January Forecast

 crab, bottomfish, salmon

## Veryl Reamer

Retires (pictures from the party)



Mike Holcomb and Veryl getting cozy.



Veryl's family showed up for the fun.



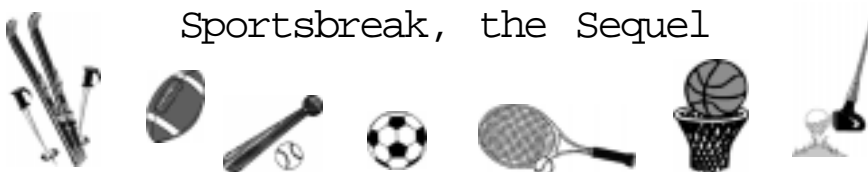
Mo was the first to congratulate Veryl.

## Classified Ad

Set of 4 Michelin all season truck tires for \$140. Fit a C2500 pickup Chevy truck. Size: LT245/75R16. Have a good 12 months worth of tread left. See or call Karen 733 -1640 ext 157.



## Sportsbreak, the Sequel



I know I'm expected to produce an article about the economy or income taxes or some other interesting financial news, but I would rather stray in another direction like .....sports!

Should I plan out my article or should I just let it flow, much like the writing style of the original author of Sportsbreak, Gene Knutson, also known as "The Gipper." I like Gene's style. Better to just let the fingers do the walking and let the words flow without thinking too much.

I've been interested in team sports for a long time, with some of my earliest memories of pacing the living room floor as a kid while rooting for my favorite NFL team, the Green Bay Packers, led by Vince Lombardi and Bart Starr. Things have changed a lot over the years for better or worse depending on your point of view. Certainly the growth of sports has been huge, and we have a larger menu to choose from than ever before, so let's cut to the chase.



The Seahawks continue to struggle as coach Holmgren's rebuilding project has gone long-term. But wait! In the last half of the season they have started to resemble a team with a young quarterback who is showing promise. Whoops, I hope I didn't just curse them by saying that!

The country is starting to learn about the Oregon Ducks basketball team led by point guard Luke Ridnour. What's remarkable is that he is a local boy from Blaine, who is being mentioned as an All-American candidate and as a potential pick to go to the pros. He's not that big and isn't as athletic as some others, but he has a feel for the game and handles the ball like it's on a string. He's fun to watch if you get a chance.



The Sonics have an entertaining squad with Gary Payton continuing to be their leader. With Rashard Lewis and Desmond Mason (this guy can jump out of the gym) they show promise for the future. Unfortunately they don't have the money to spend on acquiring a true big man. If everyone buys one more latte from Starbucks each week, the owner Howard Schultz might have enough money to go out and spend a bit more money to help bring in a championship.

Of course I have to mention the Mariners before I sign off. I've already heard the call of "Melvinnnn!!!" throughout the office to mark the hiring of their new skipper. Edgar and Olerud are back for another year and with a little better production from the rest, they stand just as good a chance as the rest to rise to the top. I heard Edgar slimmed down and now wants to take Ichiro's spot in right field and bat leadoff. The guy could lead the league in stolen bases if he wanted to. I can't wait for next year!

Does it mean you are a shallow person if you always read the newspaper's sports section first?

Happy New Year!

Brad Flinn, Controller



## Training Wheels Keep on Turning To Support Your Lifelong Learning

A Happy New Year to all of you! While you are setting goals for yourself in 2003, I'd like to share with you what was accomplished by all of your hard work in 2002. 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, we accomplished a variety of training topics. These are some of the programs for the year 2002 in review:

Tennant 3360 new plant sweeper machine training  
 Ammonia Safety training for engineers  
 SIMPOWER operation and management of generators  
 World Food Logistics Org. in OK - S.Statema; J.Roques  
 Piper Jaffray retirement information  
 SMART commuters recognition  
 Fire drill at Orchard for day and night shift  
 SMART commuter teleconference; nationwide with BCS  
 IVES FL instructor school - G Morris and C Flores  
 BCS Emergency Plan for calling 9-1-1  
 Ammonia Safety Training Institute for engineers  
 Stormwater Pollution Prevention  
 RIDESHARE Week challenge  
 B'ham Fire Dept training with new thermal cameras  
 Workplace Literacy English/math/GED/US citizenship

Respiratory medical exam for engineers  
 Engineers WINTER mock incident drill  
 Full-face mask fit tests for engineers  
 B'ham fire Dept mapping of BCS/BOCS  
 LISTEN annual hearing tests  
 HACCP training - Duane Sines  
 BCS Bike/Walk to work day  
 HAZMAT Specialized training - Gary White  
 Automated External Defibrillator  
 Lockout/Tagout for Ice House staff  
 IVES Basic FL class in English and Spanish  
 BEAT Intro ammonia class w/SIP for G.Cuisine  
 BEAT the BUG flu shot prevention  
 OPTIC computer training  
 IVES FL re-certification

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. You can be very proud of our management team, who realize that the future success of BCS hinges on the continuous improvement of quality and safety of its workforce through education and training.



by Karen Hollingsworth, Training Coordinator

## Hockey, a Game for All to Enjoy

by Shipping Superstar, Ted Andricos



On December 15th, a group of 20 BCS employees, family and friends enjoyed the NHL's Vancouver Canucks vs. the Edmonton Oilers hockey game. The game took place at General Motors Place in Vancouver, an arena specifically designed for hockey. Our floor level seats had a wonderful view of the ice and home goal corner of the venue. The group arrived early enough to enjoy the warm-ups by both teams and the pre-game show. The anticipation of a fun night of Hockey built right up to the drop of the puck. The Canucks and Oilers both provided a fast-paced, high intensity game for us to enjoy. All in all, a great a night of

Hockey was enjoyed by everyone who attended. The speed of the game and the nonstop action kept our attention focused on the game.

In too short a time, the game came to an end, but the score was tied. In Hockey, however, this is not the end. An overtime period began almost immediately, and the Vancouver Cancuks almost prevailed with a shot on goal in the very last seconds of the overtime.

As we walked out of the arena, not once did I hear anything but words of appreciation for the fun evening enjoyed by all. The novice and the veteran fans all are ready to come again another day to see the Vancouver Canucks at GM Place.

## SMART Commuter of the Quarter



José Roqués is our BCS,er (Be Commute Smart, environmentally responsible) of the 4th quarter, 2002. José has selected the two movie tickets for his prize and will be asking his wife out on a date over the holidays. BCS thanks you, José!

"Door to door, my commute is close to 35 miles. At first a beautiful drive, it has become a lonely, tiring commute. On top of that, when you start adding gas, oil, filters, maintenance, etc... it also is an important economic burden. Even though Clyde and I do not have the same schedule, last month we decided to make it more flexible and carpool as much as possible. Our goal is to carpool 2-3 days per week. If we achieve our goal, we will be saving over 6,000 miles per year."



Sheryl Hershey and Duane Sines show their Christmas spirit in the office. Sheryl's beautiful dress was made by BCS employee, Chuck Busby's wife, Janice Tabor.

*Cooperación: Nosotras 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: Nosotras 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: Examos entusiastamente comido en proveer servicio del mas alto nivel de ejecución y también en proveer producto de la mejor calidad.*

*Responsabilidad: Nosotras con gusto acepto la responsabilidad por nuestros acciones.*

*Actitud: Nosotras mantendremos un modo cierto y positivo sobre los clientes y nuestros empleados y también mostraremos un modo progresivo en nuestro trabajo.*

**Valores Basicos de BCS**

*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.*

**BCS Core Values**

**IC EBReaker**

The



January 2003



*Only Your Product Gets an Icy Reception*

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