



June Anniversaries

Jim Compton	48
Ed Dewitt	32
Bill Connelly	31
Dave Wanlin	30
Diane Wanlin	30
Marvin Hawkins	25
Mike Mills	18
Policarpo Cedano	12
Kary Lambert	12
Raul Morales	12
Darwin Ortiz	12
Alberto Perez	12
Jose Sanchez	12
Gary White	12
Miguel Morales	10
Brad Flinn	8
Rene Sagastume	7
Debra Tamcke	5
Marcos Perez	4
Tom Costa Sr.	2
Tom Costa Jr.	2
Eduardo Fajardo	2
Alakana Halemano	2
Luis Mendoza	2
Nicholas Hickok	1
Shane Metzger	1
Aaron Nichols	1
Robert Shields	1
Paul Terry	1

Employee of the Month - Bob Walsh!



Anybody who has been to South Dock has seen this Employee of the Month in action.

Bob Walsh started working here in July of 1973 and became a forklift driver about a year later. In his time here he has worked just about everywhere in the plant, including 8 years in the Quality Control department.

About 10 years ago, Bob took over the Trident account at South Dock. Bob's knack for legging a perfectly square load and excellent working rapport with the Trident crew makes the South Dock job look all too easy. Thanks for a job well-done, Bob.

Please congratulate Bob Walsh for being Bellingham Cold Storage's May Employee of the Month.

Scott Albrecht, Squalicum Shipping/Receiving Foreman

Outstanding Trucker Award goes to Charlie Hanson

Most people involved with BCS are unaware that this award is given out from time to time when we run across a truck driver that performs above and beyond the call of duty.



This coveted award is given out infrequently because our standards are so high. For a driver to win this award he must perform at the highest standards day in and day out while maintaining the ability to make even the grumpiest dock driver glad to see him! The most recent winner of this award is Charlie Hanson of the Trident Corp.

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Coming Soon:



A fresh coat of paint for our speed limit signs, pedestrian crosswalks and caution signs.

Did you know....

BCS's own Carl Zysset is the last name in the Bellingham phone book? Congratulations Carl!

Wheel Options Results

Thanks again to everyone who participated in the Wheel Options spring campaign. Here are Whatcom County's numbers:



Worksite Participants	18
Individual Participants	971
Vehicle Miles reduced	56,978
Gasoline savings (\$6,239 in savings at today's prices!)	2,849 gal
Hydrocarbons reduced	4,387 lbs
Carbon Monoxide reduced	31,338 lbs
Nitrous Oxides reduced	1880 lbs
Carbon Dioxide reduced	56,408 lbs

BCS appreciates you doing the RIDE thing!

by Karen Hollingsworth, Education Coordinator



Hint: This person was born in 1938 and has been a member of the BCS team since 1979. He stays in great shape by participating in many outdoor activities such as biking, hiking and tending to his garden. He has a quiet side to him, but don't be fooled by this, as he is known to stir things up with his sly wit and humor.

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Charlie has hauled load after load of Pollock from the Orchard facility beginning in mid-March and has been a very consistent performer. He always arrives on time and walks in with a smile on his face. Not once has he made the comment "I don't fingerprint anything" or "How come my load isn't ready?".

Charlie does his own dispatching and is constantly keeping us updated about his whereabouts and his ETA (estimated time of arrival).

If Charlie senses a little letdown in service or attitude amongst our dock drivers he's always quick with a box of doughnuts or a kind word of advice (although the doughnuts are remembered a lot longer than the advice).

This award is our way of saying thanks to Charlie for making our jobs easier and recalling the good old days, because Charlie was obviously taught at the old school of trucking.

Thank you Charlie. You truly are an "Outstanding Trucker."

Bill Freeman, Orchard Shipping/Receiving Foreman

Tee Time *with Mike Holcomb*

Hello fellow hackers. Just a short note here to give you the results of the B.C.S. Golf Tournament that took place Saturday, May 22nd.

This year we played at Dakota Golf. We were certain we were going to get very wet, but at the last minute it stopped raining, and we had a very good time.



The Trident Seafoods team which consisted of Bill Graves, Rick Jefferies, Charlie Hanson, and Kevin Riley won first place. The B.C.S. team took second place and the American Canadian team came in third. Although it was cold and cloudy, everyone had a really good time. Afterall, a GOOD TIME, fellow hackers, is what playing golf is all about. See Ya!

Contest for BCS Employees



Be the first person to answer the question below correctly and you could be the lucky winner of a digital camera! (Olympus D500L; . 85 megapixels; 3 X 200M; in good condition; comes with manuals).

Question: How many computer printers does BCS own?

Contact Clyde @ ext. 115 with your answer and you could be the winner!
*Camera donated by Stowe Talbot.

As the season rapidly approaches, the Engineering, Maintenance and Purchasing Departments are working to complete many new projects that will benefit BCS this year.



A new improved drain system and epoxy floor have been recently completed in I.Q.F. Tunnel #3. This has been installed to improve the Raspberry freezing operation. This will improve the ability to properly clean this area plus provide the needed HACCP approved area for the Raspberry IQF freezing and packaging.

A new warehouse freezer door is being installed at Whse. #8-4. This will improve the down time, as this door has been a constant problem for the Maintenance Department.

The BCS Maintenance Department and the City of Bellingham water department crew have just



completed a new ship watering station for the boats and ships picking up and delivering product at the BCS shipping pier. This station will be used to provide needed potable clean water for the many ships arriving at BCS. The City of Bellingham Maintenance & Operations Department and our own Maintenance Department were instrumental in making this come together.



The old outdated ceiling pipe coil refrigeration system is being removed from Warehouses # 4 & #5 and replaced with much more efficient air handling units.

This will provide for (a) on-demand defrosts, which will eliminate the age old labor intensive process of dropping and shoveling up the snow. Defrost will be automatic, with no labor required; (b) convertible temperatures, allowing for easy temperature changes to meet the changing demands of our customers needs; (c) all the refrigeration valves have been



installed outside the room. This will make it much less likely for any potential refrigerant leaks to reach the product; and (d) the Engineers will also be installing a new control system for these two warehouses that may lead to a future new design EM system here at BCS.



A new covered storage area has been installed at the BCS Fish House . This will provide covered protection for supplies and equipment used in the Fish House area.

A new replacement Flake Ice machine will shortly be installed to replace one of the old failing 20 ton ice makers. This machine will be of a slightly different design and manufacture than what we have previously used here at BCS. The Engineering Department is hopeful that this new machine will be easier to maintain and less likely to break down during the heat of the season. WE looked at an example that has been in operation for quite a number of years and has operated trouble free. This new Flake Ice machine should be arriving soon.

In closing, I would like to thank everyone that has helped to make this possible. Our outside contractors, Cloudy and Britton Inc. , Starr Concrete Constriction. Len Honcoop Gravel, The City of Bellingham Maintenance and Operations, Mono Roofing, J. Calman Industries, Mills Electric and Alvord Richardson Construction.

I would especially like to thank all the people here at BCS who provided the help needed to accomplish these projects, from the Engineering, Maintenance and Purchasing people to the plant laborers who helped with the demolition and to everyone that has had to put up with the inconveniences of having to work around all the construction.

Thank you, all. With all of your great support, you are making BCS a place that we can all be proud of.

Bellingham Cold Storage Announces Officer Changes

May 20th, 2004, Bellingham Cold Storage, (BCS) a subsidiary of the Talbot Investment Company, announced several changes to its corporate officer team.



Stowe G. Talbot

Stowe G. Talbot was recently elected Chairman of the Board effective May 1st, 2004. Stowe is a third generation owner of Bellingham Cold Storage following his father James G. Talbot and grandfather Archie W. Talbot. Stowe previously served the BCS Board of Directors as its Secretary Treasurer. Stowe has also been an active member of the BCS management team as International Marketing Manager, focusing a majority of his time on refrigerated break-bulk shiploading opportunities between Russia, Asia, South America, Europe, Alaska and Bellingham. Stowe is a graduate of Yale University and is fluent in Russian while also speaking some Spanish. Stowe is married and lives here in Bellingham with his wife Nina and their son Remy.



Stewart L. Thomas

Stewart L. Thomas has been with BCS as a board member since 1974 and later joined the management team as the company President in 1987. Stew was elected Chairman of the Board in January of 1999 where he served until April 2004. Stew led the company through a very robust period of growth during his 13 years as President while launching several significant technological initiatives that have resulted in what today is one of the most sophisticated customer inventory management systems in our industry. Stew has a warm and lighthearted personality and was involved in a very positive way with many of our major customers, suppliers and employees over the years. Stew will retire as Chairman, effective May 1st, 2004. We are extremely pleased that Stew will continue to be involved as a member of the BCS Board of Directors.



Douglas G. Thomas

Douglas G. Thomas will continue to serve BCS as its President & CEO, a responsibility that he has been charged with since January of 1999. Previously Doug served BCS as its Vice President of Operations and COO. Doug has been with the company over 12 years. Doug has demonstrated a strong commitment to continuous improvement and long-term success for BCS, its employees, customers and the community. Doug is a 1987 graduate of Washington State University where he received a BS in Agricultural Economics with emphasis in Business Finance. Doug and his wife Sandy have one daughter, Lauren, and live here in Bellingham.



Bradley S. Flinn

Bradley S. Flinn was recently elected Vice President and CFO, effective May 1st, 2004. Brad will replace Jeffrey J. Kochman. We are both thankful for Jeff's service and pleased that he will continue to be an important member of the BCS Board of Directors. Brad has been with BCS for 7 years, serving as its Controller in charge of financial reporting and analysis of the operations. Brad is also responsible for leading outside bank relations and commercial insurance needs. Brad has been a regular guest presenter at the BCS board meetings each month during the past two years. Brad has a bachelor's degree in Business Administration from the University of Washington and an Accounting degree from Western Washington University. Brad has over 20 years experience in the accounting & finance fields starting with Georgia Pacific and Ershigs, Inc. here in Bellingham. Brad and his wife Anne and their children, Alex and Frances live here in Bellingham



Mathew Hammatt

Mathew Hammatt was elected Vice President and Secretary-Treasurer, effective May 1st, 2004. Matt continues to serve on the BCS Board of Directors and is an active member of the Talbot Investment Company with particular interest in the Real Estate Division. Matt received his bachelor's degree from Beloit College in Wisconsin and a JD from University of Wisconsin. Matt has experience as an intellectual property law attorney in the Chicago area and is a practicing attorney here in Washington State, which is a valuable complement to many of our operations. Matt and his wife, Jane Talbot Hammatt, live in Bellingham.

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Current BCS Board of Directors



Pictured at left, back row: Stewart L. Thomas, Director; Jeffrey J. Kochman, Director; Douglas G. Thomas, President & CEO; Richard "Dick" Metcalf, Director; James D. "Doc" Rolfe, Director. Front row: Matthew Hammatt, Vice President, Secretary/Treasurer; Stowell G. Talbot, Chairman; James G. Talbot, Owner & Director.

Congratulations to our BCS Runners

Way to go Eric, Nancy and Wendy! They ran 13 miles (wow, that's a lot) in the Vancouver, B.C. Half Marathon that took place May 2nd.

Eric is our Orchard Street Plant Manager; Nancy is our Programmer; and Wendy is a friend to many of us here at BCS and is also married to Scott Albrecht, our Squalicum Shipping/Receiving Foreman.



The starting line



Eric Brown



Wendy Albrecht



Nancy Waterman

Sign up Now for Summer Quarter Classes



All BCS Employees

Sign up for Summer Quarter Classes:

Classes begin **June 7 – July 30, 2004** and are located in the Fish House Education Room. Attend 1 or 2 times a week.

Night shift 2:30 PM to 4:00 PM
Day shift 4:30 PM to 5:30 PM

- | | |
|-----------------------------------|-------------|
| English | Writing |
| Reading | Grammar |
| Computer Training | Math |
| English/Math for forklift test | GED |
| Pronunciation | Citizenship |
| Listening/Speaking (conversation) | |

Private tutoring may be available.
Sign up today!

Call Karen Hollingsworth at ext 157 today!

Answer to Who's This:



Clyde Duranceau, our I.S. Manager!



Many thanks to our Maintenance Department for all of their hard work these past months.

from your friendly Safety Committee

BCS Core Values

Teamwork • Integrity • Quality • Accountability • Attitude

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.

Valores Basicos de BCS

Cooperacion • Integridad • Calidad • Responsabilidad • Actitud

Cooperación: Nosotros apoyamos el concepto de cooperación. Hemos todo lo posible para animar nuestros empleados en sus esfuerzos para hacer un buen trabajo cuando sea posible.

Integridad: 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.

Calidad: Estamos entusiastamente comprometido en proveer servicio del mas alto nivel de ejecución y también en proveer producto de la mejor calidad.

Responsabilidad: Nosotros con gusto acepto la responsabilidad por nuestros acciones.

Actitud: Nosotros mantenemos un modo cierto y positivo sobre los clientes y nuestros empleados y también mostraremos un modo progresivo en nuestro trabajo.

The

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June 2004



Only Your Product Gets an Icy Reception

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