

September Anniversaries

Bruce Berg	34
Mike Clausen	34
Bill Freeman	31
Steve Martin	31
Doug Evans	28
Duane Sines	28
John Duncan	26
Clyde Duranceau	23
Carlos Malone	22
John Ohman	22
Jim Heay	13
Ezequiel Gonzalez	9
Trevor Wagner	9
Ted Andricos	5
Nancy Waterman	4

September Forecast

Pollock	Russian cargo
Cod	Salmon

ABC's of BCS

All BCS Employees - Ongoing:

Good Manufacturing Practices
 Personnel-Hygiene
 Lock out/Tag out
 Storm Water Pollution Prevention
 Smart Commuter Program

ESL classes:

Conversation
 Keyboarding
 Internet
 Writing
 Reading
 Math - beginning to college level
 U.S. Citizenship
 GED

Mon. & Wed., 2:30 p.m. - 5:30 p.m.
 Tues. & Thurs., 4:30 p.m. - 5:30 p.m.
 and by private appointment:

Employee of the Month

Trenea Kiefer is BCS's employee of the month for August. Trenea has developed into one of the most talented employees BCS has. Not only can she manage offices at West dock, Central dock and the Orchard plant, she can also step out of the office and drive forklift on these docks and in the warehouses.



Lately, Trenea has become an integral part of the cruise line operations at Orchard. The cruise line operation services several large companies that provision the Alaska cruise ships that call in Vancouver and Seattle. She not only sets up orders, but receives product, ships and double checks all orders before they are loaded.

Along with all of Trenea's variety of talents, she is always willing to go the extra mile for a customer and somehow accepts all the overtime offered while maintaining a family with four teenage girls! Congratulations, Trenea, and thanks for setting a standard for every employee to meet!

Eric Brown, Orchard Plant Manager

Message From the President



BCS Adds Mike Roberts To the Marketing & Sales Effort!

On August 6th BCS announced the addition of Mike Roberts to our management team as Seattle Office Marketing Manager. Mike will maintain an office in Seattle and travel to Bellingham at least once a week for management meetings, while communicating daily with the main office. Mike will combine forces with Ben Savery, BCS's Bellingham-based Marketing Manager, to give the company an even broader marketing presence. The addition of Mike will help BCS expand our customer base by targeting new business opportunities in the Seattle area. Mike brings to BCS considerable knowledge of the Pacific Northwest seafood industry. He has worked for Seattle area cold storages over the last 30 years, most recently at Rainier Cold Storage as VP - Marketing. Rainier's major facility on the Seattle waterfront was recently closed down after its property lease expired. We intend to leverage Mike's experience and existing customer relationships with this new initiative and are excited about the possibilities that adding Mike to our team brings.

Doug Thomas, BCS President

Thank You!

Every day and evening in the plant and offices, the lunchrooms, kitchens and bathrooms are cleaned and stocked. This is something we probably pay little or no attention to until one or more of the janitorial staff is on vacation or absent. (Donna, Ursula and Sandra) It is not automatic for us to just pick up where they left off. We have to think about it and make a conscious effort to pick up after ourselves and replenish supplies when they are low, put dishes away.... I just want to take this time to thank them for taking care of us and making sure we have the supplies we need, clean dishes, clean kitchens and bathrooms. Thank you Donna, Ursula and Sandra for all your hard work!!!



Ursula Sandra Donna

On the same subject of backing up (picking up the slack) when a co-worker is on vacation or absent, it is comforting to know there is someone to take over in your area while you're gone. It gives you a new appreciation of them and also makes you feel good that you could help out whenever the need arises. BCS has a great back up system, both in the office and out in the plant. It is a great service for us to provide to our customers and a great tool to use for keeping things running smoothly during vacation times. I know from experience that it may not be the easiest task but a rewarding one in the end knowing that you got through it and the vacationer is back with no stress and a lot of appreciation for a job well done.

Thank you to everyone who participates in our back up program. GREAT JOB!!!!



Management Focus

The Story of Power at BCS

José Roques, Special Projects

It's that time of the year. It all starts with a reminder that I am the chosen one to write an article for the Icebreaker. After thinking about it for a while, I decided that I should write about my favorite subject, POWER.

Since I started working at BCS, power has always been in my agenda. It started with the generators that we purchased and installed last year.

I did not understand much about power. I just knew enough to stay away from it. That was before I had to meet with all those electrical engineers talking big words. I realized then that I would have to do a lot of researching and studying to speak their language. I started reading about power, messing with it at home, and asking questions until I got a fair idea of what all those "big guys" were talking about.

I thought that was hard. That was just the beginning. At some point, I had to talk about emissions. I started talking with Environmental Engineers (they also spoke big words). There I was again, trying to learn another language. As I did with the generators, I researched and studied until I knew enough to speak intelligently with those professionals.

Finally, I also had to learn the so-called "attorney's language". And let me tell you, that is the toughest one. No matter how many times you read it, you always read it wrong. Since I was hired, I have participated in several changes in our contract with the utility. Once all settled, those changes have been very positive for BCS. Over all, our cost per kwh has been reduced.

At present, I am in charge of nominating how much power we will be using each day. It requires a lot of "guess work", since the nomination has to be done two days in advance. Each morning I try to figure out what we will be doing two days later, I use an estimated dollar cost per kwh and voila, I come up with that magical figure.

Let me end this article by telling you that "Power" is a very interesting subject. You start by dealing with engineers and lawyers, and end working as a fortune-teller.

More Automated External Defibrillator (AED) Training...

To date, BCS has a total of 24 trained employees to administer an electric shock to the chest of someone who is suffering from heart failure with our AED machines. Our new certified "operators" are Andy Hill, Fernando Martinez, John Duncan, Alberto Perez, Todd Morrow, Keith Sorensen, Jeanne Schmitt and Trevor



Wagner. The BCS "Emergency Response Team" is prepared and ready to help keep both the main facility and the Orchard facility a safer place to work.

Lifelong Learning

by Karen Hollingsworth

Mejora y ayuda en educación

Bellingham Cold Storage avisa a sus supervisores y directores de la intención de nuestra compañía para ayudar y educar sus empleados. Con esta idea pedimos la ayuda de los supervisores y directores para desarrollar esta programa.



Un empleado puede participar para asistencia de financiera para clases y libros si el empleado puede demostrar que una clase de particular es importante para su trabajo.

La compañía puede mantener asistencia de educación para empleados que desean a atender clases o taller afuera de Bellingham Cold Storage, si estas clases no son fáciles de conseguir en Bellingham Cold Storage. Todas de las programas y clases estan bajo estas condiciones de aprobación:

- La clase o la programa ayuda directamente al trabajo del empleado y beneficio el empleado y la compañía.
- Un aplicación por escrito para asistencia de educación tiene que pasar al supervisor del empleado antes de tiempo de la clase o la programa. Un permiso es dado por parte del supervisor del empleado y el director.
- El empleado terminará éxito la clase o la programa con un mínimo de calidad de "C" medio. Un empleado que no pasa ese necesidad debe revolver (usando deducción de plantilla) el cantidad adelantó por parte de la compañía.

La compañía dará un reembolso para clases particulares y libros necesidad al máximo de \$500.00 por año.

Educational Improvement and Assistance

The Company encourages all supervisors and managers to focus some of their time on formulating and supporting development plans for their employees.

An employee who can demonstrate that a particular class is pertinent to his/her job performance may be eligible for financial assistance as regards to tuition and books.

The company may provide educational assistance for employees who wish to attend outside courses or workshops not available within BCS's own training programs, subject to these conditions of approval:

- The course or program relates directly to the employee's job, and benefits both the employee and the company.
- A written request for educational assistance is submitted to the employee's supervisor well in advance of the start of the course or program. The request is approved jointly by the employee's supervisor and a manager.
- The employee successfully completes the course or program with a minimum of a C average. An employee who fails this requirement must repay (through payroll deduction) the amount advanced by the company.

The company will provide reimbursement for tuition and required books/fees up to a maximum of \$500/year.

The Ice Dock at BCS has been busy. Here, boats are waiting in line for ice before heading out to fish.



Tee Time

with
Mike Holcomb



Hello fellow hackers,
and welcome to Tee
Time.

The weather report for this time of year is easy. All golf courses are like concrete. This time of year you will need to use your punch and run game. We played our employee tournament a few months ago. It was held at Grandview golf course. There were 24 players, and we played a 4 person scramble with 6 teams. (A scramble: everyone hits the ball. Then everyone hits from the ball that was best hit.) The winning team consisted of Mike Coggins, Gary Hershey, Garrett Reynolds and myself. Everyone had a great time!

I will leave you with this: Let's say you are Rich Beem. It's 1995 and you are selling car stereos and cell phones in Seattle. In 1999 you decide to give the tour another chance, and at the 2002 P.G.A championship you hold off Tiger Woods and win the tournament plus \$990,000, a 5 year exemption to the tour and the other 3 majors and you get to play in the P.G.A championship as long as you'd like. I guess you made the right decision.
See Ya!

Valores Basicos de BCS

Cooperacion • Integridad • Calidad • Responsabilidad • Actitud

Cooperación: Nosotros promovemos 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 tratamos 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 comprometidos 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 progresivo 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.



September 2002

BCS *Only Your Product Gets an Icy Reception*

*Bellingham Cold Storage Company
 Squaticum Waterway
 2825 Roeder Ave
 PO Box 895
 Bellingham, Washington 98227-0895
 Phone: (360) 733-1640
 Fax: (360) 671-1259
 E-mail: bellcold@bellcold.com
 Website: www.bellcold.com*

