Employee of the Month  By Evan Kerl

Congratulations to Josh Andreason for being our December Employee of the Month at Bellingham Cold Storage! Josh is a very knowledgeable and valuable employee who has played a huge part in handling the ever growing M Building operations. He deals with meeting complex customers needs. Josh facilitates all the Fed Ex shipping orders and the flow of trucks in and out of the M Building. He is a real team player, helping out with Tallying at Dock 1 when needed. Also, when the tunnel is running he will run and oversee that operation. I truly think that Josh deserves this recognition and he makes my job easier. It is a pleasure having him on our team. It's good to know that I can rely on him to get things done in a timely fashion. Josh makes sure all the details are taken care of, so be sure and thank him for all his hard work.

Volunteer Opportunities  By Ian Bakke

The Whatcom Dispute Resolution Center (WDRC) offers conflict prevention and intervention services for businesses, organizations, individuals, and families. Conflict is a normal and natural part of life. We all have the need for assistance sometime. The WDRC provides mediation, facilitation, and coaching services. They are a valuable nonprofit organization in our community that relies on the generous support of donors and volunteers. Get involved and contribute to peace building in Whatcom County. Volunteers can help by providing supervision for visitation programs, fundraising and event coordination, facilitating youth programs, mediation and more. Ask about their Jazz & Lemonade Volunteer Work Parties - A couple of hours make a big difference! Stop by and pitch in on a project for a couple of hours. Each month will include something different. Contact Leah, Volunteer Coordinator at leah@whatcomdrc.org or 360-676-0122.

Save-the-Dates!

2017 Not Your Average Garage Sale dates:
- February 3rd, 4th and 5th
- April 7th, 8th and 9th
- June 2nd, 3rd, and 4th
- August 4th, 5th and 6th
- October 6th, 7th and 8th

and the
Meowy Christmas Holiday Sale!
November 4th & 5th 2017

All profits benefit WeSNiP!
Making spay & neuter accessible & affordable.

Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.
~ Martin Luther King Jr.

Make a difference by joining the Nooksack Salmon Enhancement Agency on Monday, January 16th (Martin Luther King Day) from 10:00 am to 1:00 pm. The work party is at Squalicum Creek at the Bay to Baker Trail re-route. Park at the end of West Orchard Drive off Meridian Street, then walk along the new trail to the work site. Help restore salmon habitat by planting native trees and shrubs. Feel free to call (360) 715-0283 if you have questions.
Let’s make 2017 the best year ever!  

By Doug Thomas

2016 was one of the best years for Bellingham Cold Storage.  We know that we still have several opportunity areas to focus our efforts on in the coming year and that’s where you, the BCS team, can help move the needle on both customer and employee satisfaction.  One of our major focus areas will be to continue to improve Order Velocity through the system.  In other words, we will continue to work on loading and unloading product from trucks, ships, boats, containers and rail cars in a very efficient, error free and damage free manner.

The damage free element of this set of goals is the primary focus for our operations leadership teams and our warehouse teams.  Gone are the days of re-casing or re-toting fiber that has been torn and or salvaging product that seem clearly wholesome for human consumption.  Today with the introduction of the Global Food Safety Initiative (GFSI), we are being held to a significantly higher standard.  The options for salvage, or recovery of damaged product is no where near what they used to be.  There are some very noble and good reasons for traveling down this path with our customers and their end user customers (that’s all of us who eat food!).  Food safety is top priority.

GFSI has changed the scope of our service expectations and has in some cases increased the cost of doing business quite dramatically.  Our first priority is to bring our internal processes to a “best in class” state of operations.  Beyond that, working with our customers to identify a reasonable path forward together.  Many of you know that BCS carries Warehouse Legal Liability insurance coverage for our customers product in the event that we are found to be negligent in the harming of customer product(s).  This insurance is both expensive and with a very high deductible.  As the description suggests, it provides limited coverage for our customers who store product with us.  The insurance is limited to the lesser of the following:  the value of the product, the salvage value of the product, 50 times the monthly storage rate for the damaged product, or $0.50/lb.  Again, whichever is less.  Without the recovery process of years past, this has become quite a bit more expensive on a year over year basis and therefore will continue to be a major focus for BCS in 2017 and beyond.  We owe it to our customers to work very hard on solving the claims/damage issues internally before asking them for assistance with the increased cost that the GFSI has placed upon our entire industry.  I know we can make significant progress in this area in 2017.  With success here, we can have a similar overall year as 2016.  Please put your heart into it every day!

Thank you, each and every one of you for your attention and contributions to this effort!

Warm Regards and Happy New Year!!

Wellness  

By Bob Knutson

Envisioning a bright future can help you live a longer, healthier life.  This might sound like wishful thinking, but studies suggest that optimism may even reprogram your genes on a cellular level.  The prescription: work on cultivating an optimistic but realistic mindset.  Count your blessings or keep a gratitude diary.  Focus on solutions instead of problems.

“I wish to preach, not the doctrine of ignoble ease, but the doctrine of the strenuous life, the life of toil and effort, of labor and strife; to preach that highest form of success which comes, not to the man who desires mere easy peace, but to the man who does not shrink from danger, from hardship, or from bitter toil, and who out of these wins the splendid ultimate triumph.”  ~ Theodore Roosevelt, 1899  ~ Shared by Ian Bakke

I get up early and work out at the gym for one and a half hours, 5-6 days a week.  It gives me the right mindset to start the day.  Physical activity spurs new activity in the brain that controls memory.  Activities like gardening and dancing can help.  Aim for 150 minutes a week of cardio exercise spread over three to five days.  Exercise is the best thing we can do to protect ourselves from Alzheimer's disease and thrive in many other ways.  Live well my friends!!

Words Of Wisdom By Raider Bob:

You are never too old to set a new goal.
Believe in yourself.
Be the person who never gives up.
Got good words? If YOU would like to contribute to the BCS community, please contact the Icebreaker editorial staff via email at ian.bakke@bellcold.com or call 360-733-1640. We would love hearing from more of the team!

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**Changes Coming to BCS in 2017** by Sharon Rouse

1. **Plant Traffic Controller – Roeder Plant**

Kary Lambert is the new Roeder Plant’s Traffic Controller. This new position has been created to efficiently manage the scheduling of inbound and outbound activity, as well as to expedite loading and unloading of trucks, with the intent to further reduce waiting times at our facility.

2. **H.R. Manager – Application process**

The new H.R. manager will work with our current H.R. department to learn the role. The plan is that this person would be on staff when the season starts.

3. **I.T. Programmer/Manager – Application process**

The new I.T. person will work closely with our I.T. manager to learn all aspects of our technology/programming department. This person will increase the agility of the I.T. department to react to the needs of our plant and customers. They will also help reduce the backlog of I.T. projects.

4. **Q.A. Dept. Technician – Application process**

The new Q.A. Technician will assist the Q.A. Foreman with day to day duties. The main task would be to support customer label projects (producing labels, sending them for approval, and printing them once approved). Other tasks will relate to product inspection, QA tests, taking QA samples and more.

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**REBEL WITHOUT A CAUSE** by Chuck Smith

When I was growing up, James Dean was one of my favorite movie stars. He was also the cultural icon for teenage disillusionment. His premature death in a car crash cemented this legendary status, most notably in his movie role “Rebel without a Cause”. That was Hollywood. In reality, he was just an actor, and his death was senseless. No, he was not a real rebel, and he did not make much of an impact in the world.

Many more rebels did have an impact. Starting with our founding fathers, America’s first rebels who definitely shaped the country like Ben Franklin, Alexander Hamilton, Thomas Jefferson, and George Washington. In my era, Martin Luther King Jr. a Baptist minister, an activist, humanitarian, and leader in the African-American Civil Rights Movement, “had a dream” of racial equality for all mankind. He was a true rebel and idealist. At the time, I remember my parents hating him and believing he was a Communist. Back then, I was sitting on my couch watching the marching down the streets in the south, and not fully understanding it.

One big reason I share this and why I struggle with politicians and idealists is that most of the great ones died young. They have been assassinated / killed for no good reason i.e. Mahatma Gandhi, JFK, Bobby Kennedy, Martin Luther King, Jr., John Lennon, and Jesus Christ. They are the true rebels and with very good cause.

It is easy to think of ourselves as rebels, bucking the system and being against society. The reality is that most of us may be just dissatisfied with where we are and do not have a specific goal or plan. We can act selfishly like James Dean’s movie role--just “rebels without a cause.” Martin Luther King once said, “Life’s most persistent and urgent question is, ‘What are you doing for others?’” Find a cause; make an impact.

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Editors Note: BCS Welcomes people from all religions and cultures.

Martin Luther King Jr. Day is Monday, January 16th.