



Bob Knutson	34
Dave Berg	33
Bill Lamaoureux	33
Bob Walsh	33
Jerry Farwell	32
Tom Hennessy	32
Tim Unger	32
Bruce Sines	31
Kevin Pringle	30
Jim Sessions	29
Clarke Leach	28
Sean Corbett	27
Jack Cammack	25
Bob Hickok	22
Arni Klimke	21
Mark Tripp	21
Alejandro Padilla	13
Larry Dodson	11
Rigoberto Sagastume	10
David Marshall	9
Gary Terpsma	9
Juan Puentes	8
Adrian Cuellar	6
Joseph Mead	6
Mike Ryan	6
Leandro Barranco	4
Jose Collado	4
Sharif Muhammad	4
Jesus Martinez	3
Fernando Sanchez	2
Wayne Phillips	2
Lowell Angell	1
Tammy Briones	1
Shawn Calloway	1
Connie Flores	1
Luis J. Aparicio	1
Kevin Johnson	1
Xuan Le	1
Isidro P. Jimenez	1
Jose P. Mendez	1
Moises Villalobos	1

Employee of the Month

Mike Ryan is the kind of person that you can always count on. It has been a great relief for me to have him on our team. I always know that any task he is challenged with will be accomplished exceeding my expectations.

In any given day, he has to work with customers and deal with sensitive issues. He has always shown himself to be a great representative of our company.

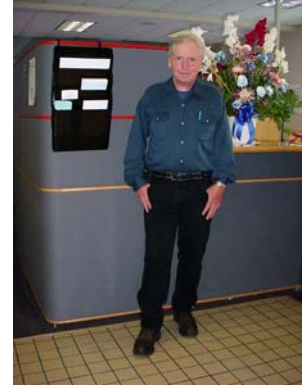
Mike joined the QA department back in 2001. Since then, he has been challenged with more tasks and responsibilities every day. Just a few weeks ago, Mike was promoted to a Leadman position, and he took on the new challenge with excitement.

Back in 2003, Mike Coggins (Fish House Foreman) described Mike as ‘a person that finds himself faced with problems that require diplomacy and tact. He handles this aspect of his job extremely well and keeps a high level of professionalism at the same time. His sense of humor serves him well in some of these situations.’

I could not have described him any better than that. Mike always has a good attitude, an open mind and a smile on his face. No matter how difficult, challenging or stressful the job may be, he will face it with enthusiasm.

Please, congratulate Mike Ryan as our Employee of the Month.

José Roqués, Marketing & Sales/Orchard Plant Manager



Information Technology Manager, Clyde Duranceau, Orchestrates Another Smooth Transition

Clyde Duranceau began his career with Bellingham Cold Storage on September 5th, 1979, appropriately just after Labor Day that year. Clyde has provided BCS with a lifetime of hard work, dedication and leadership during his outstanding 27 year career.

Clyde is a classic example of the “whatever it takes” attitude that has proven so valuable time and time again for BCS, for our customers and for his fellow employees over the years. Clyde is known for scheduling computer system downtime enhancements over the weekend so as not to interrupt or inconvenience employees and customers who rely (minute by minute) on a host of very robust

continued on page 2

Nancy Waterman Prepares for October 1st Promotion to Information Technology Manager



Nancy Waterman, who joined the BCS Information Technology Team as a Programmer/Analyst in the fall of 1998, will be promoted to manage that department effective October 1st. Nancy has been an outstanding performer for BCS, providing superior service to our employee and customer system users. Nancy has already begun the process of cross training with current IT Manager, Clyde Duranceau.

In 1992 Nancy received an Associates degree from North Seattle Community college in Information Systems Science. Prior to arriving at BCS, Nancy spent time as a programming analyst working for Red Lion & Double Tree Hotels and two software companies while freelancing as a contract programmer. Nancy has also managed a real estate office, done payroll, worked in a bank and served five years in the U.S. Army where she was responsible for the inventory management of an ammunition storage facility in Texas. No wonder frozen food is such a walk in the park for Nancy!

Nancy traveled the world as a youngster, following her military father around the globe, finally graduating high school in Madison County, Virginia. Born in Vicenza, Italy, Nancy is excited to continue spicing things up in the IT department, and we feel very fortunate to have her take on this new and important role.

We are all looking forward to having you join the management team, Nancy!

Douglas G. Thomas, President & CEO

Clyde: continued from page 1

information technology platforms which are vital to making our business run on all cylinders. Despite often times working all day and night, Saturday and Sunday to get the job done right, Clyde is sure to be one of the first in the office come Monday morning (usually around 6:15am from his home in Mt. Vernon where he has commuted all 27 years). Clyde was a significant contributor to the establishment of the BCS Inventory Management Software, OPTICS and eventually WebOPTICS, a system for tracking customer product movements held in our care and custody for eventual outbound shipment. This system is quite likely one of the best in the refrigerated warehouse and product logistics industry. Early on, Clyde served as the BCS Controller while overseeing the development of Information Technology systems until each of them grew to a point of needing individual departmental oversight.

Clyde is also known for getting the most out of every dollar and piece of equipment or supply. As an example, Clyde has a yellow note pad which he has kept for decades, that contains his “to-do” items or projects that he is working on. He writes in a very small print (~font size 4) and has just about every significant project that he has ever worked on recorded within 4 or 5 pages. This trait served BCS very well over the years as we were able to pull together a very sophisticated information technology system with what would, in the information technology world, be considered a very frugal budget.

Clyde has also been an excellent example to his fellow employees away from work, contributing countless volunteer hours and thousands of his own dollars to the Boy Scouts of America. Clyde has committed his entire adult life to providing young men with a good “compass heading” in life. Clyde has been an outstanding mentor to dozens of youth who have taken his lead to make something really positive of their lives. We are all very proud and fortunate to have him as a community leader. The world needs more people like Clyde!

Clyde has afforded BCS so much over the years and once again has given us both the courtesy and an opportunity to properly recognize him for his outstanding years of service while planning for what will become his last, very smooth Information Technology Transition Project.

On October 1st of this year, Clyde will transition to the position of Information Technology Manager Emeritus. He will spend the time between now and that date training our new IT Manager. On October 1st the new IT Manager will officially assume responsibility for the department, and they together will work on the hiring and training of a new Information Technology Hardware Technician. Clyde will provide most of the cross training for the new IT Hardware Technician until his retirement on December 31st. A party to celebrate Clyde’s retirement will be held in late fall with details TBA. It is not often that an employee affords a company so much time to prepare for both the transition and the party. I’m confident that both will be smooth and enjoyable!

Congratulations, Clyde, and thank you for your outstanding years of service to BCS!

Doug Thomas, President & CEO

Fire Drill was a Success

Evacuation practice makes BCS employees and tenant's employees aware of how to handle a crisis without panic. Everyone who participated knew which way the wind was blowing!



Fernando, David and Donis from the Night Shift.



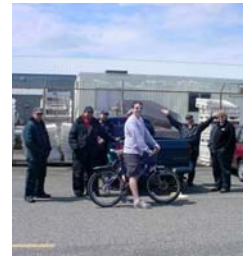
BCS Maintenance and Office Staff.



Bev from Homeport.



Homeport employees.



Derek, the Wanlins, Harvey, Trevor & Rick.



BCS Night Shift.



Mike and the Fish House crew.



The BCS Orchard plant.



Icicle employees.

Tee Time

with Mike Holcomb

Hello, fellow hackers, and welcome to Tee Time. I don't need to give a weather report, just turn around and look outside - its summer!

Hopefully some of you were able to watch the U.S. Open Golf Tournament. If you did, then you viewed one of the worst displays of professional golf ever to be seen in the Open tournament. All Phil Mickelson had to do was hit a 4 wood then a 5 iron to the green and the U.S. Open was his. Instead he pulled out the driver that he had only hit 2 out of 14 fairways all day. He then proceeded to shank it left so far off the fairway that it bounced off the sponsor's tent in the next fairway. His game just went downhill from there, and he ended up losing to a player who is already in the clubhouse at 5 over par. Colin Montgomerie faired about as well. He put his tee shot right down the middle of the fairway where he lands 121 yards off the green, and fails to put his next shot on the green. Personally I was stunned by the performance. While being interviewed after the match, Phil called himself an idiot which took the pressure off me calling him one.

In next month's article I'll give you the new club report. I can't wait to find out what new gimmick they have come up with that you just can't live without. I am still entertained by last year's revelation that Russian titanium was harder than American titanium.



I'll leave you with this: In the week after I have wrote this article, I am going on vacation. While I am gone I am going to play the Gallery Golf Course on Whidbey Island over the weekend, the Apple Tree in Yakima on Monday, and then on Thursday I'll play Salishan Golf Resort on the Oregon coast. Don't you wish you were me?

See ya!

Trees (a poem)



I think that I shall never see,
a hazard rougher than a tree;

A tree o'er which my ball
must fly, if on the green it is
to lie;

A tree which stands that
green to guard, and makes
the shot extremely hard;

A tree whose leafy arms
extend, to kill the six iron
shot I send;

A tree that stands in silence
there, while angry golfers
rave and swear;

Irons were made for fools
like me, who cannot ever
miss a tree.

Ammonia Safety Training – May 24th

by Karen Hollingsworth

The BCS anhydrous ammonia safety training for technical and operational certification included our BCS engineers, along with employees from Home Port Sfds, Curt Mayberry Farm, Commercial Cold Storage, Northwest Farm Foods and Portionables. We have expanded our classes to include companies in Whatcom and Skagit counties that handle anhydrous ammonia on their premises and need to maintain their competency in the safe handling of anhydrous ammonia. Jim Ennes from the Ammonia Safety Training Institute is willing to come to Bellingham twice each year to help all of us remain in compliance. BCS appreciates all who participated in the day long training. Bellingham Cold Storage promotes safety in the workplace and safety for all workers.



You Asked For It!!!!

by Sheryl Hershey, Human Resources Manager

This article is being written on June 19th. If we make it through until June 30, we will have gone 6 months without a lost time accident!! That's quite an accomplishment in a business where there are so many different ways to get hurt. The biggest reward, obviously, will be that we're still all healthy. The second reward will be the \$5000 give-away that will occur. At the 6 month mark, BCS will divide up \$5000 equally between all current employees who helped to reach this goal.

Since our emphasis this month is on safety, here are a few reminders for all of us to review:



1. Skateboards and rollerblades are never, ever allowed to be used in the BCS complex.
2. Bicycles and motorcycles are not allowed on dock level. You may, however, ride them into the complex and park them in designated areas.
3. The speed limit for all moving vehicles (bicycles, forklifts, trucks, cars...) inside the complex is 10 mph.
4. Pedestrians always have the right-of-way.
5. Pedestrians – the right-of-way will do you no good if you have just been run over by a forklift or a semi-truck. It is very difficult for a driver to see you if you are stepping out from a blind corner. It is highly advised that you watch for traffic around you, and treat forklifts and semis as though they have the right-of-way.
6. If you are not a refrigeration engineer, there is no good reason for you to be in the engine rooms. Please stay out.
7. If you are sixteen years old and think that snowboarding down one of our truck ramps or skateboarding on our roofs is a “fun” idea, you are not smart enough to be working here, and will not be hired. (I thought that was more politically correct than saying “you’re an idiot, and will probably never be hired anywhere!”)
8. Ammonia is dangerous. Leave it to the trained refrigeration engineers. If you smell ammonia, please page our operating engineer, or call him on his cell phone (319-2017).
9. Smoking inside the BCS complex is allowed only in designated smoking areas. Smoking is never allowed inside of any of our buildings.
10. Ruptured disks are painful. If you have to lift something that weighs more than 50 pounds, get help.
11. If you are lifting anything at all, be sure to use your legs. Bend at the knee – not at the waist.
12. If you do get hurt while you are working here, please report it to your supervisor immediately. If we get an accident report from Labor and Industries (L&I) for an accident that we know nothing about, we will fight the claim. That doesn't help you or anyone else.
13. Cigarettes are bad for you. Please see #9 above.
14. Drugs aren't good for you either. If, on the other hand, you're looking for a way to lose your job, your family, your freedom, your health – well, drugs are one way to do it.

Outstanding Customer Award

Clarks Berry Farm has been a customer of Bellingham Cold Storage since July 1996.

The company was started by Marvin Clark 60 years ago. Initially they farmed strawberries, beans, corn, cauliflower and cucumbers. John Clark took over the business in 1974 and purchased SnoCo Berry Pack in Marysville in 1980. It was not until 1985 that John added raspberries to their operation. Since then, Clarks Berry Farm has narrowed their operation to raspberries and strawberries. Clarks Berry Farm built their current plant in Lynden in 1996. At present they farm 280 acres of raspberries and 50 acres of strawberries. They also buy strawberries and raspberries from outside growers.

The next generation, Brent Clark and his wife Kristie, are already involved in the business. Brent manages the processing facility, while Kristie manages the office. I met John Clark several years ago when I worked in the berry business. During that time, I never really had a chance to talk with him for more than a few minutes. It has been in the last four years that I really got to know him and his family. They are personable and easy to deal with on the day to day operations.



John Clark

Clarks Berry Farms is one of those customers that you enjoy doing business with and we are pleased to recognize them with our Outstanding Customer Award.

Thank you very much, Clarks Berry Farm!

Jose Roques Special Projects Manager/Fruit & Vegetable Sales & Marketing Manager

A Note of Thanks



by Sharon Statema, Executive Assistant

On Friday, June 9th, we celebrated our 60th Anniversary with a Customer Appreciation party at the Bellingham Golf and Country Club. It was a very nice evening, with a lot of good food and good company. Stowe Talbot, Doug Thomas, Jose Roques and Mike Roberts expressed their gratitude with a short program during the party and then our customers were appreciated with a nice gift at the end of the evening. I would like to thank the Country Club for putting on such a nice event for us. I would also like to thank Jan Knutson for helping me assemble the gifts and for doing all of the flower arrangements. They were beautiful and we are still enjoying them in our office. And to all of our customers that were able to attend, thank you for sharing in our success and your continued business with BCS. We would not be here without our customers. Please enjoy some pictures of the event.



You're so Inspiring!

by Karen Hollingsworth

SMART TRIPS
make a difference
anywhere you go.

Our community is making a real commitment to sustainable transportation, and Bellingham Cold Storage provided the inspiration!

Since 1996 we have been encouraging employees to try Smart Commuting to get to work. Along with other participating employers we have reduced vehicle trips to our worksites by 5% overall.

Our success has been noticed and appreciated. People are asking – why stop there? What about employees of small businesses? Or people who are interested in reducing their driving, but can't do anything about their trip to work? How about school children?

A partnership of local government and public agencies has created Whatcom Smart Trips – a program that will provide education, assistance and incentives to the entire community to encourage the use of sustainable transportation choices. Here's a sample of what's coming: \$250 cash prizes every month; \$1,000 cash prizes every three months; Smart Trips Discount; Emergency Ride Home; Bicycle education for adults and children.

Go online to WhatcomSmartTrips.org to learn how to receive these benefits and more. Karen Hollingsworth will also be distributing brochures to tell you about the new program.

Make a Good Choice!



Brian Morgan is our SMART commuter for May, 2006.

Brian tells us that he makes a “good choice” to get from point A to point B. He saves fuel and best of all he saves money for gas. A cash award and two

Mallard double scoops are coming your way. That leaves Brian to make a “good choice” on how to spend his cash and to decide what flavor of ice cream he'll want...and who to take with him for the other double scoop??? Could be you!

Thank you for doing the “ride” thing,

by Karen Hollingsworth

Eye to Eye

What did the right eye say to the left eye?

Just between you and me, something smells.



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