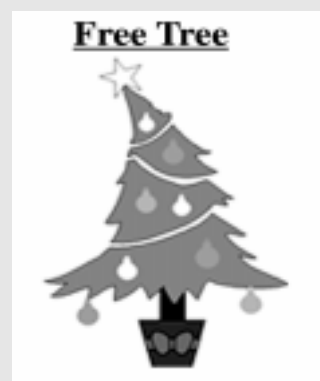


January Anniversaries

Teresa Rohwer	25
Todd Morrow	17



Free Tree
 7 foot artificial Christmas tree with ornaments and lights. Be the first person to contact Gene at extension 100 and you can claim the goods!

Employee of the Month

December's Employee of the Month is Armando Vazquez Garcia.

While loading our recent loose tuna boat, Armando worked as a hold boss and did an excellent job. He used his vast BCS experience and took control of whatever hatch he was in; giving clear direction to the labor crew, setting a hard working example, and keeping the lines of communication open between the winch operator and the crew on the dock.



Left to right: Scott Albrecht, Armando Vasquez and Mark Emmons.

Armando was hired here on 8-14-92 and has worked everywhere in the plant. When given the chance, he has taken on similar responsibilities, trying to keep the work pace moving, especially on the fish house wash line.

Please congratulate Armando on being December's Employee of the Month, and also wish him a happy birthday, which he just celebrated on January 1st.

Scott Albrecht, Squalicum Warehouse Foreman

Message from the President

This afternoon I had the pleasure of presenting certificates to 12 BCS employees who have taken the time and expended the effort to participate in the BCS ESL (English as a Second Language) classes throughout the 2003 year. I am both very proud of and impressed by the hard working, dedicated individuals who continue to come to class each day to improve their skills. Many of them arrive before their shift or stay after work to improve their English & Math. I also learned that several of our employees / students attend Whatcom Community College or Bellingham Technical College, work two jobs and never miss a class or day of work.

Two of our student / employees have successfully received their U.S. Citizenship through the BCS classes and the pride on their faces is very evident.

BCS is committed to this program and is very fortunate to have BCS instructors Karen Hollingsworth and Gayle Davis to lead the effort. These two individuals make it happen and without them BCS would not have a program.

Great job to everyone who has been involved with this program. You are leaders, hard workers and courageous individuals.

Best Wishes to everyone for a Happy New Year!

Doug Thomas, President & CEO



Make a Difference!



If you have warm, clean jackets, hooded sweatshirts, hats, wool socks, windbreakers, outdoor vests that are in good shape to use as work clothes, please bring them to the reception area of the BCS main office. This clothing drive will be ongoing all winter.

Thank you for making BCS a better place to work!

BCSer of the Quarter



Jose Collado has won the SMART commuter award for the last quarter of 2003.

This is the **Be Commute Smart**, environmentally responsible or the **BCSer** award. Jose is going to SMART commute with his wife to the movies just the same way that they commute to work every day.

He was a proud winner and won the value of 2 movie tickets and 2 Starbucks coupons. They will treat themselves before the movie.

BCS appreciates all employees who do the RIDE thing!

by Karen Hollingsworth, your SMART Commuter Coordinator

The Biggest Shopping Day of the Year

The day after Thanksgiving is termed the “Biggest Shopping Day of the Year” by us Americans. Now, what this is all about is beyond me. Why do we wait till we stuff ourselves silly, watch a lot of sports and then try to get up and be the first one in line at Wal Mart to receive that silly little stuffed teddy bear that is only given to the first 50 shoppers? The thing is probably worth a buck.

The stores open somewhere between 5 and 6 a.m. and people are standing in line starting around 4:00 a.m. I’ve personally never seen this, because it’s not in my blood, but my wife tells me that rain or shine, people are standing in that



line. Not only that, but they have lists made and know exactly what they want before they head to the next store. The key is to figure out how to be in and out of the building to make it to the next one to receive their bonus item. Where’s the sport in that?

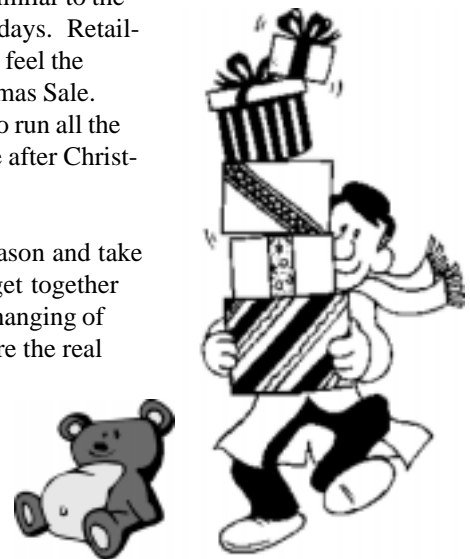
I find it daunting to think of confronting hordes of tired, aggressive women with credit cards that early in the morning. I personally can’t think of anything that I need from a store at the crack of dawn that can’t wait until a civilized hour.

Is it my imagination or are retailers starting to promote Christmas a tad earlier each year? Of course they could take some tips from the car dealers who do it by selling their new models a year in advance. You can buy a 2004 model in early 2003 and save a whole year on the life of the car! It’s a little tough to get excited about shopping for Christmas in January though.

My proposal is that retailers be prevented from having before-Christmas shopping deals until the day after Thanksgiving. This year I heard a Christmas ad just after Halloween. It’s time to draw the line in sand now before they begin advertising the day after Labor Day. We could start with a city ordinance similar to the one that prevents dancing on Sundays. Retailers may like it because they won’t feel the pressure to be first to run a Christmas Sale. They’ll still have a whole month to run all the sales they want and then run more after Christmas and New Years.

I hope you enjoy your holiday season and take advantage of the opportunity to get together with family and friends. The exchanging of gifts is fun but the relationships are the real meaning of the season.

I’m still not sure what to do with that teddy bear.



by Brad Flinn, Controller

Let the Party Begin! *by Karen Hollingsworth, Training Coordinator*

On December 11, 2003 BCS honored all of our employees/students for their work completed in 2003 in the Workplace Literacy Program. There were 18 individual certificates bestowed on our BCS students by Doug Thomas. Malcolm Oliver, a diversity coordinator from Bellingham Technical College, Whatcom Community College and the Bellingham School District was our guest of honor. Malcolm offered words of encouragement on continuing education and how important it is for building a solid future. Gayle Davis, our Workplace Literacy teacher, is appreciative of all of the good students and their goals throughout this past year. Classes will be here for all of you and hopefully even more students in the new year of 2004. BCS supports your lifelong learning!



Abigail Ortiz



Idefonzo Lerma



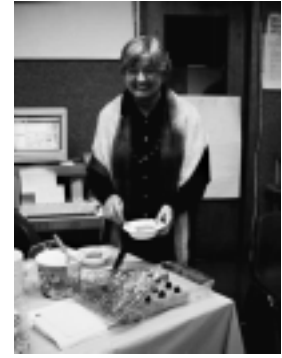
Abrham Sierra Mora



Group of students



Gerardo Buenaventura



Karen Hollingsworth



Virgilio Martinez Cruz



Scott Willis



Sheryl, Malcom and Gayle

Out with the Old. In with the New.

by Sharon Statema, Executive Secretary & Accounts Payable



The new year is upon us and it is time to start thinking about purging old files and creating new ones, cleaning up old projects and starting new ones, saying “good-bye” to the way things have been done and saying “hello” to new and improved methods. It seems that every year our jobs change with technology. Where we used to do work on the typewriter, we’re now using the computer. Where we used to print out reports and labels on the big dot matrix printer, we now can have our I.S. department help us move reports to Excel and also mail merge labels to print on the laser printers for a cleaner look.

Weboptics has improved by leaps and bounds with customers being able to fill out shipping orders on line and seeing our invoices, Bills of Lading, and receipts on line without waiting for the mail to arrive at their offices. There have been more changes this past year than I can remember, but they have all been for the betterment of the company to increase our customer service capabilities and make us more efficient.

More of our customers are getting into the act of having their product bar coded prior to being sent here. BCS has developed a stand-alone inventory and bar coding system for one customer who used it with great success this past year. We have two more customers lined up to use this same system for this year’s production. This system greatly enhances our accuracy for tracking customers product inventory from production to its final destination. We’re hoping to get even more customers set up with this system.

Also, for the first time since I have been working here, we sent out our own Calendar designed by BCS and Towner Press. This is a great tool for our customers to use. It shows all the BCS holidays observed, plant locations, phone & fax numbers and our Web page address. It also has a nice aerial photo of the Squalicum plant.

Keeping all of these changes in mind as we move forward into the New Year, I realize that there is no limit to improving upon what was, is, and can be done. If you have an idea on a better, faster, easier way to do a certain task, I suggest asking the right department if it is possible. Always remember - It doesn’t hurt to ask..

Another word we can use in place of change is **improvement**. If we look at all the changes we made this past year we can honestly say they were all **improvements**. I am looking forward to this next year and all the **improvements** we can still make with our jobs and customer relations.

Happy New & **Improved** Year!

Knee Slappers *from my Mom, Helen Freeman*

How do crazy people go through the forest?.....They take the psycho path.

How do you get holy water?.....You boil the hell out of it.

What do fish say when they hit a concrete wall?.....Dam!

What do you call cheese that isn’t yours?.....Nacho cheese.

What do you get from a pampered cow?.....Spoiled milk.

What’s the difference between roast beef and pea soup?.....Anyone can roast beef.

Now, admit it. At least one of these made you smile! Have a great day!



Safety at Stake

by Nancy Waterman



Everyone works hard to prevent accidents and injuries but they still happen. Whether it's a paper cut, a broken leg, or a heart attack, it gives me a warm, fuzzy feeling to know that here at BCS we have trained First Aid providers and the necessary equipment and procedures in place

to deal with whatever happens.

There are first aid kits at each dock, as well as in the office and in lunch rooms. Unfortunately, despite constant re-supply, eye wash, bandages and band aids seem to always be in short supply. The supplies in these kits should not be taken out unless needed – no hoarding items in your lockers “just in case”! If everyone adheres to this policy, everyone will always have everything they need available.

Remember, the life the first aid kit helps to save may be your own!

Note: The “leave it unless needed” policy goes for all BCS supplies, including the items in the Shelter In Place kits.

Welcome Sir Reggie



After many days of patiently waiting for the storms to end back east, Gene and Jan Knutson finally were able to meet their new puppy, Sir Reginald Van Gleason, at the airport. Reggie was Gene's Christmas present to Jan, and she is quite pleased.

Wanted:

A good quality stereo radio (boombox) with CD and cassette tape capabilities is very much needed for the BCS English/Math classes. We have inherited CD's and tapes of English, Math and Pronunciation that can be used in a group learning situation, but we have nothing to play them on. Please contact Karen Hollingsworth in the main office or at extension 157 if you have one to donate to this good cause. Thank you.



Training wheels keep on turning to support our lifelong learning.

2004 New Year's Resolutions



- Nancy Waterman:** Compete in the Danskin Triathlon that takes place in August.
- Virgilio Martinez:** Learn more English: speak, read and write.
- Stew Thomas:** Spend more time doing fun things and less time in the office.
- Bob Knutson:** Stay healthy and take more vacations.
- Scott Willis:** Try to lose 40 pounds and get into better physical shape for the hunting season.
- Derek Andricos:** Drink more beer than I did last year (and that was a lot) and run in the Jingle Bell Run since I missed it last year.
- Gary Hershey:** Be healthy and spend more time with my family.
- Debra Tamecke:** It's a secret.
- Tim Unger:** I'll try to do a better job of tolerating Sheryl, and her resolution should be “to be nicer to Tim”.
- Sheryl Hershey:** My New Year's resolution is to spend more time helping Tim overcome his many deficiencies.
- Sharon Statema:** Worry less and have more faith.
- Brad Flinn:** Start playing the Lotto more often.
- Abigail Ortiz:** Buy a house.
- Kary Lambert:** Spend more quality time with my kids.
- Gene Knutson:** Drink more red wine.
- Joseph Hartley:** Lose weight, I guess. I already quit smoking, so maybe I'll slow down on drinking beer.

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 tratamos 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 comenido 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 mantenemos 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 EB BAKER

The

BCS Only Your Product Gets an Icy Reception

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