

THE WESTIN BEAR MOUNTAIN EMPLOYEE NEWSLETTER

Employee of the Month—Front of the House



URBAN ALLEN—GOLF OPERATIONS

Urban (pictured left with Tony Harris Head Golf Pro) is one of our stellar Player Assistants. He was born and raised in Victoria and retired from his position of firefighter for the city of Victoria after a mere 33 and a half years on the job. Urban has a busy life with wife Sheila, 4 children and 9 grandchildren. Outside of work he spends time on his small farm tending to fruit trees, flowers and vegetables. With a single digit handicap, Golf is an important pastime for Urban along with fishing and woodworking. One would think that would be enough to keep a retired firefighter busy, but Urban has worked at Bear Mountain since 2004, consistently enriching experiences for our guests and fellow associates each and every year. Urban takes the time during his shifts to do the little things and the larger things that make a difference. Whether its pulling weeds during slower times or working with Darrel Deane and other associates to build a starter shack for the Valley course, Urban is here to go the extra mile. In closing he wanted to mention how much he enjoys working here and that he owes a debt of gratitude to Len Barrie for having the vision to build Bear Mountain. When asked

for a quote he lives by his was "Treat people the way you would like to see them treat you". It obviously works for him as his kind personality and friendly way never fail to impress! Congratulations Urban!

Employee of the Month—Heart of the House



JENNY JONES—KITCHEN

Jenny (pictured left with Josh Houston, Executive Sous Chef) is a third cook on our culinary team. She was born and raised in Parksville and moved to Victoria a mere 2 days before joining the Bear Mountain team, in May of 2008. Jenny began her culinary career working behind the counter of a bakery where she gained an interest and soon decided to pursue formal training at Vancouver Island University. Jenny excels at sugar work which is a unique talent in the industry and her long term plans are to become a pastry chef. Her hard work and dedication has paid off in her time at Bear Mountain. She has worked in many different F&B outlets from cooking in the snack shack to cooking in Panache, gaining valuable experience along the way. Some of her accolades over the years include taking "best in show" in a chocolate competition which won her a trip to the Belcolade Chocolate Factory in Belgium where she worked with chocolatiers from around the world. She was also

Chef Josh's apprentice for the Vancouver Island Chef of the Year competition where they took top honors! Outside of the many hours she spends at work, Jenny enjoys visiting family in Parksville and while baking used to be a hobby, she does try to take a break from it on her much deserved days off. Jenny is a true asset to the Culinary Department as well as the Bear Mountain Team. Congratulations Jenny!

July Birthdays

Happy Birthday

Richard Funk...	11
Aaron Grice...	09
Garry Heinekey...	29
Alyssa Herkel...	10
Ashley Hilder...	09
Kelly Hillier...	16
Raymond Horne...	31
Luis Johnston...	25
Jason Karmazynski...	14
Joanna Kriese...	11
Aaron Larmour...	24
Jolene Malnarick...	22
Andy McIntosh...	29
Julio Medina...	01
Lynnea Montgomery...	12
Kayla Morris...	16
Kevin Ng...	16
Jordan Ralfs...	02
Amanda Roberts...	13
Dan Roberts...	12
Donna Rowan...	31
Tim Simpson...	11
Keir Smerdon...	26
Randy Snowden...	26
Jim Stewart...	12
Tracy Twinn...	01
Robin White...	21



Congratulations to Chris Ainey (Greens Maintenance) and wife Karen who welcomed their daughter and second child Violet Isabella Eileen Ainey on July 16, 2010 at 1:03pm. Violet, Mom, Dad and big brother Ashton are settling in nicely to life

as a family of four! Pictured below, Chris carries his daughter from the hospital, and Ashton helps out mom by holding his baby sister!

Congratulations to the Ainey Family!



2ND ANNUAL BUCKETS FOR BUCKS!



Congratulations to Steven Sims who took on his 2nd annual Buckets for Bucks fundraising event in support of Cancer research. During a 24 hour period from 10am June 30th to 10am July 1st, Steve hit 5400 golf balls on the driving range. The final tally for donations is not in yet but it is upwards of \$4000. Well Done Steve! We can't wait to see what you do next year!



It seems that some of our associates have not had the best of luck lately. Get Well Wishes go out to the following employees who have all had mishaps over the past month. They are recovering and hoping to return to work soon!

Andy McIntosh-Banquets

Iain Rennie-Kitchen

Colin Billinghamst-Marketing

THE TELUS FLAG

For those who haven't heard, We have a giant Telus Skins flag that has been signed by the Players from the event. We are asking all associates who worked so hard during the event to please sign the flag and it will be framed and hung in the heart of the house area.

The flag will be on the table outside of the HR office for signing this Thursday and Friday afternoon (August 5th and 6th) and at various times over the next few weeks. We want to be sure that as many sign the flag as possible, so please see Denise or Kelly if you haven't had the chance.

It's definitely a piece of Bear Mountain History!



Northwest Deuce Days at Bear Mountain Resort— Not a normal sight on the course but quite impressive indeed!

“THE BEAR” conquers again...

What do you get when you combine a swimmer from catering, a bike rider from Human Resources, and a runner from CRG?...A pretty strong relay team named “THE BEAR” . On Sunday August 1st, Helena Price, Denise Palmer and Sarah Robertson combined strengths to compete in the 31st annual Self Transcendence Triathlon at Elk Lake, Canada’s longest running and friendliest triathlon! The race consisted of a 1.5 km swim for Helena, a 40km bike ride for Denise and a 10km run for Sarah. The team placed 5th with a time of 2 hours, 57 minutes and 38 seconds. All three participants were very pleased with their times both individually and as a team and thoroughly enjoyed competing in the event. Just another example of what an amazing job Bear Mountain Associates can do when they work together towards one goal!

Congratulations Helena, Denise and Sarah, we are very proud of you!



Left: Helena hits the not so crystal waters of Elk Lake!,

Above: Denise makes some final adjustments and away she goes!

Right: Sarah crosses the finish line!

Summer Thank you Party!

Bear Mountain hosted a Summer staff party to thank all associates for their hard work during the Telus Skins Event. The summer party was held at the MAC and turned out to be a great venue for a fun evening! Thanks to everyone who helped make it happen!



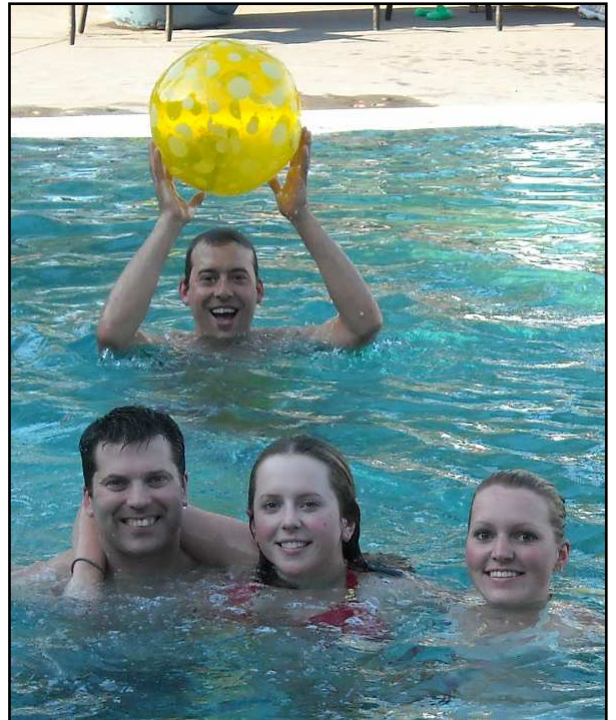
Associates from different departments took time to enjoy some fun in the sun.



Marty (Jacks Kitchen) reserves a prime piece of real estate on the pool deck! Not to worry, he was soon joined by many friends!



Bear Mountain Employees take some time to enjoy the pool, great food and even better company. The Pool Deck and DJ were a great combination for everyone to unwind in the evening sun.





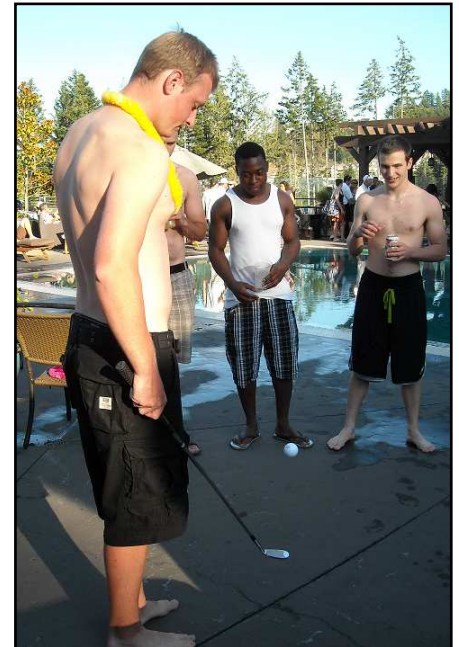
The Games of the Day!

Left: Rubber Ducky Race.

Middle: Water Balloon Toss

Below: Golf Ball Bounce

Bottom: Summer Server Race



Cam (Greens) gave everyone a run for their money in the Golf Ball Bounce.

Two Rubber Ducky Heats saw Janine and Alex (F&B) taking away the top places, with an honorable mention to Balwinder (housekeeping)



Staff line up for the water balloon toss across the pool.



The Summer Server Race saw some F&B talent as well as strong contenders from other departments. Those teeny Martini glasses brought an extra challenge to the race!





Some of the Greens Maintenance Crew soak up some late afternoon rays.



Just another day at the office for Ryan Kelly!



Urban (golf) was a strong contender in the golf ball bounce but was beaten in the end! Still very impressive Urban!



Janine(F&B) shows DJ Ryker how it's done!



Jennifer takes a break from the accounting office to lounge by the pool.



Kerri Moore(Marketing) and David Lindsay (Corporate) catch up away from the office!



Shanna (kitchen), Chris and Kurtis (Shipping/Receiving) flash their pearly whites!