

# THE WESTIN BEAR MOUNTAIN ASSOCIATE NEWSLETTER

## Associate of the Month—Front of the House



### MADISON BEDINGFIELD - FOOD & BEVERAGE

Madison (pictured left with Jonathan Amirault, F&B Manager) joined Bear Mountain in March 2008 as a hostess and server at Jack's and Kuma Sushi, over time she has worked in many different outlets of F&B including this past season at the Mac Oasis. Madison was born in Kamloops and moved to Victoria when she was three years old. Outside of working for Bear Mountain she has also worked in retail and is pursuing a career in Accounting. She is working towards her Bachelor of Business Administration with a major in Accounting at Camosun, from there she will look to complete her designation in Accounting. When not focused on school and work Madison also enjoys running and painting. She is being recognized for all her hard work this summer to provide a fun and relaxing environment for our guests on the pool deck. Always able to keep her cool in very hot temperatures throughout the summer,

she served the guests poolside with a friendly smile. She has been described as an excellent multi-tasker who was able to keep things organized and running smoothly in the somewhat unpredictable environment of the pool deck when mother nature plays a key role in how busy you might be. When asked what she likes about working at Bear Mountain, Madison said that it's the people she works with, that she has great managers and co-workers. Congratulations Madison!

## Associate of the Month—Heart of the House



### SABRINA COZENS—KITCHEN

Sabrina (pictured right with Josh Houston, Executive Sous Chef) is a third cook on our Culinary Team. She was born and raised in Victoria and started her cooking career in High School at Spectrum in the Cooks Program. Work experience with school led to her first job in the industry at Milestones where she worked her way up and found a passion for the industry. She continued her education at Camosun and then spent 2 years backpacking around Australia. When she returned to Victoria she apprenticed at the University Club at Camosun where she was awarded the "La Chaine de Rotisseurs Award" in 2011. A call for volunteers at an event at Bear Mountain led her to a position with us in April of this year. Sabrina is being recognized for being a strong member of the kitchen team with an excellent work ethic. She is always helpful and welcoming to her fellow associates both in the kitchen

and around the resort. Even when it's a stressful busy day in the kitchen she always makes time for a smile. In her time away from work she enjoys skateboarding and tattoo art. When asked for a quote she lives by she quoted one of her very impressive tattoos "Be what you want, be what you are." She says what she likes about Bear Mountain is the learning experience of working here and she wanted to close by saying thank you to everyone in the kitchen for all their support since she joined the team. Congratulations Sabrina!



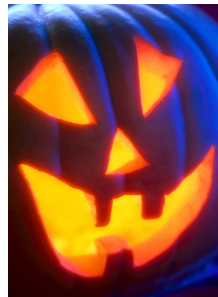
**star**  
Voice

Thank you to all associates who completed their StarVoice surveys last month. We had a great turnout and are looking forward to seeing the results.

**October Birthdays**

Shanna Amaral...	11
Carrie Beaumont..	03
Paula Bittancourt..	28
Angie Ferrill...	18
Dakota Foster...	28
Ray Henry...	27
David Hughes...	22
Marina Janzen...	11
Jane Keating...	04
Mitch Lee...	02
Al Novak...	10
Ben Puszka...	10
Jordan Ray...	20
Karen Russell...	26
Bryce Sophonow...	24
Grant White...	14

Westin guests are at the center of our landscape. Successful and career-driven, they seek balance between work and family and enjoy a healthy lifestyle. They believe that life should be lived to the fullest, and have a passion for both work and travel



**BACK BY POPULAR DEMAND...  
STAFF PUMPKIN CARVING  
CONTEST**

Now's the time to start planning your entry! Watch the staff bulletin board for more details...if you dare!

**Did you know?**

Westin guests can now pack light and stay fit. Westin's partnership with New Balance provides guests with top quality shoes and athletic wear to use while their with us so they can stay in gear with ease. Guests simply phone service express and request their size and the gear is delivered to their room in a branded mesh bag for a fee of \$5.25 which includes a pair of New Balance socks for them to keep.

If you encounter an inquiry from a guest about our gear lending program please share the information with them, and also direct them to the front desk/service express for further details.



# Wedding Bells



Congratulations to Ryan Reed, Chef de Partie in the kitchen and his new wife Seana who were married here at Bear Mountain on August 19th.

Ryan and Seana drove to San Francisco on their honeymoon then back up the Oregon coast and back to reality!



Congratulations to Jessica Grove (formerly Stevenson), Sales and Conference Services Coordinator who married Fiancé Sean Grove at Tigh-Na-Mara in Parksville on August 27th.

The couple are planning a honeymoon for 2013.

## WORK SAFE BC

### SAFETY ON THE JOB IS EVERYONE'S BUSINESS

Here are some guidelines for general health and safety that we can use within our departments and around the resort to maintain a safe work environment:

- Know and follow health and safety requirements affecting your job.
- If you don't know how to do something safely, ask for training before you begin work.
- Work safely, and encourage your co-workers to do the same.
- Correct any unsafe conditions or immediately report them to your supervisor.
- Immediately report any injury to a first aid attendant or supervisor
- Take the initiative. Make suggestions to improve health and safety.

In preparation for our upcoming Certificate of Recognition audit for WCB each department will be inspected again for any safety issues. You may see members of our Health and Safety Committee inspecting your areas while you work. Please feel free to ask any questions. We welcome your feedback.

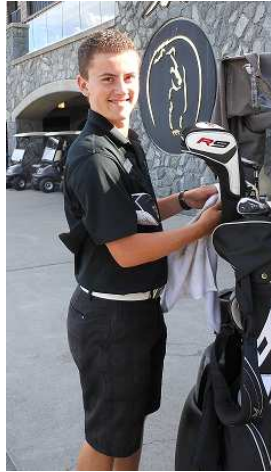


# Staff Golf Tournament a Success!

Bear Mountain Staff hit the course on August 27th for a fun tournament followed by an amazing BBQ on the Terrace complete with a pig roast and s'mores station! The weather was beautiful, the course was fun and the food was spectacular! Thanks to all the team members who helped to make the event such a success!



What would we do without the Golf Team to get us organized? Pictured left, Jason and Torsten and right Connor! Thanks guys!



Above: Rod from IT and Janice from Sales pose for the camera before some very serious shots!



What a nice mix for this team! Jen from Accounting, Brad from Greens, Corey from Building Maintenance and Chris from Golf!



Marlo and Meghan (course services) decide to join the event at the last minute!



Juan and Colin take a break from the Kitchen to hit the links!



Christa from greens and Jordan from Golf Operations joined Kyle from Greens. What a great group to test the course!



Liam and Colin from the kitchen team up with Brady from Banquets!



Continued...





Tracey from Sales enjoyed the tasty BBQ with Ruthanne and Bob from the corporate office.



Left: Darren (Events & Conference Services) and Denise (HR) work on getting those marshmallows just right so they can have s'more!



New mom Helena (Events & Conference Services) stopped by with baby Paisley and had a quick catch up with Darren. So nice to see them!



Four members of our kitchen team enjoying the night! From left: Juan, Tannyce, Julian and Liam



Another great mix! David (Accounting), Jane (Horticulture), Scott (Shipping and Receiving) and Bryce (Building Maintenance). What a great way to get to know your co-workers from other departments!



Meghan, Paula and Marlo, from Course Services all convinced Gary our CEO to join their team!



Looks like Bryce, Rod and Cheryl from marketing are all battling that bright beautiful sunshine. What a wonderful problem to have!



# LUNCH IS ON US

Give thanks with your Westin Family  
**THANKSGIVING**



Thursday, October 4th  
Langford Room

11am - 2pm or  
4pm - 6pm

Reservations *not* required

**THE WESTIN**  
BEAR MOUNTAIN  
GOLF RESORT & SPA  
VICTORIA