

**September Anniversaries**

Bruce Berg	37
Mike Clausen	37
Bill Freeman	34
Steve Martin	34
Doug Evans	31
Duane Sines	31
John Duncan	29
Clyde Duranceau	26
John Ohman	25
Jim Heay	16
Ezequiel Gonzalez	12
Trevor Wagner	12
Ted Andricos	8
Nancy Waterman	7
Faisal Mahmood	3
Lloyd Strickler	3

**Employee of the Month**

Our August Employee of the Month is very industrious. He has the ability to watch a job being done and then do it himself even better.

Jesus Armando Martinez surprises me all the time with the ease in which he learns new jobs. He has been a regular Fish House driver for the last couple of years, and this year we have asked him to step up and learn a particularly important and difficult job.

Jesus has been operating our Frigo-Skandia fish tunnel and doing an excellent job. Most of the product for the tunnel so far this year has been turbot or pinks. When we start freezing chum salmon the job gets a little more demanding, but I have no doubt the Jesus will handle it quite well.

Thank you, Jesus, for your great attitude and skills.

*Mike Coggins, Fish House Foreman*

**Message from the President****Seventh Inning Stretch...**

BCS experienced one of the slowest first 6 months in recent history until the 7th Inning stretch hit us just after the 4th of July. BCS transitioned from ho-hum to tight as a drum while handling 87 million vs. 57 million pounds for the same period last year (a 53% increase in volume during the month!) pushing up overall inventories and stretching our warehouse walls and ceilings.

Our dedicated and talented plant and office staff employees and even an occasional manager pitched in and worked tens of thousands of hours combined during the month in an all out effort to accommodate record July volumes at both the Squaleicum and Orchard plants. Some employees have worked without a day off for 5+ weeks in a row. Their hard work and exceptional warehousing made it possible for BCS to take care of its many important customers. I know that everyone has been feeling the stretch lately, much like our warehouses, and I just wanted to let you know that your extra efforts and long hours are much appreciated! You've done an outstanding job as usual.

I'd also like to take this opportunity to thank the many loyal customers who continue to trust BCS with their product handling, freezing and inventory logistics needs. This past month several long time BCS customers and a dozen or so new ones really "brought it". Thank you very much for your business!

We have what is shaping up to be yet another very busy fall in and outbound season so catch your rest while you can as there is more excitement just ahead in the "extra innings" portion of the BCS year.

Warm regards,

Douglas G. Thomas, President & CEO



# Packing 'em in Like Sardines



In 2005 BCS has seen growing volumes of “to be frozen” sardines from our larger seafood customers. Here is a brief primer on this important West Coast fish.

After almost disappearing from the West Coast for several decades, Pacific sardines (*Sardinops sagax*) have started to make a biological comeback. During the 1930s, Pacific sardines were the largest volume fisheries in the U.S. with catches off the central California coast as high as 600,000 MT; this represented one-fourth of all the fish landed in the entire United States! A huge fish canning industry in California emerged around sardines. John Steinbeck wrote about it in his famous novel, *Cannery Row*. By the late 1940's, however, the sardine fishery had almost completely collapsed.

Many people attributed the drop in fish stocks to overfishing. However, recent evidence has shown that it may have been the result of a natural, biological cycle. Small pelagic fish such as sardines, herring and anchovies are extremely sensitive to long-scale climate changes known as “regime shifts”. This, more than anything else, may have contributed to the disappearance of sardines in the 40's and its reappearance today.

The sardine harvest is considered a “clean fishery”, with little by-catch of other species. Typically, the schools of fish are located by airplane and harvested by purse seiner vessels. Most of the fishing activity is located near the mouth of the Columbia River close to processing plants in Astoria, OR, although some fishing vessels have delivered their catch directly to Bellingham. Here at BCS we freeze the fish whole and in boxes in our blast freezers. The quality standards for the product are strict: The fish need to be handled carefully and frozen within 12 hours. Some sardines are sold domestically here in the US, but the primary market is Asia where they are sold both for human consumption and as longline bait to catch tuna. Let's hope the West Coast sardine fishery continues to grow in the coming years.



*by Stowe Talbot, Chairman of the Board*

## Who's This?



This photo was take in the early 80's. They are the Bellingham Olys slo-pitch softball team that was sponsored by Whatcom Beverage (long gone now) that distributed Olympia beer along some other beverages. The Clough Family owned Whatcom Beverage and the Dad and 3 boys are in the picture along with some buddies like Mr. “Who's This” who were friends with them. It was a laid-back crew.

Answer on page 3.

## I scream. You Scream. The SMART commuters scream for Ice Cream!

51 Ice Cream coupons were disbursed the month of August to all of our registered SMART commuters. We'll be seeing you at Mallard Ice Cream with your double scoop. Mallard Ice Cream & Café is proud to support smart commuting in Whatcom County. A BIG “thank you” for your support of our BCS SMART Commuter Program. Enjoy the rest of the summer and your treat!



The SMART Commuter for the month of July was Antonio Prado who was awarded a cash gift, BCS mints and a box of Cracker Jack. Antonio either carpooled or biked twenty SMART trips to work during the month of July.

by Karen Hollingsworth  
BCS SMART Commuter Coordinator

# Faisal Mahmood's U.S. Citizenship Party was a Hit!



*Graham can't wait to dig in.*



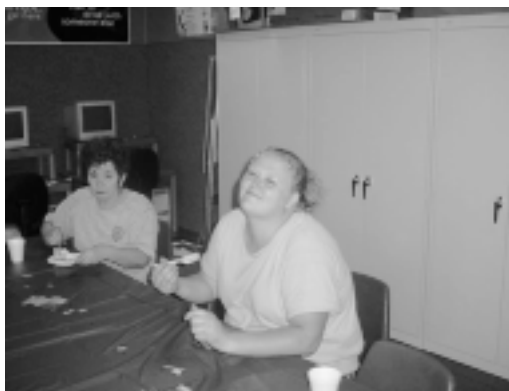
*Faisal and the delicious cake.*



*Cheers from José and Maximo.*



*Faisal and Joe hanging out.*



*Connie and Ursula like the cake, too. Yummy!*



*Rigoberto likes his cake and eats it, too!*

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## How does your Garden Grow?



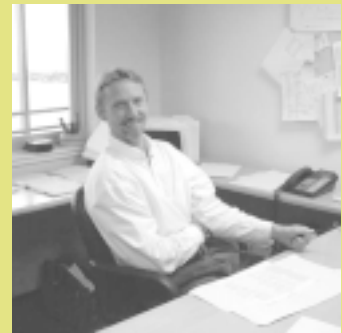
BCS's Ice Garden (located in warehouse 4) was made by water which dripped slowly from the ceiling to the floor and then froze and grew upward creating this lovely ice formation.

Pretty groovy, huh?!

*by Dave Wanlin*

TA  
DAH!

**It's Brad Flinn!**



**Autumn begins September 22nd.**



Bellingham Cold Storage Company  
 Squalicum 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



September 2005

## 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 soportamos 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 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 comitedo en proveer servicio del mas alto nivel de ejecución y tambien 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 tambien mostraremos un modo progresivo en nuestro trabajo.*