

THE WESTIN BEAR MOUNTAIN ASSOCIATE NEWSLETTER

Associate of the Month—Front of the House

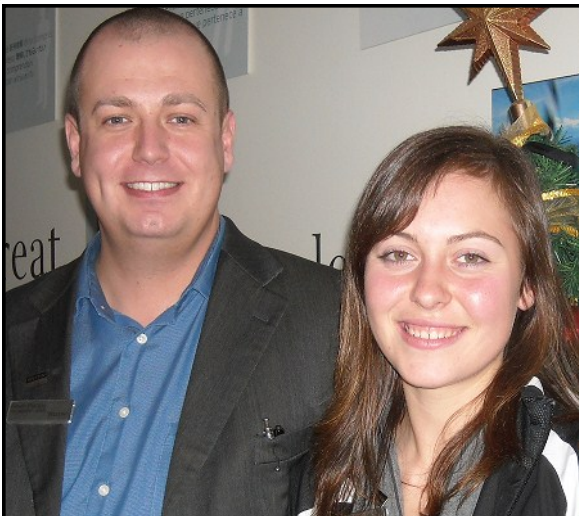


RYAN BARTLETT - HOTEL

Ryan Bartlett (pictured left with Amy Hamilton, Front Office Manager) is a member of our outstanding Bell Team. He was born and raised in Victoria and has worked in the Golf industry for many years. He began his career with Bear Mountain in August 2003 just two weeks after the Mountain Course opened and has been an exceptional associate ever since. When away from work, Ryan enjoys many sports but his true passion is climbing (both rock and ice) which makes him feel alive. He loves to travel and his next trip will take him and girlfriend Alicia to Hawaii where Ryan, who tends to seek adventure when he travels, has vowed to make it a more relaxing trip. “Barts” is being recognized for always going that extra step for whomever he is helping. He shows a pride in his work that sets a great example for everyone at the resort. These are the qualities that shine through to our guests and set them on the path of a wonderful experience at Bear Mountain. When asked why he loves working here he said that he loves talking to guests and connecting with people from around the world. He also enjoys working outside and the great perks and benefits from being

an employee at Bear Mountain. When asked for a quote he lives by, his was “Only those who will risk going too far can possibly find out how far they will go.” This seems to sum up our adventurous Barts in many ways! Congratulations Ryan!

Associate of the Month—Heart of the House



ILSA HILDEBRAND - HORTICULTURE/ HOUSEKEEPING

Ilsa (pictured left with Kevin Phillips, Executive Housekeeper) is a member of our amazing Housekeeping Team. Ilsa began her employment at Bear Mountain on the Horticulture Team where she proved to be a hard worker who was extremely dedicated to her job. When the season came to a close she was very interested in staying on with Bear Mountain in any way possible. The timing worked out well and it turned out that someone was needed on Kevin’s team to cover a vacation time. Ilsa has proven to be as much of an asset indoors as she was outside and her knowledge of the resort gained during her time with horticulture has been a great asset in housekeeping. Ilsa was born and raised in Victoria. She has just about completed the Environmental Studies program at Camosun and plans to work towards her degree in Marine Biology at UVIC.

Outside of work and school she plays competitive soccer 3 times a week and likes to stay active by running or walking her Fox Terrier named Harriet. Ilsa says that working at Bear Mountain has been a great experience and she particularly enjoyed how her position in horticulture was a supplement to her studies. When asked if she had a quote she lived by hers was “Do whatever makes you happy...within reason!” Sounds like some sound advice from an associate with a very bright future! Congratulations Ilsa!

CLOTHING DRIVE A SUCCESS!!



When Gary Cowan (CEO) set forth a challenge to Bear Mountain Associates to fill the back of his Chevy Blazer with warm clothing for the Mustard Seed by the end of the year, we were unsure if we would be able to meet the deadline. With one week to meet the goal and the extra demands of the holiday season, this was a true challenge! But Bear Mountain Associates came through as always and managed to fill Mr. Cowan's Blazer with heaps of warm coats, blankets, and gently used clothing to help those who use the Mustard Seed services...and the items continue to arrive! Please feel free to bring in items until January 9th and we will be sure to make another trip to drop off the rest of the donations. A heartfelt thank you to all those who brought items in to meet the challenge. Mr. Cowan delivered our clothing and food donations in person on December 31st to a most appreciative Mustard Seed Team and also kept his part of the bargain by making a \$500 personal donation to the cause. What a wonderful way to end the year!



Above Left: Gary Cowan receives a helping hand from two Mustard Seed volunteers as he drops off the items collected by Bear Mountain associates to the Victoria location.

Above Right: Mr. Cowan stops by the Mustard Seed office to make his personal donation of \$500!

January Birthdays



Sarah Burrows...	08
Taylor Halaburda...	09
Ilsa Hildebrand...	23
Sarah Hughes...	01
Stephanie McGrath...	05
Adam McKinnon...	19
Helen Monkman...	20
Bill Quinn...	22
Beth Ross...	22
Alex Shpeley...	27
Tracey Webster...	22



*BEAR MOUNTAIN
CHRISTMAS PARTY*

Westin Bear Mountain hosted its annual Associate Christmas Party on Tuesday December 13th. A slight change of format saw associates enjoying a seated dinner (buffet style) and a live band. With lots of room for everyone to sit and enjoy their meal the new format also provided for a more organized prize draw with draws happening at several different intervals throughout the dinner. If you haven't already, we would love to hear your feedback on the format this year. Feel free to drop a note in the HR mailbox or contact Denise or Kelly. Here are some photos from the evening...



Chris Ainey (Greens) and his wife Karen enjoyed the evening before heading home to their children!



Brian MacDonald, Denise Palmer and Francis Parkinson catch up on their holiday plans!



Phil LeSeur and Melissa Hodson (Corporate) enjoy a festive drink.



Vick Siu (night Audit) and his wife Shannon attend their first Bear Mountain Christmas party!



Former Bellman Alex Anderson (middle) was kind enough to fill in for our Bell Staff so they could enjoy the party but was able to join in the festivities later in the evening. He stops to chat with Aaron Larmour (Bell) and Rich Fetherstonhaugh (Golf Ops)



Randy Perron (Greens) and his wife Louise had cause to celebrate! They won one of the terrific prizes earlier in the evening!



Darren Burns (Greens) and Amanda Roberts (Front Desk) pose for a holiday photo!



Scott Salzl (Greens) has a laugh as his wife Kassie surprises Darren Burns.



Employees past and present reunite for the party.

...Thanks to Bob Flitton for taking photos during the night.

Gingerbread Contest

Once again Bear Mountain challenged associates to a Gingerbread decorating contest and we had several very creative entries. Our winner of "Best in Show" went to Sophie Beswick and Alex Shpeley for their Santa Train. "Fan Favorite" went to Beth Ross for her winter cottage. Congratulations to everyone for all their hard work and for adding that festive touch to our staff room. We look forward to seeing what you come up with next year!



Best in Show



Fan Favorite



Ellen Phillipson from Housekeeping created this unique dog house from many delectable doggie treats!

Andy McIntosh from Banquets created this adorable candy cottage complete with a family kitten on the fence!



Ryan Leblanc from Banquets ran into a bit of a mishap but was able to turn it around by creating this scene from MW3 - Call of "Doughty" Red Gummies vs Green Gummies. Well done Ryan!

Breakfast with Santa



Looks like Santa might need security!



Macey and Jayda, Melissa Hodson's nieces waste no time ripping into their presents from Santa.



Heather Reece's daughter Avery still needs a bit of convincing about the guy in the red suit!



Jen Sawyer's daughter Sam thought of Santa and decorated a cookie for him!



Alexis Mantell has her one-on-one meeting with Santa!



Danny Mayer's son Evan (above left) and daughter Anika (above right) both helped santa with presents from under the tree!



Kevin Phillips' son Dylan is thinking intensely before presenting his wish list!



Sukhjeet (HSKP) waits in line with daughter Komalpreet for her visit with Santa. Her son Manveer was giving Santa "what for" in the first photo!



Carrie Beaumont's daughters Elyse (far left) and Gwendolyn (Left) smile for the camera.

Kristy Stone's daughter Summer (right) dressed in her holiday finest to see Santa!





Luckily Santa had two helpful elves Jonathan and Simone who assisted with our breakfast as well as the one upstairs in the ballroom. They both did a great job!

Kamal Toor's daughter Muskan seems a bit more interested in her candy cane than Santa Claus!



Chris Ainey (Greens) had to take a different approach to coax daughter Violet to sit on Santa's knee, while his son Ashton came fully equipped with his list so he didn't miss anything important!

Jordan Ray's son Liam was determined to see Santa and wasted no time climbing up on his knee!



Vick Siu's children, Emmanuel, Yisha and Megan attended their first associate family breakfast with Santa!



Amanda St. Pierre's niece Cassidy joined in the fun!

Sandeep Sandhu's daughter Jasmeen (above) and son Mantej (right) stopped by for a visit!