

THE WESTIN BEAR MOUNTAIN EMPLOYEE NEWSLETTER

Employee of the Month—Front of the House



CLAYTON NOVAK-GOLF

Clayton (second from right, front row) seen pictured with his fellow Golf Associates, is a member of our Golf Services Team and third addition to the Novak empire at Bear Mountain which includes grandfather Al and brother Torsten. Clayton was born and raised in Victoria and is a grade 11 student at Stelly's secondary School. He is presently analyzing his options for post secondary studies and is looking at the possibility

of taking Criminal Justice at Camosun with the thought of eventually being a conservation officer. Clayton is being recognized for demonstrating that amazing Novak work ethic which has been so clearly evident during some very busy times over the last couple of months. Helping out is like second nature to Clay and the Bear Mountain Team is truly appreciative of everything he does to go above and beyond the expectations of our guests, members and fellow associates! In his time away from work and school Clayton enjoys fishing, hunting, golfing and basically anything outdoors! When asked for a quote he lives by, his was "If its worth doing, its worth doing right" he says he believes in getting the job done whatever it takes! He also wanted to mention how helpful Jason was when he first started on the team and that the people are his favorite part of working at Bear Mountain. Congratulations Clayton!

Employee of the Month—Heart of the House



TAYLOR HALABURDA—KITCHEN

Taylor (pictured with Executive Chef Iain Rennie, and Executive Sous Chef, Josh Houston) came to Bear Mountain as a Steward in the Spring of 2009 as a way to earn some extra money. Little did he know that he would find his true passion and carve a career path for himself in the process. During one of his shifts Taylor was offered a plate of food from Panache. It was a taste of this fine dining that peaked Taylor's interest in the Culinary world and since then he has done everything he can to learn within this environment. He is also attending Cooking school at Camosun, with the goal of training to achieve his Red Seal. A lot has changed for Taylor in the past year, and this shift in priorities has found him volunteering lots of his own time to come in and soak up

as much knowledge as possible during different culinary events. His work ethic is impressive and we have every confidence that he will go far in the culinary world. Outside of work Taylor likes to go out and "blow off some steam" but ultimately spends much of his time learning his new trade. In closing he would like to send a shout out to everyone in the kitchen as he says that if you don't like the people you work with its just not the same! Congratulations Taylor!

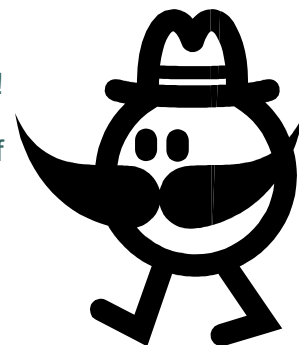
November Birthdays



Naoto Arimura...	06
Clayton Novak...	28
Brad Beswick...	26
Mitchell Denton...	19
Megan Fraser...	03
Phil Gaudet...	30
Marco Gonzalez...	19
Janine Kosmenko...	29
Jennifer Mabe...	03
Penny Milligan...	17
Sam Palmer...	24
Paul Patterson...	30
Alison Quinlan...	19
Anita Sperrer...	02

MOVEMBER ON THE MOUNTAIN!

Congratulations to our Associates participating in Movember on the Mountain! It will be quite interesting to watch the growth of these mustaches in support of such a worthy cause. Here is a list of our "Mo Bros"!



- Ryan LeBlanc (F&B)
- Kevin Phillips (Front Office)
- Richard Funk (Front Office)
- Aaron Larmour (Bell Staff)
- Ryan Bartlett (Bell Staff)
- Robin White (Bell Staff)
- Tom Mueller (Bell Staff)
- Steven Simms (Golf)
- Ryan Kelly (Golf)
- Chris Mooney (Shipping/Receiving)
- Kurtis Burke (Shipping/ Receiving)
- George Trihenea (Banquets)
- Darren Burns (Greens)
- Simon Dejongh (Kitchen)
- Dave Johnston (Kitchen)
- Alex Shpeley (F&B)
- Paul Patterson (Bell Staff)
- Jim Stewart (Greens)
- Justen Lyle (Building Maintenance)
- Thomas Cordner (Greens)
- Brandon Peltier (Greens)

Way to go Team, we are very proud of you! Please let HR know if there are any other participants that we have missed on this list.

Join us on November 30th for Bear Mountain's own judging of best and worst "MO". Time and place to be announced later this month.

We are all in for quite a treat watching this competition but in the end its all in great fun for the cause! If you wish to support our participants by way of a donation to the cause please see Ryan LeBlanc in the Copper Rock Lounge or speak directly to any of our "Mo Bros".



Daylight savings time ends 2am November 7th. Don't forget to turn your clocks back before bed on Saturday November 6th!

Staff Golf Tournament 2010:

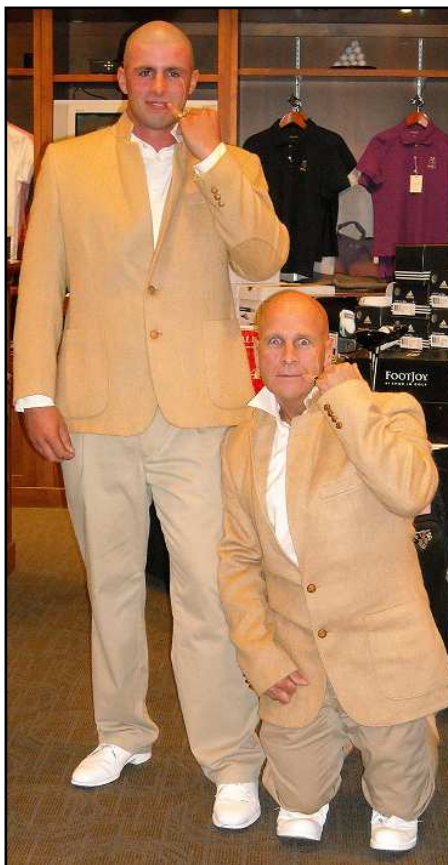
October 25th saw Mother Nature playing yet another cruel trick on the associates at Bear Mountain as she hit us with a torrential downpour which clearly affected our golf plans. She obviously has not met the team at Bear Mountain as we saw a dozen die-hard golfers hit the links for a few holes before rushing back to the members lounge to warm up and enjoy some food and fun! The costumes were hilarious and the games kept everyone laughing...Take that Mother Nature!



Cheryl Bushby (Marketing) Took top place in the Costume Contest with her creation of a golfer who had been hit by lightning affectionately known as "Lightening Girl"!



Ryan Kelly (Golf Shop) Took runner up in the Costume contest. He managed to stay in character for the entire evening.



Honorable mention has to go to the Greens duo of Darren Burns and Brandon Peltier who amazed the crowds with their "Dr. Evil and Mini-Me" Costumes. Enough said...

Golf tourney continued...

Right: Thomas Cordner and Jessica Budynski from Greens braved the weather to play a few holes of golf. Great costumes guys!



Above: Not sure how well Jennifer Yarish could see but she gave it the good old Storm Trooper try!



Victoria Beckham made a surprise appearance with a rather quiet hubby David! For those who don't recognize, this is Emily Simpson from Golf!



Above: Chris Mooney was his usual perky self even as "Death"



How cute is Natasha from Sales as Wolverine?



Looks like Corey from Building Maintenance gained a few pounds!



Penny (Executive Housekeeper) tries her hand at the Chipping Contest!

Continued...

A new game was introduced at the staff Golf Tournament after party. We like to call it "Dress the Execs". Three teams of 4 were formed and each was provided with one member of the Leadership Team to use as their model. Each team was given a bag of random items to be used to create a costume. They were given 5 minutes of planning time and 8 minutes to execute their plans. Thanks to our Good Sports: Francis Parkinson, Colin Mantell and Darren Burns! The process was fun to watch and the outcome was simply hilarious! Here are some pictures...



Francis watches his team in the planning stage...while he is still recognizable!



Colin looks as though he trusts his team implicitly!



Darren holds still while the finishing touches are applied!

Congratulations to the winning team of Luis Nila, Marco Gonzalez, Chris Mooney and Corey Hawkins who dressed Colin Mantell (Hotel Manager) and ultimately won the competition through creative and artistic ability.

Great job guys, this event is sure to become a regular!



Costumes of the YEAR! Is this an indication of where we are headed for 2011?

Memo to All Associates

Dear Associates,

As you are aware, Bear Mountain Resort Management Corp. (“Bear Mountain”) has been in CCAA protection since March 25, 2010. Part of this process is the orderly downsizing of the business and operations and part of this process involves the sale of assets of Jack’s Place and Kuma Sushi to a new entity.

Effective November 1, 2010, Jack’s Place and Kuma Sushi are under the ownership of Jody Twa. The current employees of Jack’s Place and Kuma Sushi have all been notified and while their employment with Bear Mountain has officially ended all of them have been offered continued employment with the new ownership.

We are still working with Jody to finalize the operations between the two entities and we are looking forward to a strong and mutually beneficial relationship. We will be in contact with you in the days to come with any further developments.

Thank you,

Francis Parkinson
General Manager

Bear Mountain Staff Pumpkin Carving Contest

Bear Mountain Associates tapped into their creative sides during our recent pumpkin carving contest. Congratulations to Jennifer Yarish (Accounting) for taking the prize for “Best in Show” and to Brian Sandercock (Banquets) for snagging the prize for “Fan Favorite”. We hope to see even more participants next year! Take a look....



Thanks to those who submitted entries: Back Counter from Left: Housekeeping Team, Jennifer Yarish, Maintenance Team, Housekeeping Team 2, Helena Price, Luis Nila, Dawn Butler, Brian Sandercock and Loren Elgert (Front Table)