



The Newsletter

Inaugural Edition

October, 1984

First Issue!

This is the first issue of our newsletter. A lot of things happen around here and it is hard to know about all those things that may be of a concern to us. One of the goals of this newsletter is to reduce the number of times the comment, "Nobody ever tells me anything," has to be made.

The more ideas and information we can share, the closer we will be as a group. This newsletter is one way of sharing our thoughts and having a little fun while we are at it.

Some of the input received so far regarding the format of the newsletter includes:

1. Information on what is happening at B.C.S.
2. Occasional information on our sister companies
3. A focus on a particular area of the plant
4. Contributory articles, i.e., poetry, human interest stories, editorials, letters to the editor, special thoughts, gossip, comments about the newsletter, etc.
5. News on our fellow employees and limited want ads (as space allows)
6. Helpful Hanna's "Advice to the Workdorn" column
7. Contests

Prizes are available for contest winners and for those of you who would like a try at your secret urge to write. So don't be left behind, participate in your newsletter and share in the satisfaction of seeing your work in print.

Since we don't want to create a major traffic jam with everyone wanting to get their newsletter contributions in, we have decided to place boxes around the plant or some similar means of submitting information. Until the boxes are in place though, we ask that you submit your articles to your area foreman or a member of the editorial committee. Thanks.

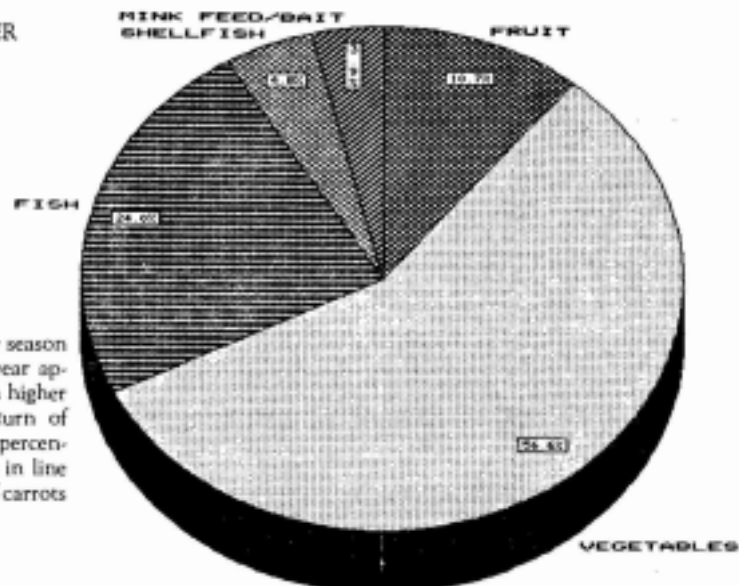
THE ULTIMATE SUCCESS OF THIS NEWSLETTER
DEPENDS ON ALL OF US CONTRIBUTING

B.C.S. News Briefs

- This time of the year marks the slowing down of our busy season when both seafood and vegetables are in season. This year appears to be comparable to last year overall. We have seen higher volumes of salmon due to the unexpected higher return of sockeyes. Halibut volumes were higher as well but a larger percentage went to the fresh market. Fruits and vegetables are in line with last year's production except that a higher volume of carrots is anticipated versus last year.

- We are continuing to receive heavy volumes of frozen product from Alaska. We should see a little more of this product this year. We have more space available due to a lower carryover inventory from 1983. Last year's higher carryover from 1982 created a need for some of our customers to use other storages since we were full. More toting of product in Alaska by some of our customers has also given us more available space.
- Eric Brown reports that they have had a busy summer at Orchard. They are currently preparing for the upcoming cranberry season. This is a very busy time during which several million pounds of product are received in a very short period of time.
- Production on the crab line is ahead of last year at this time. The summer months are traditionally slow in this area. The crab fishery in Alaska has been very depressed so far this season, but we are hoping to at least get our share of product to work with.
- Frozen boxing production is off from last year's volumes. This is in part due to loss of Seafood Producers Coop's 1983 production to a competitor. The recent increase in the black cod market has sparked some interest in that product. We have a good opportunity to handle some of this product if the volumes are available.
- The inventory level at the end of August was 68.8 million pounds. September has been a busy month as well. The inventory breakdown for September is not available at this time but we thought you might be interested in what the 68.8 million pounds consisted of. This will be a regular feature of future newsletters.

Inventory Balance by Product



FOR MONTH ENDED 8/31/84 - TOTAL WEIGHT = 68,834,868

Feature: Jim Talbot

Editor's Note: As a regular feature of our newsletter we felt that a biographical, or autobiographical, sketch of someone involved with B.C.S. would be interesting. With this first issue we felt it only appropriate to ask Jim Talbot to help us out.

First let me introduce myself. My name is James Greig Talbot (Jim) and I am the owner of the Bellingham Cold Storage Company. I am sure that many, if not most of our employees, don't know who owns the company and certainly don't recognize me when I walk around the plant. The reason for this non-recognition is that I haven't been around much these last few years. I've been traveling to unusual places where the company has business interests.

In any event, so you'll know who I am, I'll give a description. I'm 5'7" tall, weigh 140 pounds, have wavy hair, and my face is best described as nondescript. My suit is usually rumpled and my shoes are never shined. If you think you recognize me next time, please feel free to say "hello" or give me your latest gripe about something, insights on world affairs, comments on the weather, or anything at all. It gets pretty darn lonely for me to walk around the plant and nobody knows who the devil I am.

Enough about me and on to a more interesting subject—history. The B.C.S. was started by my father, Archibald Weatherbee Talbot, just after World War II in 1946. He had been operating the Bellingham Shipyards Company during the war, building wooden minesweepers on the adjacent property. He realized that shipbuilding during peace time was a most difficult proposition. Our original facilities consisted of Warehouses No. 1 and 2, Engineroom No. 1, the Ice House, and the wooden Stokely Building where San Juan's crab line is located.

The first six years were difficult to say the least. We lost money every year and if it hadn't been for my father's other investments we would not have survived. At this time I was not directly involved since I was in the service and in school, but I was very much aware that it was a period of white knuckles for the Talbot family. Our business was primarily freezing fruits from the county and vegetables for Stokely Van Camp who operated a diversified facility in our complex. Fish was a minuscule part of our business because we just were not set up for it. Our basic problem was that we were too small. Our storage and freezing capacities were too small to cover the minimum overhead necessary to be in the cold storage business.

We had to expand in order to survive, however, no one would extend us credit because: 1) we always lost money, 2) we were on leased land (Port of Bellingham) and, 3) my father's other businesses were hardly setting the world on fire. The solution to this "Catch 22" situation was to borrow from a few local suppliers to the Bellingham Shipyards Co., which was now operating again because of the Korean War. In 1953 we built Warehouse No. 3 by borrowing \$320,000 from these suppliers who, more importantly, were also friends. Now we had a chance to survive and maybe even prosper. Things looked very good indeed.

However, the Almighty in his wisdom, felt that the B.C.S. hadn't yet been sufficiently tested in the crucible of life, or to put it in cold storage terms, "in the ammonia screw compressor of life." Unbeknownst to us, while we were building Warehouse No. 3 our largest customer, Stokely, was arranging a merger with Pictsweet in Mt. Vernon. This meant that we were now merely an overflow facility for the large Pictsweet plant in Mt. Vernon. The next 7 years were difficult ones, but we did manage to get by. In 1960 we diversified into the fish business by constructing the Port-financed Warehouses Four and Five and the Fish House. This, in my opinion, was the turning point in the history of the company.

So ends Part I of this tale of life in the freezer. I won't tell you now how things finally work out, but I will tell you that, 1) we did survive, and 2) we became the largest and best fish cold storage in the U.S. and, 3) we invested into a rather unusual part of the world.

Next month I will tell about the trials and tribulations of working with stubborn fish buyers, crazy fishermen, tall vegetable processors, and misunderstood farmers.

I would like to leave you with the following thought.

Manager's Notebook

I would like to take this opportunity to thank each employee for his effort in making this, hopefully, a successful year at Bellingham Cold Storage. This year has brought some surprises, such as more fresh salmon and a later storage peak than past years. I think we are doing a better job all the time, although there is still room for improvement. Problems in the rough areas are being recognized and everyone is ready to meet the challenge.

I am encouraged by the improving attitude of the employees and the positive spirit of our administrative staff. I am excited about the future of Bellingham Cold Storage and I feel this newsletter is a sign of greater things to come.

Speaking of things to come, a tentative plant-wide picnic is planned for next spring and your area foreman can head up a party for your area and the company will donate \$10 per employee attending from that area.

Unfortunately, there was not enough interest to start a bowling league this year. It is certainly viable if enough people are interested in the future. You may also want to note that any organized outside activities involving plant personnel that you may be interested in could be eligible for company sponsorship.

Your input is appreciated. Thanks again.

Tim

A Prayer for Today

This is the beginning of a new day. God has given me this day to use as I will. I can waste it or use it for good.

What I do today is important, because I'm exchanging a day of my life for it. When tomorrow comes, this day will be gone forever, leaving in its place something that I have traded it for.

I want it to be gain, not loss; good, not evil; success, not failure; in order that I shall not regret—the prices I paid for it.

The "how much" of your job can be increased by the "how much better" you can do it.

Individual commitment to a group effort—that's what makes a team work, a company work, a society work, a civilization work.

Vince Lombardi