



Bellingham Cold Storage Company



The ICE Breaker

March 1999

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

February Anniversaries

Congratulations to the following employees for their years of service:

Mark Emmons	23
Preston Gabel	22
Mike Holcomb	22
Cal McKay	22
Brian Morgan	22
Chuck Smith	22
Sharon Statera	13
Keith Farmer	7
Doug Thomas	7
Juan Padilla	4
Sandy Olson	3
Felix Aranda Mejia	2
Virgilio Cruz	2
Kyle Loney	2
Lee Streubel	2

The BCS Forecast

March

- Ongoing OPTIC training by specific topics
- Bonded Warehouse training, continues
- Receiving peanuts, opilio crab, squid, herring, pollock

March 1 - 5

- Ives FL instructor program in Seattle (Bob Hamm)

March 9

- Hearing tests

March 23 - 26

- TI Master Rigging program in Tukwila (Mark Emmons and Scott Albrecht)

March 26

- BCS and Whatcom Literacy Council 3rd Annual Trivia Bee

February's Employee of the Month John Ohman

February's Employee of the Month has handled the difficult situation of change very well. Most people who work here tend to want some predictability in their daily schedule; they want to know where they will work each day and what they'll be doing. Unfortunately, when work slows down this time of year, some people face the unpredictability of having to change their jobs or job locations.

This year, John Ohman was one of the lucky ones challenged by the difficulties of change. He had to leave his normal job and come to the Squalicum plant. Then, once relocated, he was asked to perform the following assortment of jobs: loading containers at various docks, working the boxing line, repairing pallets... and sometimes working all of the above in



John Ohman receives his Employee of the Month award. Way to go, John!

the same day. Despite his changing work environment, John maintained a good attitude and did an excellent job.

Thank you, John, for all your hard work, wherever and whatever. Congratulations to you.

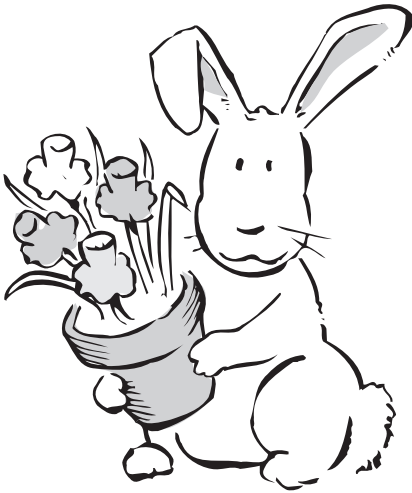
Mike Coggins
Fish House Foreman

In Memory of Lucille Peterson May 10, 1911 — February 18, 1999



Lucy, you will always be in our memories. This picture of Lucy Peterson and owner Jim Talbot was taken at Lucy's retirement party. She retired from work, but not from life.

This month's Icebreaker is dedicated to the memory of Lucille Peterson, our friend and co-worker. Lucy worked for Bellingham Cold Storage from July 22, 1949 until she retired on November 1, 1993. Before working for BCS, she worked at the Bellingham Shipyards, our predecessor company. Her husband Pete and brother Lloyd Thorp also retired from BCS. Steve Thorp, Lucy's devoted nephew, also worked here with her for 21 years. We will always remember Lucy's exuberance and laughter, her tireless energy, and her ever-cheerful greeting: "Hey, Kid!"
Lucy, we're better for having known you.



Easter Egg Hunt at Barkley Village

It's that time again! This year's Easter egg hunt starts at 11:30 a.m. on April 3 at the Barkley Village Grounds (intersection of Barkley Rd. and Woburn St.) It's intended for kids ages 10 and under. Extra activities start around 10:30 a.m., including a clown and a visit from the Easter bunny. Park at the Haggan/Talbot building. This has become "The" hunt of Bellingham, so please come. *Everyone is welcome.*

Message from the President Busy and Getting Busier

February has been a fairly active month. Crab has been coming in from Alaska as we've prepared to help get Gourmet Cuisine up and running. We've had to move a lot of product out of our warehouse and some of the rooms are being shut down for repair and maintenance.

We expect peanuts in March, along with herring for cracking. Q Sea has rented the old Dean Foods repack area for cracking herring this season. Also this month we should see product from the "A" season and other fisheries from Alaska. The marine fuel station is now up and running with all of the latest testing devices in place. We've successfully acquired more property at our Orchard Street location. We now control all but one strip of property on the north side of Orchard Street, starting at the retirement home and east to the freeway. This property will be used for future expansion. We are very optimistic about the coming year and look forward to fuller warehouses in the future.

*Stew Thomas,
Chairman of the Board*

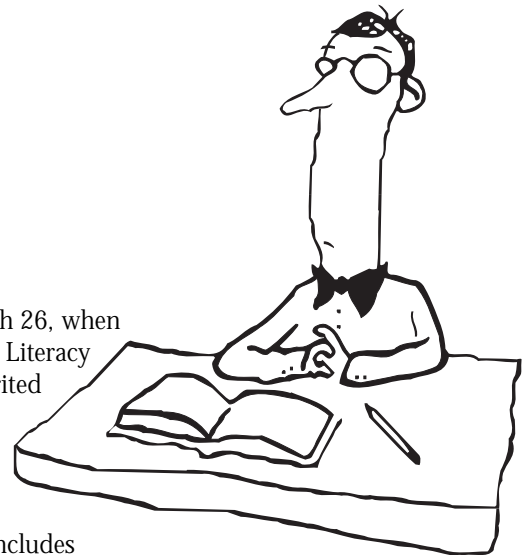
It's No Trivial Matter!

Circle your calendar now for Friday, March 26, when your BCS team competes at the Whatcom Literacy Council's third annual Trivia Bee. The spirited competition starts at 7 p.m. in Whatcom Community College's Heiner Theater, 237 Kellogg Road, Bellingham.

Our BCS team THE FROZEN CHOSEN includes Ted Andricos, Ric Paulsen, Stowe Talbot and (alternate) Bob Walsh.

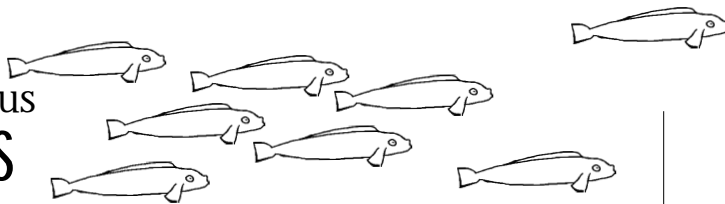
The Trivia Bee is Whatcom Literacy Council's major fundraiser, and raises money to help teach adults in Whatcom County to read. The Literacy Council provides and coordinates one-on-one tutoring for over 350 students each year in Basic Literacy and English as a Second Language.

Our team will challenge other teams representing various local groups and businesses. Please come and join us in an action-packed evening. The audience can supply moral support to keep team members energized. You can buy tickets at the door. Any questions, call Karen Hollingsworth at 733-1640, extension 157.



Management Focus

Herring at BCS



Herring has long been an important product for BCS. Here's a brief look at how herring is harvested, processed and consumed, and what it means to BCS.

The first herring at BCS arrived in the fall of 1968, after it was caught in Puget Sound by Yankee Fish Company. This herring was frozen in the fish house tunnels, then sold as bait to crabbers and longliners.

In the 1970s the processing method shifted to maximize the recovery of quality herring. By the 1980s, four major companies were delivering to BCS: Allied Fisheries, Young Lions, Blue Pacific and Pacific Seafoods. However, local fish stocks declined in the mid-1980s and all the operations eventually closed down. Fortunately for BCS, by this time product was already being delivered, both frozen and fresh, from the San Francisco Bay fishery, as well as from Canada and Alaska.

Herring fisheries correspond to the season in which the female fish produce roe, or fish eggs. The first fishery is conducted in San Francisco Bay from December through March, with a quota of about 3,000 tons in 1999. The next fishery is conducted in British Columbia throughout the month of March with a quota of about 30,000 tons. The last herring roe fishery is Alaska, with several separate fisheries running through March and April and quotas totaling about 50,000 tons.

After the fish is caught, usually by seine or gillnets, it is taken to a processor such as BCS where the fish is frozen whole and then stored in the warehouse. Throughout the rest of the year, the fish is brought out of cold storage, separated into males and females, thawed ("slacked out") in tubs of water, and the females are "cracked" to remove the roe. The roe is then salted in small tubs, chilled and shipped to Japan. In Japan, herring roe (Kazunoko) is usually sold in fancy holiday gift packs or used as an ingredient in sushi. The male fish and the female carcasses are sold as bait, or used as an ingredient in pet food.

BCS now has a number of customers who deal with herring: Kanaway Seafoods, New West Fisheries, Capilano Pacific, Trident Seafoods, Icicle Seafoods, Canadian Fishing Company, Q Sea and Home Port.

Recent prices paid to fishermen for herring have been very disappointing, partly because the Japanese economy has floundered for the past two years. In addition, the herring fishery has faced increasing scrutiny from environmental groups. In Canada, those groups have claimed the herring harvest has impacted the stocks of "resident" herring fish, or herring that live permanently in the Gulf of Georgia. In Alaska, the concern has been over the effect of the food availability for the declining population of Stellar sea lions. So far the National Marine Fishery Service has only reduced the quota of other fisheries such as pollock, but if the sea lion population continues to decline, the herring fishery may be next.

Stowe Talbot, VP International Operations



Jekyl and Hyde

As part of an initial kick-off to a customer service retreat, play acting of "Attitudes" was done by Jekyl and Hyde (Jim Hollingsworth and Harlan Todahl). Together they showed us the good, the bad and the ugly. *P.S. — Okay, Jim, the show's over. You can be yourself, now.*

WHAT'S UP DOCK?

This month's
"What's Up Dock"
features the BCS
Main Office



HR Manager Sheryl Hershey keeps Squalicum Plant Manager Tim Unger in line. Way to go, Sheryl!



Lotte Freeman, Payroll, working hard and doing a great job!



Computer Consultant Judi Edwards and Programmer/Analyst Nancy Stone fix the scanners, once and for all.



Vice President Stowe Talbot, Chairman Sharon Statema check out the latest on



Controller Brad Flinn is excited about the tax season.



CEO Stew Thomas, Market and Sales Manager Ben Savery and President Doug Thomas discuss business.



Benefit Specialist Amie Daniels and Cal McKay of Accounts Receivable play musical chairs.



Chief Engineer Mike Clausen "CAD-ing" away.



Ted Andricos of the Traffic Department discusses shopping orders with Fish House Foreman Mike Coggins.



of the Board Stew Thomas and Executive Secretary the computer.



Education/Training Coordinator Karen Hollingsworth decides to train or not to train.



Net Engineer Jim Tagart and IS Manager Clyde Duranceau work on the future of technology.



Inventory Specialist Carole Sorenson and Jeanne Schmitt of the Traffic Department check the facts.



Receptionist Jan Knutson fills in well for Gene Knutson. Thanks, Jan, for your hard work.

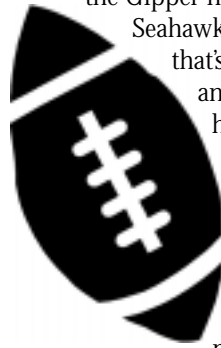
A Hero Saves the Day



On January 21, 1999 one of our employees showed signs of choking on the job. Archie Hattery quickly came to his co-worker's rescue and successfully performed the Heimlich maneuver. Thank you, Archie, for your quick thinking and heroic act.

Sportsbreak *with Gene Knutsen*

Hi there sports fans and welcome to Sportsbreak. Well, the Gipper is up and on his feet again and ready to report on sports. How about those Seahawks! They finally got rid of Dennis Erickson as coach and hired the best man to ever coach football, Mike Holgram. That leads me to the blockbuster news that the Gipper has become the



Seahawks number one fan. Yes, that's right. The Seahawks and the Gipper will walk hand in hand all the way to the Super Bowl. You can take that to the bank.... I should also report that Erickson has been hired by Oregon State. That will make a good fit; they are

both losers.... Also, the Huskies got rid of that whining old clown Jim Lambright as Huskies football coach. They hired one of the best young minds in the game, Rick Neuheisel, the former U of Colorado coach.... The NBA has started again. Who cares? Bellingham has a new baseball team, the Bellingham Bells, who will be playing at Joe Martin field this June. They have a 20 to 25 game schedule this year. It is great to have the Bells back again; they played here from 1941 to 1973.



Please go out and see these kids play. They will not be paid at all, but will play because they love the game. Tickets go on sale soon.... The Mariners will be heading to training camp soon, but may have a big problem with Ken

Griffey. Alex wants to wait to talk about his contract. Look out, those boys will be going elsewhere unless the Mariners turn it around this year and win.... In the NHL this year it looks like the Dallas Stars will win the Cup. I've said that for the past two years, but this time the Gipper is right.... Flashback to Greatness will be back as soon as I can find my sources. They have been hiding since I have been off work.... It's time for the Sports News Flash. With her love of doing payroll, Lotte Freeman has been traded to the U.S. Congress to clean up all their problems. We will get a picture of Lotte and her first bath, her new book "I Hope Gene Knutson Never Comes Back to Work," a picture of Candy Whi'



on her couch eating bon bons, and a GOP member to be named later because after the next election there will be no GOP....

This is the Gipper back in the saddle again and that is the way the ball bounces.... I wish to thank everyone for their support while I went through my back surgery. All the cards, letters and phone calls mean a lot to me and it is great to be back, no matter what Tim Unger says. Thanks again. Jan and I are very lucky to work for a great company with so many wonderful people. *Remember, Seahawks in 1999.*

Amateur Opportunity Just for You

Interested in staying young and feeling good about yourself? Want to have some good fun and make new friends? Just call Karen Hollingsworth at 733-1640, extension 157 and sign up for

the BCS Ice Busters 1999 Ski to Sea team. Go ahead and test yourself to your limits. You'll have fun doing it. Remember, only three months until the big race day!

Luseal's Safety Update To Be a Safety Committee Member (or Not to Be)



The 1999 BCS Safety Committee is committed to creating a fun but safe working environment as they meet to discuss safety issues. Here are current members, listed alphabetically: Amie Daniels, Mark Emmons, Bob Hamm, Donna Haynes, Sheryl Hershey, Kary Lambert, Vic Longoria, Carlos Malone, Cal McKay, Sandy Olson and Gary White.

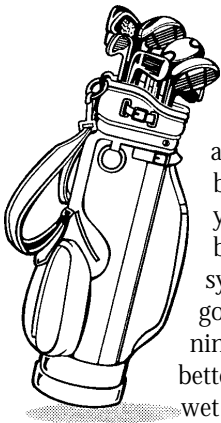
The committee is always looking for new members and fresh ideas. If you are a BCS employee and interested in joining you can contact any committee member or inquire at the main office.

Even if you're not a committee member, we welcome your safety ideas. Meetings are on the first Wednesday of every month at 4 p.m. in the BCS boardroom.

1999 Safety Committee Meeting Schedule (all Wednesdays)

January 6	July 7
February 3	August 4
March 3	September 1
April 7	October 6
May 5	November 3
June 2	December 1

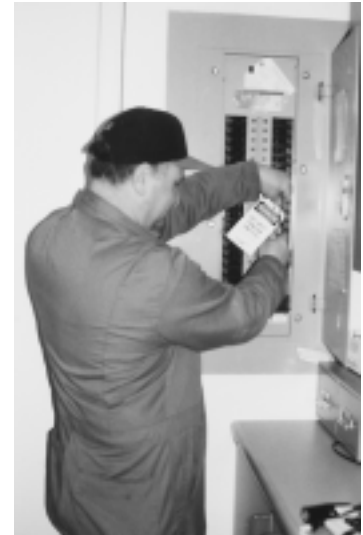
Tee Time *with Mike Holcomb*



Hello, fellow hackers and welcome to Tee Time. I am starting to get optimistic about the weather, because I have found you can sneak out between weather systems and play some golf. Even if it's only nine holes. Nine holes are better than no holes. As wet as it's been, you can still play Raspberry Ridge and North Bellingham. But I think we're over the hump for winter, so we can look forward to spring golf... Hopefully some of you were able to witness David Duval's final round score of 59 in February. Some of you may not realize, but that is a very hard score to get in golf. So hard, in fact, that it's only been done four times in the history of golf. The first time was by Al Geiberger, who since that time signs his autographs "Mr. 59 Al Geiberger." I know this because I have one. The

second time was by Chip Beck, and as I have researched this I have found that it has been done twice on the Nike Tour. Once by Notah Begay and again by Doug Dunakey. I am surprised at this because the Nike Tour is played by pro golfers who haven't stayed good enough to get into the top 125 on the PGA money list. For those who don't know, if you don't finish in the top 125 in a given year, you lose your PGA player's card. You then have to go back to qualifying school to get your card back, or go play on the Nike Tour.... Spring is just around the corner so go and dig those clubs out of the closet. Clean them up and go find your game. Don't expect to go out and play as good a game as you left in the fall of last year. It will take some time to find it. I'm going to leave you with something sportswriter Grantland Rice once said. "Eighteen holes of match play will teach you more about your foe than will eighteen years of dealing with him across a desk." See ya.

Power Trip



BCS maintenance staff Duane Shelly on a "power trip" using Lockout/Tagout.

Accident Update

At the time of this update (mid-February), we have only had one recordable accident. Think safety. Work safely. Safety pays!

The 1999 Safety Committee

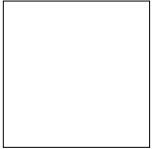
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BCS *Only Your Product Gets an Icy Reception*

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BCS Core Values

Integrity • Quality • Accountability • Attitude • Teamwork

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

Integrity: We treat all people and property with honesty and respect, and are dedicated to building trust with our employees and customers.

Integridad • Calidad • Responsabilidad • Actitud • Trabajo en equipo

Los Valores Básicos de Bellingham Cold Storage son los principios por los cuales nos guiamos. Este mes *Integridad* está caracterizada como un componente absoluto de los Valores Básicos de Bellingham Cold Storage.

Integridad: Nosotros tratamos a todas las personas y a sus pertenencias con honestidad y respeto, y estamos entregados a edificar confianza con nuestros empleados y clientes.

Valores Básicos de BCS