

THE WESTIN BEAR MOUNTAIN ASSOCIATE NEWSLETTER

Associate of the Month—Front of the House



ADAM MCKINNON - BANQUETS/IRD

Adam (pictured centre with Jonathan Amirault, Banquets Manager and Jay McClelland, IRD Captain) is a member of our Banquets and In-Room Dining Teams. He was born and raised in Victoria and is presently in his 4th year at Camosun studying to complete his Bachelor of Sport and Fitness leadership degree. Adam would ideally like to work for a pro sport team or a National sports organization and already has experience in the field working with the Salmon Kings, Victoria Royals and the Victoria Seals. In his free time Adam plays goalie for 2 hockey leagues and enjoys travelling the world. He spent a year in England working at the Royal National Institute for the Blind with children who were

visually impaired. He has seen almost all of Central and Western Europe, Thailand, Australia and New Zealand. In addition to his part time position at Bear Mountain Adam also has a second job cooking breakfast at UVIC on the weekends. Adam is being recognized for his outstanding guest service as well as his strong team work. His dedication to the job helped IRD through a very difficult few weeks when they were short-staffed. When asked for a quote he lives by his was from Charles Darwin: "It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is the most adaptable to change." This he feels represents the fact that change is inevitable and if you learn to adapt your life around that you will succeed. It seems that this philosophy is working well for him!

Congratulations Adam!

Associate of the Month—Heart of the House



STEVE SLATER - HOUSEKEEPING

Steve (pictured left with Kevin Phillips, Executive Housekeeper) joined our team in April of this year as a House Attendant and he has proven himself to be a reliable and dedicated team member since then. He was born in Prince George and moved to Victoria at the young age of five. Steve has worked many years in the hospitality industry and feels that the business of caring for people is in his blood. Steve has lead a very active life; he was a competitive swimmer, played basketball and was also on a rowing team. He is still quite passionate about swimming and also loves cars. He collects model cars and his dream vehicle would be a Dodge Viper. Outside of work Steve spends a lot of time with his two dogs a King German Shepard named Swat and a Toy Manchester Terrier named Blitz. Steve is being recognized for his positive attitude and his ability to think ahead and anticipate the needs of our guests and his fel-

low associates. When asked for a quote he likes to live by, his was: "Live life to the fullest and with no regrets." Steve definitely lives his life to the fullest and it is evident every day he is at work.

Congratulations Steve!

October Birthdays



Shanna Amaral...	11
Tristan Bankasingh...	27
Carrie Beaumont...	03
Sophie Beswick...	25
Paula Bittancourt...	28
Anna Byatt...	07
Ray Henry...	27
Colleen Hildebrandt...	25
David Hughes...	22
Marina Janzen...	11
Dayna Johnson...	07
Mitchell Lee...	02
Al Novak...	10
Chris O'Donahue...	17
Cameron Pappel...	26
Jordan Ray...	20
Karen Russell...	26
Grant White...	14

WHAT IS THE CERTIFICATE OF RECOGNITION (COR)?

The Certificate of Recognition recognizes and rewards employers who go beyond the legal requirements of the Workers Compensation Act and the Occupational Health and Safety Regulation by taking a best practices approach to implementing health, safety, and return-to-work (RTW) management systems. The program promotes equally the concept of managing health and safety with other components necessary for a successful business, such as profitability and productivity.

The Westin Bear Mountain is going through the process of certifying an Internal Auditor and implementing further OH&S management safety systems to further our commitment to a safe work environment for all our associates. We want to make the Westin Bear Mountain the best place to work from every perspective. Stay tuned for further updates.

What Does Wellness Mean to You?

I define wellness as life balance.

Focus on a healthy body, a content soul, a happy family, fulfillment of career goals and one's personal passion where we try not to sacrifice one for the sake of another.

Feeling well allows us to reach our full potential.

From: Marc Fournier

(the Westin Princeton at Forrestal Village)

UPCOMING EVENTS...

Watch for details on the following Associate Events over the next few weeks:

- ◇ WESTIN BRAND TRAINING, OCTOBER 13, 19 and 26.
- ◇ EMPLOYEE OF THE MONTH CELEBRATION OCTOBER 27th-GOLDSTREAM ROOM

Westin Core Value:

INSTINCTIVE

Westin not only reacts, but proactively anticipates guests' needs. Our culture inspires Associates to unleash their own intelligence and personal judgment to engage with guests at a high level. We intuitively and proactively make every guest feel special.



ATLAS

Ellen Phillipson in Housekeeping has a new Best Friend! We would like to introduce everyone to her 5 month old Bullmastif named ATLAS! She says he will probably grow to about 200 lbs and has a kind old soul! Those eyes look like they have a story to tell!



Committee Meetings

Occupational Health & Safety - Tuesday November 1st at 1pm.

Social Committee - Tuesday November 1st at 1:30pm

Instead of counting tips, make tips count.

Help your colleagues.
Help yourself.
Make a difference.



Each year, dozens of people—friends, family, colleagues—who work within the hospitality industry find themselves hit with a financial crisis because of critical injury or illness. What if you could help?

Register yourself or a team right now and help raise funds to fill the world's largest tip jar. By joining your colleagues, you'll be able to help those in our industry who need it. Together, we can make a difference.

Visit www.TipOutToHelp.com



At our All Associate Meeting we took a poll to determine how Bear Mountain Associates would like to contribute to the BC Hospitality Foundation's "Tip out to help" program. Out of 75 participants 56 voted for an automatic payroll deduction. Many even suggested increasing the amount from the suggested \$1 per pay chq. As stated in the meetings, this is a voluntary contribution. We will move forward with the payroll deduction method of collecting contributions and will send out more information over the next couple of weeks with details of how to sign up. It was also suggested that we combine this with other specific fundraising events or contribution days, which we will consider next year.

This is a wonderful way to give back to people in the industry as well as a way to pay it forward after receiving help from the BCHF for our Associate Kevin Ng last year.

We look forward to providing support in fine Bear Mountain Style! Thanks to everyone for your help in making this decision!

CHILLIN' with the CANUCKS!



It's not very often one might get the chance to spend the day with the Vancouver Canucks but Ryan Kelly (Golf) did just that a few weeks ago! Ryan assisted the Canucks training staff complete the physical evaluations of the players on the Canucks first day back for the season. He helped run the bench press and grip strength stations and met the entire team including Henrik and Daniel Sedin and Roberto Luongo (pictured above). It must be kind of difficult to return to reality after that but Ryan is giving it a shot!

Wellness Fair

As part of our Associate Enrichment Program, The Westin Bear Mountain will be hosting a "Wellness Fair" for its associates in November. In order to ensure we include topics that interest everyone we would like to ask you all for suggestions.

Is there a Health and Wellness topic you would like to see featured in the Fair? For example perhaps a yoga demonstration, or Super Foods cooking demo?

Please take a moment to think about what you would really like to see featured and then let us know. Suggestions can be left in the box outside of the HR office by the staff room or can be emailed to Denise or Kelly.

Thanks for your contributions!



Safety on Bear Mountain Parkway

A Message from your Occupational Health & Safety Committee

A friendly reminder that we can all do our part to ensure a safer ride to work for all of us and our fellow Bear Mountain Associates.

As fall is upon us and the typical Victoria drizzle has set in, its important to remember that driving conditions on the parkway are now more dangerous than before. Rain can contribute to slippery conditions and before long we will also be dealing with freezing road conditions in the early morning and after dark. These are all factors that can affect our safety on the road.

Also keep in mind that many of our associates walk to their workplaces from the parking areas during these times. Remember to slow down, take those roundabouts gently and do what we can to ensure a safe arrival and departure to and from work for all of us!

Thanks and safe driving!



STAFF GOLF TOURNAMENT

BURGER N BEER • COSTUME PRIZES • GOLF PRIZES • FUN

TUESDAY, OCTOBER 18TH
3:00PM ...9 HOLE - BEST BALL
\$10.00 /PER GHOUL

SIGN UP SHEET POSTED ON
THE BULLETIN BOARD OUTSIDE
THE HR OFFICE **DEAD**LINE FOR
SIGN UP IS OCTOBER 15TH
.. WE DARE YA

THE WESTIN BEAR MOUNTAIN COOKBOOK

BE A PART OF OUR CULTURE & HISTORY

The Westin Bear Mountain is committed to preserving the wellness of our associates. Super Foods are rich in antioxidants that promote better energy, better health and can increase your life span. Contribute your favourite recipe incorporating a super food. All contributors will be entered in a Health and Wellness draw. Cook Books will be sold for a nominal fee with all proceeds going to the BC Hospitality Foundation. Please submit your recipes to HR! Appetizers, Snacks, Main Courses, Vegetarian or not, Desserts....any and all recipes received!

SUPERFOODS

APPLES A powerful source of antioxidants and vitamin C

AVOCADO A great source of fiber and folate, potassium, vitamin E, and magnesium content

BEANS A great source of protein, fiber, B vitamins, iron, folate, potassium and magnesium

BLUEBERRIES High levels of antioxidant phytonutrients

BROCCOLI One of the most nutrient-dense foods known

CINNAMON One of the oldest known spices, long used in traditional medicine

DARK CHOCOLATE Loaded with polyphenols and low in caffeine

DRIED SUPERFRUITS Terrific source of health promoting nutrients

GARLIC Over one hundred nutrients in garlic, to include allicin

HONEY A powerful source of antioxidants

KIWI Offers a potent mix of nutrients

LOW-FAT YOGURT A great source of calcium and protein

OATS Low in calories and a good source of fiber and protein

ONIONS A major source of two phytonutrients

ORANGES Loaded with vitamin C

POMEGRANATES Filled with potassium, vitamin C, polyphenals and vitamin B6

PUMPKIN A great source of fiber and low in calories

SOY Filled with vitamins and minerals and a great source of plant protein and soluble fiber

SPINACH Packed with nutrients

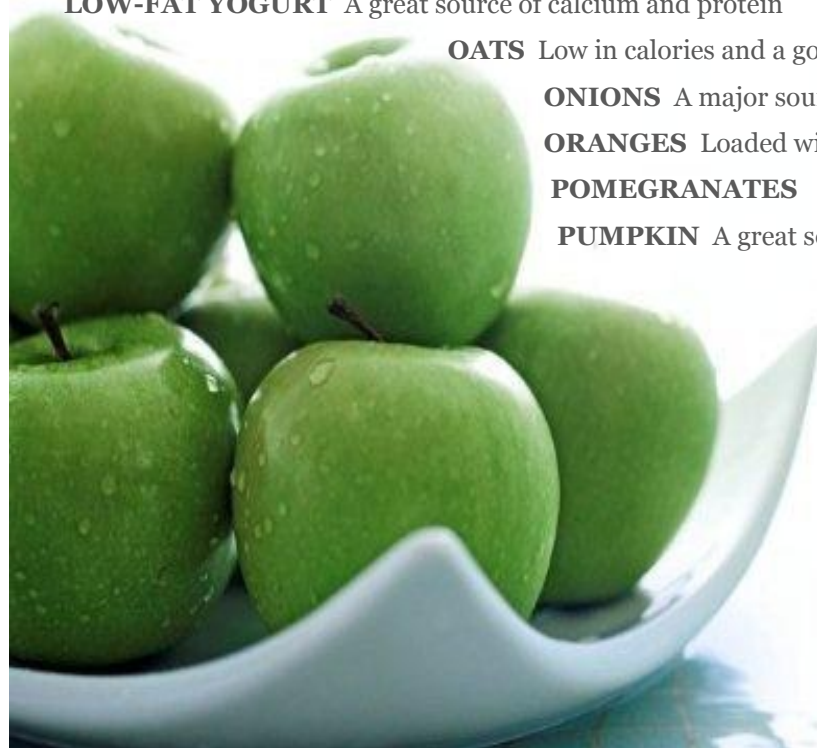
TEA No calories and promotes relaxing

TOMATOES Packed with nutrients

TURKEY One of the leanest meat proteins

WALNUTS A great source of antioxidants

WILD SALMON A great source of Omega - 3





WESTIN BEAR MOUNTAIN GIVES THANKS DURING ALL ASSOCIATE LUNCH

Bear Mountain Associates gathered on October 4th to sit together for a fantastic Thanksgiving themed lunch. The food was fabulous and the turnout amazing for our 3rd quarter all associate lunch. What a fun way to kick off the fall season. Thanks as always goes out to our Banquets and Culinary teams for making it possible to host such an event! Here are some photos...



Mike tries to convince Don to try the "Balsamic Gravy"!



Jessica, Sophie and Helena take a break from conference services and sales to enjoy lunch together!



Left to right: Karen, Kamal, Gina, Jaspreet and Katherine all from Housekeeping have a much deserved break!



A rare sighting finds Simon and Beth out of the kitchen and chatting with Wayne from golf (centre).



Above: Trevor, Cam, Jim and Kylie from Greens Maintenance enjoy their Turkey dinner together.



Right: Francis checks in with Darren, Ethan and Ryan from our Greens Department.



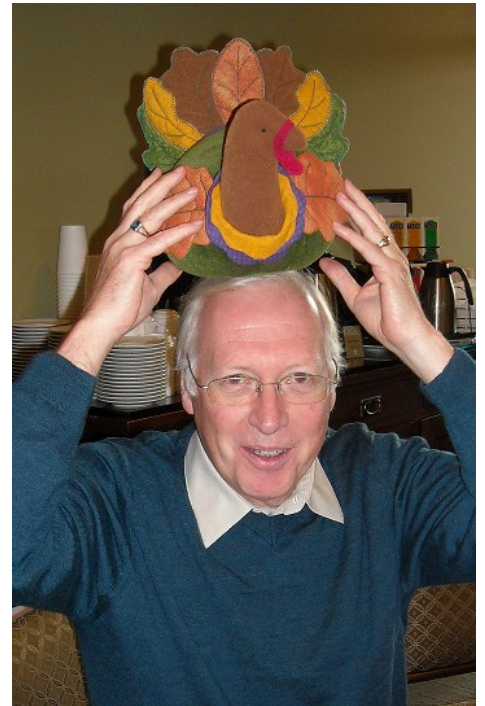
Aaron and Richard from the Hotel catch up with Sarah from Accounting.



Yet another rare sighting...two of our amazing culinary team sitting down to enjoy the buffet! It was a wonderful day in so many way!



Above: Denise Palmer stops by to chat with Phil Leseur



Francis with a themed headpiece is starting to look like a quarterly tradition!



Above: Kevin,(HSKP), Wayne and Rich (Golf) share their love of all things turkey!



Right: Ryan (Hotel), Justen (Maintenance) and Kira (IRD) were able to take advantage of the evening seating and fill up for their pm shifts.

