

March Anniversaries

Mark Emmons	27
Mike Holcomb	26
Brian Morgan	26
Chuck Smith	26
Sharon Statema	17
Keith Farmer	11
Doug Thomas	11
Juan Padilla	8
Sandy Olson	7
Kyle Loney	6
Virgilio Martinez	6
Hugo Barranco	3
Matt Mulder	3
Gerardo Buenaventuro	2
Andy Hill	2
Abrham Sierra	2

March Forecast

Halibut	Black Cod
Cod	Bottomfish
Pollock	Snow Crab
Herring	

 **Annual Hearing Test**

Hearing tests for BCS, SPC, Home Port Seafoods, D Jay Enterprises, Fishking and Gourmet Cuisine employees are scheduled for Wednesday, March 12, 2003. All participating companies will schedule their employees directly through Listen Inc. The Listen mobile van and audiologist will park in the southeast corner of the Dry Storage building (near dock 1). Please be prompt. We need to stay on schedule. Thank you.

Karen Hollingsworth, Education & Training Coordinator, ext. 157



Employee of the Month

February's Employee of The Month is night shift's keeper of all details, our highly versatile QA/Tally person, Joe Mead. Joe joined us in July of 2000, working as a laborer while taking classes at Western during the day. We soon took advantage of Joe's background (Associates degree in Science, emphasis on mathematics & mycology) and had him tallying around the

plant.

The next summer Joe also took over the night shift QA position as Mike Ryan left to fill the recently vacated day shift QA slot.

Joe had a natural ability for tallying and took to learning all he could about the quality concerns of our products, reading everything we had available in the plant and online.

Joe has proved an invaluable asset to BCS, especially the recent work on our warehouse reorganizing and lost product searching. Joe has also taken our Receiving & Spill reports and digitized them, putting them on the F drive where many of you have accessed them, as well as creating the container/railcar photo documentation template that some of you may have used as well.

With a recent addition to Joe's family, he has forsaken academia to care for his infant daughter during the day and focus on his duties at night, without having to worry about differential equations and probability.

Next time you see Joe, please congratulate him on being February's Employee of the Month.

Scott Albrecht, Night Shift Foreman

BCS Welcomes Ned Thompson

BCS welcomes Ned Thompson to the Maintenance department. Ned brings with him 15 years of experience as a Millwright from Intalco Aluminum Corporation. Ned and his wife, Susan, reside in Lynden, and they have four children. Please give Ned a warm welcome when you see him around the plant.



Bud Vermeulen, Maintenance Foreman

Wow, 25 Years!



Case Douma is one of our employees celebrating his 25th year of employment with Bellingham Cold Storage this year. Case actually worked at BCS for 3 months in

1972, and then came back again for good in 1978. Case was already a teamster before starting at BCS, going back to 1968 when he worked at the Kale cannery in Everson as a forklift operator, mechanic and leadman. For the first 9 seasons Case worked at BCS, he was also working at Carriage House Foods as forklift operator and mechanic and had to make a decision between Carriage House and BCS when Carriage House wanted Case to work there fulltime. Fortunately for us, Case chose BCS. Case has almost always worked on the nightshift and in his time here has served as the nightshift shipping leadman and plant forklift instructor. Thank you Case for 25 years of hard work

Scott Albrecht, Night Shift Foreman.



Congratulations to Clarke Leach for reaching another milestone at BCS.

Through the last 25 years Clarke has worked at BCS Main and the Orchard Plant,

doing just about everything that needs to be done. Clarke's natural mechanical skills and willingness to approach any job with a positive attitude, have made him a valued employee, whether he is running the winches on a boat, filling in for an account driver, or being the backup for a leadman or foreman.

Clarke's versatility and willingness to learn new things have made him a man in demand at BCS. Thanks for making everyone's job a little easier and all the memories we have of working with you these past 25 years! Just remember Clarke another 25 will get you 50!

Bill Freeman, Orchard Plant Foreman

The Rockin' Generation

by Tim Unger, Squalicum Plant Manager

One Sunday night my wife and I were "vegging" in front of the TV when I turned to HBO and saw that they were showing a Rolling Stones concert at Madison Square Garden. Mick and the boys could still put on a heck of a show. When Keith or Ronnie would start playing a well-known guitar riff of a favorite Stone's tune, everyone just went nuts. Mick looked like he was having some kind of fit and the place started jumping. You couldn't help yourself (at least I couldn't), you just wanted to leap around the room doing your own dance thing singing the lyrics to "Brown Sugar" or whatever old hit they played. As far as I could tell the people in the audience never sat down for the whole two-plus hour show.

The thing that hit me as I watched the band and everyone enjoying the music is WE'RE ALL OVER FIFTY!!!! (at least me and the band). The audience was not a bunch of young kids, they were all "Baby Boomers", the 40 to 60 year old crowd. And let's face it Keith Richards is no kid. He really looks old, and the drummer, Charley Watts, looks like someone's grandpa. He probably is someone's grandpa!! You had to admit they put a lot of "zip" in their program for how old they are. It is quite a challenge for the rest of us who are getting our AARP applications in the mail all the while we think we are still 18 but our bodies are saying we are 80.

Bellingham Cold Storage is a company that is over fifty that also has quite a number of employees who are part of the "Boomer" generation. While the younger people may think that is a liability; look at how much experience is in that group. BCS has 58 employees who have 20+ years of experience which totaled equals 1577 years of accumulated cold storage experience. That is an average of 27+ years. 1577 is over a millennium and a half!! If you went back that many years in history it would be 426 A.D. The Western Roman Empire has fallen just a few years earlier leaving the Saxons to rule Britain, the Huns have overrun Rome and Confucius is wandering about China spreading his words of wisdom. Nobody has even thought about looking for the New World yet. Look how far the world has come in 1577 years!

So what does that say about Bellingham Cold Storage? It tells our customers that we know what we are doing and that we have the people to prove it. It also tells our customers that Bellingham Cold Storage has been around for over 50 years and will be here for another 50. You can depend on us. It also is a challenge to our long term employees to pass along the knowledge gained from those many years of experience to the following generations of employees. We want them to keep up the good work and continue the legacy of giving high quality cold storage service. The Rolling Stones have been around for a long time and are still great to listen to, however, BCS will be here longer and will keep getting better.



Tee Time *with Mike Holcomb*

Hello Fellow hackers. Welcome to tee time! I am writing this during the third week of February, and I can see out the window that all of the good weather I reported in my last article has gone south. The day I wrote this we expected ½ inch of rain in the Bellingham area. Some courses in this area could take that much rain and with a few dry days be in good shape, but most can't.

Any of you from here that play the game know which courses I am talking about. Oh well, spring is just around the corner, so all the wet will disappear, or perhaps not. This is Washington, after all.



I believe we have finally reached the time where technology in the club making industry has finally gone over the top. First of all, everything on the market today has some sort of Titanium in it. Most of the time it's in the club face of the driver.

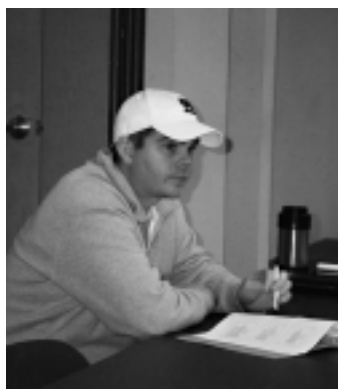
A few months ago, I read that one company took some form of new cord (probably some form of titanium), and strung it from the top inside to the sole plate. There is a fancy type of screw that twists the cord inside the club, (we are talking about a driver here) thus pulling the top and bottom of the club together around the club face, which was, of course, titanium. For the top part they turned the cord inside to 12,000 lbs. of pressure so that the club won't move. At what point did they decide that 12,000 lbs. was enough?

Now I just read where Jack's company, Golden Bear Golf, has taken a new (yes you got it) titanium driver and submerged it in liquid nitrogen at -300 degrees just to temper the steel. I know they have to come up with something new every year to stay competitive. These two things just seem over the top to me.

I'll leave you with this: After reading about all of this new equipment, go to the closet and get out those old clubs that you have been playing just fine with for years, and go have fun! It's just a game you know. See ya!

Ammonia Safety in Numbers

The BCS ammonia safety training classes have been extended to invite 18 companies and 2 fire departments; Bellingham and Mt Vernon's. This January, 2003, the Ammonia Safety Training Institute (ASTI) had attendees from BCS, Sakuma Brothers, Commercial Cold Storage, Rader Farms, Icicle Seafoods, Georgia Pacific, Encogen NW and Gourmet Cuisine. Many other companies have shown interest in the May, 2003 ASTI training. All shared the value on the content and practical lessons learned on ammonia safety and were extremely appreciative of being included in this bi-annual training with the BCS engineers. This extension of training to the community helps tenants and customers feel safer while also holding training expenses to a minimum.



*Karen Hollingsworth,
Education Coordinator*

What's Happening Around the Plant?



Renovating the 5-ton tunnel.



Donna and Sandy attend forklift certification classes.



The Engineers suit up for ammonia safety training.



Johnny Ohman helps load trucks at the Orchard Plant.



Carole Sorenson helping a customer.



Brad Klein and Bob Hickok setting up the herring tunnel.



Teresa and Treena handle shipping and receiving at the Orchard plant.



Ezequiel Gonzalez repairs freezing baskets.



Gary Hershey, always with a smile.



Luis Hernandez grades salmon at the Boxline.



Jack Cammack and his sidekick, Bob, having fun on the job.



Kary Lambert hauls product from the Fish House.



Brad Flinn's little princess, Stella, stops by to show us her new hairdo.



Eric Brown and Jerry Farwell love to pose for the camera.



Ted Andricos scheduling shipping appointments.

Nooksack Salmon Enhancement



Volunteer Work Party Schedule



Come join NSEA for our spring planting parties and help restore streamside habitat for salmon. All work parties are on Saturdays from 9am - 12pm. Wear weather appropriate clothing, sturdy footwear and bring gloves and enthusiasm! Work parties are sponsored by Global ReLeaf, Tony's Coffee, The Bagelry, and the Community Food Co-op.

March 1-Padden Creek- Along Old Fairhaven Parkway
We'll be working with the City Greenways Program & planting native plants along Padden Creek & the Parkway as well as removing non-native plants. Meet us on the corner of 24th and Old Fairhaven Parkway. Look for signs.

March 8-Schell Creek- Slater Road Site
Join NSEA and the Lummi Nation to plant trees. Take I-5 to the Slater Rd. and head west. Park just before the Haxton Rd. on the left, near the new casino. Look for signs.

March 15-Tenmile Creek
Tenmile: Turn west on the Hemmi Rd off the Guide Meridian. Go approx. 1 mile. Project on right hand side behind Wayne's Autobody. Look for signs.

March 22-Deer Creek
Deer Creek: Project is on the east side of Northwest Rd approximately 500 feet south of the Axton Rd. Look for signs.

March 29-Deer Creek
Deer Creek: Project is on the east side of Northwest Rd approximately 500 feet south of the Axton Rd. Look for signs.

April 5 -NSEA Nursery
Please join us to pot up left over bare root trees and shrubs to grow larger in our nursery. We will be working at the nursery at our main office (2445 E Bakerview) which is on the SE corner of the Hannegan Bakerview intersection. Look for signs.

April 12-Squalicum Creek-Meridian Site

Meet us on the corner of Meridian and Squalicum Parkway. Please park on the shoulders of the Parkway or in the Cornwall Park parking lot. Look for signs.

April 26-Squalicum Creek- CNA Site & Downstream

Join us on the south side of Squalicum Parkway about 1/3 of a mile west of the Meridian St. intersection and look for signs.

Trivia Question

What government agency occasionally uses BCS property for a training ground?

Answer: US Border Patrol Canine Unit



The dogs are not trained to attack but to find hidden illegal drugs or people.

Safety Reminder



Lift
correctly

Lift with your knees, not your back.

Commuting Makes Sense



Have you noticed the price of gas lately?! Filling up your tank can be a painful experience! Smart Commuting makes

more sense than ever. Many Bellingham Cold Storage employees walk, bicycle, share rides and ride the bus to work. In addition to saving money, they're also eligible for Smart Commuter Discounts, Guaranteed Ride Home, reserved rideshare parking and Smart Commuter bonus quarterly prizes. If you'd like help exploring your transportation options, contact Karen Hollingsworth at extension 157.

Valores Basicos de BCS

Cooperation • Integridad • Calidad • Responsabilidad • Actitud

Cooperación: Nosotros 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: 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 comitedo 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.

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.

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The



March 2003



Only Your Product Gets an Icy Reception

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