



Bellingham Cold Storage Company



The ICE Breaker January 1999

• The Monthly Newsletter for Employees & Friends of Bellingham Cold Storage Company •

December Anniversaries

Dwain Hill	21
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The BCS Forecast

Look for these events after New Year's...

- Doug Thomas becomes BCS president.
- Stew Thomas becomes BCS Chairman of the Board.
- Receiving crab from Alaska.
- BCS web page ready for testing.
- Beatings will continue until morale improves. (Editor's note: Just checking to see if anyone really reads the Forecast!)
- OPTIC and RF training continues.
- OPTIC upgrade.

December's Employee of the Month Juan Padilla

I would like to thank Juan Padilla for a job well done. Since becoming a forklift driver two years ago, Juan has worked hard to master every aspect of his job. Two months ago, Juan acquired a computer password and has become even more versatile by learning as much as he can about the OPTIC systems.



Employee of the month, Juan Padilla

Juan shows a strong work ethic with his attendance, and will almost always volunteer to work late if needed. No matter what task he is assigned, he never complains. Juan also has an almost clairvoyant knack for finding product others have missed!

For his dedication and accuracy, Juan clearly deserves Employee of the Month recognition. Congratulations, Juan.

Scott Albrecht—BCS Nightshift Foreman

Message from the President BCS is the "Little Train that Could"



On the evening of December 10, BCS finally brought back rail service to the Orchard plant, when the first rail car was switched in for Trans Ocean product bound for the East Coast.

BCS had not received rail service to the Orchard plant since November 7, 1996, when Burlington Northern determined the line was unfit for traffic. Since that time we've worked hard to establish a new BCS subsidiary, Bellingham International Railroad, LLC (or BIRR). Today BIRR owns the track and holds a 99-year lease on the property under the line to Orchard. BIRR also upgraded the line to BNSF standards. Many thanks to Stew Thomas, Mike Clausen, Brad Flinn and Jeanne Schmitt for their efforts.

The Gourmet Cuisine project is also chugging along nicely. Thanks to accelerated efforts by all the hard working contractors, we expect the facility will be substantially complete by around February 1. At this time it's about two weeks ahead of schedule. Production should begin shortly after the building is done.

Reflecting back on 1998, BCS is very thankful to our many valued customers for their business. Also many thanks go to the hard working BCS employees and vendors who are so important to our ongoing success.

Looking forward to 1999, we anticipate a productive and reasonably busy new year. We are keeping our fingers crossed on the

return of the Russian export business and also anticipate a fair amount of vessel traffic from the A, Hake and B factory trawler seasons.

On a personal note, I would like to thank Stew Thomas, BCS's new chairman, for his support and training during the past eight years here at BCS and 35 years in life. He has really put the "lead" back into "leadership" for BCS during his 12 years as president. I will continue to seek Stew's advice as I begin what I am confident will be a successful journey in his footsteps.

Douglas G. Thomas—President

Thank You, Candy White!

We want to thank Candy White for her nine years of exemplary service with BCS, and wish her the best. She was originally hired to help with repack, moved to the Shipping department and has spent her past 4 1/2 years in Payroll.



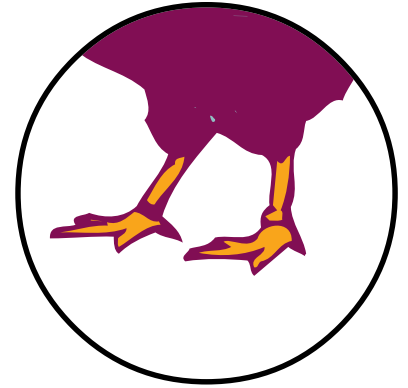
Katelynn White taking dad, Gary, for a walk.

Rather than having her own picture in the newsletter, Candy opted to give us a photo that explains why she's leaving. How can you argue with someone who wants to spend more time with her family?

Thank You for the Memories Candy White Shares a Few...

As I'm sure most of you have heard, I will be leaving BCS in the middle of January. Gary and I have decided that one of us should be home with our daughter. Of course I volunteered to do that.

My first thought was how great it will be to sleep in. No more getting up at 6 a.m. to take Katelynn to daycare. Better yet, I'll get to see Gary when he's working swing shift. So I figured, what the heck, this is just a job. Well, I have come to realize that Payroll isn't just a job, it's a job I really enjoyed because you all made it fun and interesting. I have gathered so many memories over the past nine years; I want to share a few with you.



My favorite memory is Duane's chicken foot paperweight. Duane and Gene thought they would be funny and hide a chicken foot on my desk in my paperwork. Well, you guys might have thought that was funny, but I got the last laugh. By the way, Gene and Duane, thanks again for the balloon and the candy.

Sharon and I have made sure Tim has been severely harassed. His gloves have been blast frozen to his hard hat. (Tim actually defrosted them in the microwave.) We filled the fingers full of whipped cream, and have helped them to mysteriously disappear. Thanks for being such a good sport, Tim.

And there is Bud (aka Vermin). One night I had a dream that Bud was giving Sharon and me a ride in the company truck. For some reason the truck caught on fire. The next afternoon we heard that Bud's car was running in the parking lot with the doors locked and smoke billowing from under the hood. We couldn't find Bud anywhere. It seems Bud had gone home to get his spare set of keys. Meanwhile, Jack Cammack broke a window so he could put out the fire.

And then there was the time we noticed smoke coming from a boat in the harbor. We also noticed a parrot on board. I opened an office window and began yelling at some people on the dock to save the parrot. It's a good thing no one listens to me; the owner was just barbecuing his lunch.

There's also a funny story about how I found Gene a wife. I'll let Gene or Jan tell you about that. Gene, I'm still waiting for the trip to Hawaii you promised me.

As my last day comes closer I don't regret making the decision to leave. However, leaving BCS isn't as easy as I thought it would be. Over the past years I have enjoyed getting to know your spouses, children and pets. Thank you for making the past nine years so memorable. I wish you and your families health and happiness. I look forward to seeing you at the appreciation dinners.

Candy

Management Focus

This Season, Give the Gift of Life

Almost 22 years ago my sister had complications while giving birth to her first child. The hospital used over 30 pints of blood to help save her life. But without the generosity of many donors she would not be here to share the holidays with me and the rest of my family. Ever since then I have been a regular donor at the local Puget Sound Blood Bank.

Of course, many of us are helping others less fortunate or giving to our favorite charities at this time of year. Perhaps we're thinking about what we will give to our loved ones. So I thought I'd take this opportunity to put in a plug for my favorite good cause.

It's a cause that deserves our support, because according to U.S. Secretary of Health and Human Services, Donna Shalala, 95 percent of us will need a blood transfusion before we are 75 years old. At the same time, volunteer donors are the only source of blood for transfusion and they make up only about five percent of the population. It's not difficult to see why there is a constant shortage of blood.

But it doesn't make sense to me that there is a blood shortage with millions of citizens walking around-almost all of whom are virtual blood factories. I give a pint every two months. It's absolutely painless, it only takes an hour and it's a great way to have your blood pressure checked regularly free of charge.

As long as you weigh at least 110 pounds and are not on certain medications, you too can become a donor. The Puget Sound Blood Bank now has a local office in Bellingham at Sunset Square, right across from the theaters. Hours are Tuesday 10 to 6, Wednesday 11 to 7, Thursday 10 to 6, Friday 10 to 6 and Saturday 9 to 3. The best way to donate now is to call 1-800-398-7888 and make an appointment. That way you'll avoid lineups and you can be in and out in about half an hour. They even serve refreshments afterward.

Feel free to call me any time if you want more information about becoming a blood donor. I'll even go with you to donate your first time, for moral support if you need it. Make a date to donate. Give the gift of life.

Eric Brown
Orchard Plant Manager



Vendor of the Quarter

BCS recently chose Sander's Painting as our Vendor of the Quarter. Sander's has provided us with painting and sandblasting services for many years and we appreciate all the hard work and excellent customer care we receive. Thanks, Pete and the crew, for all your hard work.

Welcome Lotte Freeman!



Lotte Freeman, smiling while she works.

BCS is pleased to welcome Lotte Freeman as our new payroll clerk. She was hired November 2 after working with Trident Seafoods for 12 years.

We're happy to have someone with so much experience in the processing industry and a background in payroll. She's bilingual, besides!

It's great to have you with us, Lotte!

Thanks Kary!



Kary Lambert helped out in the office while Gene and Jan Knutson were absent. Good job, Kary, and thank you!

WHAT'S UP DOCK?

This month's "What's Up Dock" features the friendly folks at Central Dock.



Veryl Reamer, Kathy Payne, Eric Paulsen...



Veryl Reamer springing into action.



Duane Sines thinking about how Gary Hershey's office won't be this big.



Bob Walsh, Dave Wanlin and Diane Wanlin having lunch at South Dock.



Veryl Re...



Business his check



comrades.



amer loading Browline Truck.



Mike Holcomb, chief administrator at Dock 1.



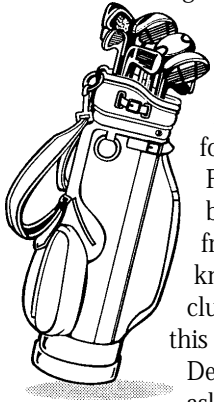
Agent Steve Thorp picking up
t from Dave Berg...NOT!



Happy tally persons-Trident's Kathy Payne
and Icicle's Ann Hanna.

Tee Time *with Mike Holcomb*

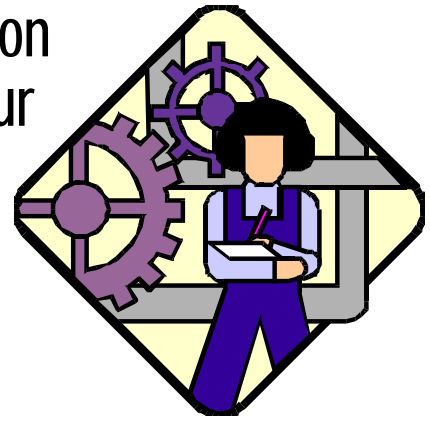
Hello fellow hackers and welcome to Tee Time. There's really no need to report on the weather. If it was any wetter I would be writing this under water. So far the weather for December has been something less than good... But enough about the weather. I was able to go out and try my 12



wood. It worked just like I knew it would. On the first hole I used it for my second shot. From 150 yards my ball stopped five feet from the hole. I knew I liked that club... I am writing this in the middle of December, and I've asked Santa for a new golf bag. I'll let you know next month how that turned out. And as the winter goes on I will try to get you an up-to-the-minute report on the condition of the local golf courses. Some will be unplayable for the rest of the winter; any of you who have followed my articles can probably guess which courses I'm talking about... I'll leave you with this. I have always kept drumming into your heads that golf is just a game. So I read this quote from actor Arnold Daly which said, "Golf is like a love affair. If you don't take it seriously, it's no fun. If you do take it seriously, it breaks your heart." I say you should just have fun and not take it any way. See ya.

Training Wheels Keep on Turning To Support Your Lifelong Learning

A "Happy New Year" to all of you! As you set goals for yourselves in 1999, I'd like to share part of what all your hard work has accomplished in 1998.



But first I want to thank all the managers and supervisors for attending training sessions yourselves or juggling schedules so your crews could attend. You can all be proud of yourselves! Working together, we accomplished a variety of training sessions since I started my newly assigned job position in March, 1998, including:

- IARW Refrigerated Research and Education Foundation (in Oklahoma, February, six employees attended)
- Hearing tests (at BCS in March)
- FL safety (BCS, March)
- Safe warehouse practices (BCS, March)
- New software (Whatcom Community College/BCS, March - May)
- Training tracker development/implementation (BCS, April - Dec.)
- Lockout/Tagout (BCS, May - August)
- Ship crane/vessel safety (BCS, May)
- Internet (BCS, July)
- FL safety for Home Port Seafood's employees (BCS, July)
- HELP sheet for OPTIC (BCS, July)
- Intro OPTIC classes (BCS, July - September)
- FL trainee classes (BCS, August)
- Ammonia Training Safety Institute (GP in Bellingham, August)
- FL maintenance classes (BCS, September)
- Vilter compressor Ammonia Safety Training (Wisconsin, September)

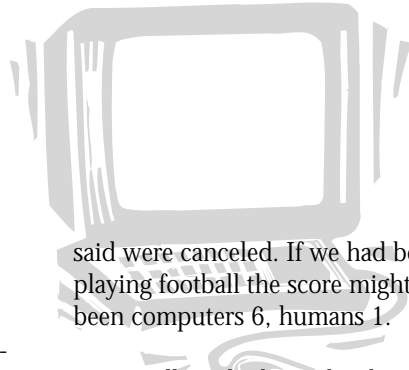
- Intermediate OPTIC class (BCS, September - December)
- Contractor Ammonia Safety Class, manual (BCS, September - December)
- Longshore policy and procedure (BCS, October)
- Vessel safety and accident prevention (BCS, October)
- Fire extinguisher safety and use (BCS, October)
- Tenant ammonia safety class (BCS, November)
- Self-contained Breathing Apparatus class (BCS, November)
- Employee assistance program overview (BCS, December)
- Probable cause (BCS, December)

I am indebted to many staff members here at BCS as well as outside sources who helped with class material and guidance and who were willing to share the empowerment of education with BCS employees. As you can see, most sessions took place right here at the cold storage educational center. I am very thankful to management for this opportunity to work in the education, training and compliance area full-time. You can be very proud of our management team; they realize our future success includes improving the quality and safety of our workforce through education and training.

-Karen Hollingsworth

What A Year!

The BCS Information Systems Staff



Can we say 1998 was THE year of change for BCS personnel? We now have e-mail, the Internet, personal computers, new ways of doing warehousing, new customers wanting more and more information on their product, and yes, those scanners.

No matter where you turned your forklift, something was different and going wrong: bar code printers didn't, scanners wouldn't, and personal computers weren't. If it was raining on Tuesday the customer would want something different after we shipped it, and IT was bar-coded! And then there were those pesky bar-coded tags on a few totes in the plant that the computer

said were canceled. If we had been playing football the score might have been computers 6, humans 1.

But we all worked very hard to learn a new way of doing our jobs, and everyone did an excellent job. And can we receive cranberries and load boats, or what?!

Your Information Systems (IS) staff has been able to do its job so well because of all of you. We deeply appreciate your patience, feedback and "give it a try" attitude. To recognize your efforts, we are establishing a Technology Achievement and Progress Awards program.

This program is open to all non-management personnel. At the annual Employee Appreciation dinner we'll recognize everyone who has attended OPTICs and RF training classes. In addition, we realize that many have been unable to come to class but still have learned to use the new system. We want to recognize you as well.

Who do you rely on for help? We know you are out there, because far more goes right than goes wrong. I know we have more than a few experts out there. Get those names to Karen immediately. (And don't forget the folks on layoff.) All I can say at this point is that there will be surprises and they may even be bar-coded.

Everyone Passed the Tenant's Ammonia Safety Training Class!

BCS held an eight-hour Tenant's Ammonia Safety Training Class this past November to educate all BCS tenant employees working directly with the ammonia system. Attendees included refrigeration engineers, maintenance engineers/mechanics/technicians, managers, supervisors, shop supervisors, operators and safety personnel.

Representatives attended from Icicle Seafoods, Home Port Seafoods, Trident Seafoods and Trans Ocean Products. BCS Operating Engineer John Enyeart and Training Coordinator Karen Hollingsworth co-designed the class.

For some students, the updated ammonia information was new. For the well-informed it was a refresher. All students paid attention and passed the exam after eight hours of classwork. Be proud of your significant contribution to ammonia safety!



Photo captions, clockwise from left:

1. From left to right, Trans Ocean Products, Inc. employees Marty Stangland, Tom Ibach, Sharon Thompson, Sune Forsman, Mike Zapien.

2. From left to right, Home Port Seafoods employees Steve Binschus and Jeff Kombol.

3. From left to right, Trident Seafoods employees Skip Lee and Chuck Bash.

4. From left, going around the table to right, Icicle Seafoods employees Martin Passmore, Jody Church, Tim Temple, Mike Martin and Manuel S. del Corral.

5. The Ammonia Safety Training class tours BCS engine rooms and windsocks.

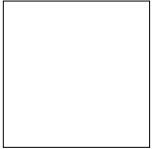
The ICEBreaker

January 1999

BCS *Only Your Product Gets an Icy Reception*

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BCS Core Values

Accountability • Attitude • Teamwork • Integrity • Quality

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

Accountability: We willingly accept responsibility for our actions.

Responsabilidad • Actitud • Trabajo en equipo • Integridad • Calidad

Los Valores de Bellingham Cold Storage son la base por la cual nos guiamos. Este mes *Responsabilidad* está caracterizada como una parte importante de los Valores Básicos de Bellingham Cold Storage. *Responsabilidad:* Nosotros aceptamos de buen agrado responsabilidad por nuestros actos.

Valores Básicos de BCS