

THE WESTIN BEAR MOUNTAIN EMPLOYEE NEWSLETTER

Employee of the Month—Front of the House



DAWN BUTLER—FOOD & BEVERAGE

Dawn (pictured left with Restaurants Manager, Adam Walker) is a server in Copper Rock. She was born and raised in St. John's Newfoundland and left there with her son Dustin to pursue her career as a rehab assistant after University. After a few years working in Mississauga, Dawn moved to Victoria. Her work experience has been 15 years with children and adults with special needs. Most recently she spent 5 years at the Queen Alexandra Centre for Children here in Victoria. After deciding to make a move from that line of work Dawn found her way to Bear Mountain and has worked as a server here since May of last year. She is presently pursuing a career with the Saanich Police Department as a Police Officer. As a single mom she doesn't have a lot of free time but when she does she plays and coaches ice hockey and loves being outdoors, enjoys good food, wine and time with family and friends. Dawn is being recognized for her willingness to go above and beyond to assist the F&B Team in any way possible. When asked for a

quote she lives by, hers was: Life is short. Break the rules, forgive quickly, kiss slowly, love truly, laugh uncontrollably, and never regret anything that made you smile. Congratulations Dawn!

Employee of the Month—Heart of the House



MARINA JANZEN - KITCHEN

Marina (pictured with Josh Houston and Iain Rennie) was born and raised in Nanaimo. After spending many years in the retail world she decided to make a change to a career that would keep her interested for years to come. That's when she decided on a switch to culinary and attended Dubrulle Culinary Institute in Vancouver. After her training she worked in several different kitchens with the most recent at the Silvertip Golf Course in Canmore Alberta, but the draw of the Island was calling and she decided to make the move to Victoria to be closer to her 2 year old nephew Grayson. In doing so she applied at Bear Mountain and was quickly hired as a first cook. Marina is a very busy person as she works another job baking fresh bread daily. What free time she has is spent with her family.

She is being recognized for her professional manner in the kitchen as well as her attention to those small details that contribute to making our guests and associates feel special. Her passion for what she does shines through and she has a huge respect from her fellow team members both in the kitchen and around the resort. Congratulations Marina!

VOLUME 6, ISSUE 2

March Birthdays



Chris Ainey...	03
Marie Brotherston...	04
Cheryl Bushby...	22
Simon Dejongh...	08
Courtney Fast...	30
Steve Harrington...	16
Kyle Kemball...	22
Ashley Lukow...	22
Brendan Mather...	03
Nikita McGregor...	23
Thomas McMillan...	08
Tara Meyer...	12
Kevin Phillips...	18
Ellen Phillipson...	06
Mike Sikora...	10
Kamal Toor...	06
Joanna Vandervlugt...	24
Jennifer Yarish...	22
Bruce Yeats...	15

Meeting Reminders...

- Occupational Health & Safety Committee - Tuesday March 8th at 1:00
 - Social Committee - Tuesday March 8th at 1:30
- Both meetings to be held in Panache



Thanks to Kyle Kemball from Greens Maintenance for taking this picture of our beautiful Golf Course covered in a blanket of white! Luckily most of the snow has disappeared but it sure made for an interesting take on the Golf Experience!

Let's not forget that the little emotions are the great captains of our lives and we obey them without realizing it.

-Vincent Van Gogh

Employee of the Month Celebration

A new Employee of the Month celebration was introduced in February with great success! We will now present to both Front and Heart of the house employees at the same time and the names, date and time of presentation will be announced prior to allow associates the chance to attend and celebrate with our Employees of the Month. The first one was held in the Goldstream Room on February 17th with close to 50 people in attendance. Here are some photos of Dawn and Marina's big day!

We look forward to this monthly event to bring all departments together to catch up and also recognize our Super Stars!



OUR TELUS SKINS flag!

In the past month we have seen some cosmetic improvements to our staff room. A fresh coat of paint, some new Starwood Posters, a new television, a bit of furniture moving, and the hanging of our Telus Skins Flag! We are more than happy with the result and hope everyone enjoys the facelift! A big **THANK YOU** to the Building Maintenance team who were the brains and the brawn behind the changes!

Pictured right: Don Kirlew and Justen Lyle put the finishing touches on the flag!



Best of luck to Kris Anderson, Sous Chef who recently left us to explore an entirely different career path with Telus. Kris was presented with his chef's jacket signed by his fans at Bear Mountain on his last day. We'll miss you Kris!

Employee of the Month Celebration

Thursday March 17th Goldstream Room

3:00 pm



New Name for Copper Rock...

Have you heard? Copper Rock will be transforming to an Italian style restaurant! In preparation for the transformation we have begun the search for a new name and what better place to start than with our Bear Mountain Associates?

We challenge all associates to turn to their creative side and come up with a name they think would be suited to our new outlet.

Entries can be submitted in the Employee Suggestion box in the staff room. Deadline for submissions is end of day Tuesday March 15th. If one of the associate ideas is chosen as the Restaurant name they will receive a prize of an Italian Dinner plus wine pairings for four people! We can't wait to see your ideas!

Lunch is on us!

Mark your calendars and forget your lunch bags!

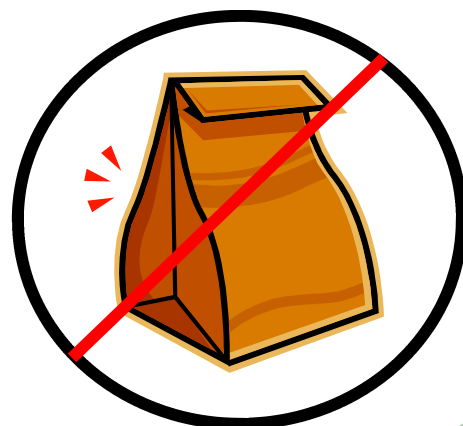
Bear Mountain is hosting an All Associate Lunch with a MEXICAN THEME on:

Thursday March 31st in the Highlands Room.

Lunch will be served from

11:30—2:00 and 4:00—6:00.

We hope to see everyone there and will send out a reminder closer to the date!



New Associate Incentive

ASSOCIATE INCENTIVE FOR NEW GOLF MEMBERSHIP REFERRAL

Bear Mountain has launched an exciting new Golf Membership program with the option of amortizing the Initiation Fee monthly over 10 years, (see page 7 & 8). This is an opportunity too good to miss and for our associates who refer a new member we have a great incentive for you! Our goal is 100 new members by June 1st!



All associates that introduce a ***new member** prior to June 1st will receive **up to \$1500** in Resort Gift Cards, depending on the membership category.

For an individual membership the incentive would be \$1000 in Resort gift cards (\$300 upon the member signing and the additional \$700 at the end of the first 12 months as long as the member introduced is in good standing and the team member is still employed at Bear Mountain Resort- exceptions for seasonal layoffs may be made).

For a family or corporate membership the incentive would be \$1500 (\$500 upon signing with the balance paid at the end of the first 12 months as long as the member introduced is in good standing and the team member is still employed at Bear Mountain Resort- exceptions for seasonal layoffs may be made).

For an intermediate member the incentive would be \$500 (\$150 upon signing with the balance paid at the end of 12 months as long as member introduced is in good standing and the team member is still employed at Bear Mountain Resort- exceptions for seasonal layoffs may be made).

* **“new member** refers to a membership category not an individual”

i.e. Single Membership, Family Membership, Corporate Membership, Intermediate Membership.

Resort gift cards are good for **all** resort services.

Resort gift cards can be used for 25% staff discounted regular priced clothing in the golf shop or 25% staff discounted Food & Non Alcoholic Beverages but cannot be used for any other staff pricing discounts



MEMBERSHIP INFORMATION



Special Introductory Initiation Pricing - Available until June 1st, 2011

	<i>Initiation Fee</i>	<i>Initiation Monthly*</i>
INDIVIDUAL	\$12,000	\$100
FAMILY	\$18,000	\$150
CORPORATE	\$18,000	\$150
OUT OF TOWN: Individual	\$12,000	\$100
Family	\$18,000	\$150
INTERMEDIATE (under 31yrs of age)	\$6,000	\$50

When transferring from an Intermediate to Full Membership a credit of \$1000 per (full year) will be applied to the full initiation fee

* Interest free paid out over a ten year period

Membership Transfer: All membership can be transferred to a family member at any time (a small administration fee will apply).

HST: The Club will pay the HST on any membership dues or initiation fees paid in full by April 1st, 2011.

Food & Beverage: A 20% discount will be given on all food and beverage purchases within the Resort.

Golf Shop Discount: 25% off all regular priced clothing.

Health Club Membership: Membership to the Mountainside Athletic Club will be available for purchase at the rate of \$25.00 per month with a 3 month minimum (one membership available per Golf Membership. Additional memberships for immediate family only would be available at the staff rate of \$40.00 per month).

Memberships include golf privileges for both Nicklaus Design Mountain or Valley Course with GPS equipped power cart, locker room, club valet, club storage, club cleaning and many other benefits, please check with our Golf shop for more details.

1999 Country Club Way, Victoria, BC V9B 6R3 • Canada

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2011 BEAR MOUNTAIN GOLF MEMBERSHIP DUES STRUCTURE

	<i>Monthly Dues*</i>	<i>Monthly Dues with Initiation*</i>	<i>Annual Dues</i>	<i>Annual Dues with Initiation</i>
INDIVIDUAL MEMBERSHIP	\$325	\$425	\$3,900	\$5,100
FAMILY MEMBERSHIP	\$567	\$717	\$6,800	\$8,600
CORPORATE	See Golf Shop staff for Corporate Rate options			
OUT OF TOWN: Individual	\$215	\$315	\$2,580	\$3,780
OUT OF TOWN: Family (NEW 2011)	\$380	\$480	\$4,560	\$5,760
INACTIVE MEMBERSHIP	\$50		\$600	
INTERMEDIATE (NEW 2011)	\$200	\$250	\$2,400	\$3,000

Special Introductory Initiation Pricing - Available until June 1st, 2011

Fees not paid in full by April 1st, 2011 will be subject to HST.
*Dues are an annual fee which may be paid interest free on a monthly basis.

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