

THE WESTIN BEAR MOUNTAIN ASSOCIATE NEWSLETTER

PERSONAL-INSTINCTIVE-RENEWAL

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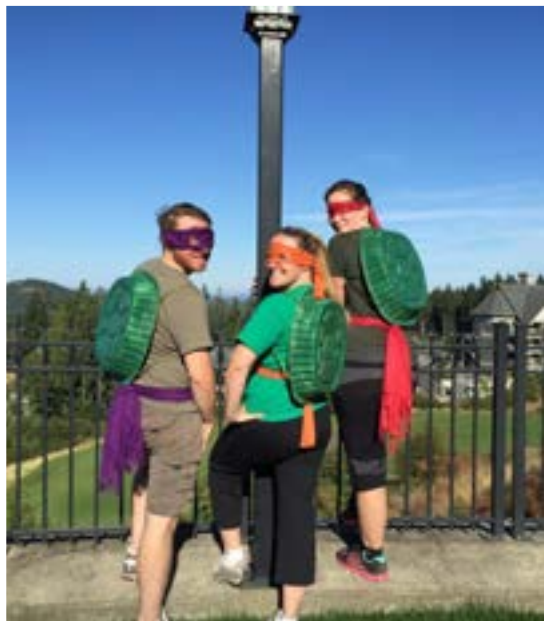


Congratulations Team Gizmo on winning the Amazing Race. "Stay in School"



Jennifer Dela Vega- Accounting, Jordan Ray-Golf, Susan Forbes -Accounting and Chris Currie-Golf.

Best Costume went to the "Ninjas"



Stephen Vincent-Concierge, Jennifer Yarish- Accounting, and Jessica Moffatt-Social Media

All Associate Lunch October 28

See page 17



May Associate of the Month

FRONT OF THE HOUSE



Dean Phillips
Golf Services

Dean joined the golf services team in March of 2014 after moving out to BC from Saskatchewan. During his employment at Bear Mountain he has also helped out other departments around the resort and shown equal dedication to whatever role he is in.

He has been recognized by his peers as being professional, client-orientated, always having a smile on his face and going above and beyond for our guests.

Its no wonder Dean was awarded Employee of the Month for May.



Sergii Naumov
Housekeeping

Sergii has been with Bear Mountain since late last year and has proven to be a pleasant and helpful part of the team.

He has continuously been recognized for his positive attitude, hard work ethic, and taking great pride in his work. One characteristic of Sergii is that he is so warm; he naturally makes everyone smile around him.

Congratulations! Vitaîu!

HEART OF THE HOUSE



June Associate of the Month

FRONT OF THE HOUSE



Raj Basi
Bell Services

Raj has been a valued asset of the Bear Mountain team since July 2013. He is an outstanding Bellman who always ensures the guest experience is top notch. He has been described as always creating a memorable guest experience the moment the guest arrive, with his sincere greeting, smile and conversation.

His friendly and outgoing attitude is a pleasure to be around. Congratulations Raj!



Cam Ralfs
Greens Maintenance

Cam joined the Greens Maintenance team in the Spring of 2014. He has been described by his peers as always being willing to help out everyone on the crew and often does a lot of tough jobs with no complaint. He's the type of guy that will give you the "good weedy" when you're working together.

Well done Cam on winning Employee of the Month for June!

HEART OF THE HOUSE



July Associate of the Month

HEART OF THE HOUSE



Parker Nguyen Housekeeping

Parker completed his co-op with us this summer from Royal Roads University in the position of Room Attendant. He learned this new role very quickly and always tried his best.

He has been described as being the best Co-op student housekeeping has ever had. Whatever the task assigned to him he always took it on willingly and gave it his all. Although his co-op is complete and he has returned to school he is still working on weekends. We are lucky to have him.



Al Novak Golf

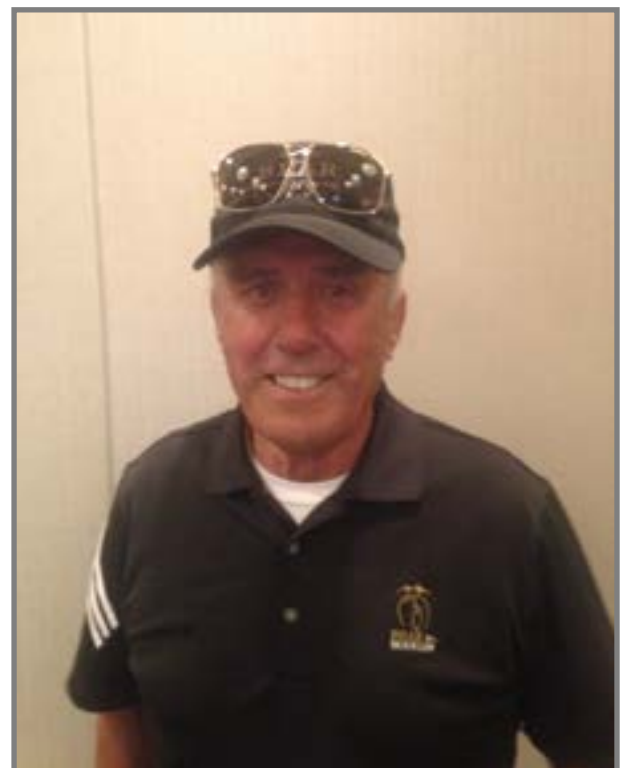
Al first joined Bear Mountain in 2006 in the Golf Department. He is a very dedicated member of the Player Assistants team.

He is full of fun but very serious about his duties. Al is always willing to help train new PAs because he is very thorough as to the jobs to be done. He makes himself available for as many shifts and extra shifts, such as a clean pick of the range, whenever we need him.

Being a long-time employee Al cares about Bear Mountain, about his fellow associates and about our image in the community.

Thanks for all your hard work Al!

FRONT OF THE HOUSE



employee of the month celebrations







September

- 1 Raj Basi
- 2 Shannon Drew
- 3 Ron Pahl
- 6 Gil McIlraith
- 7 Nathan Sangster
- 7 Tysen Hunt
- 9 Bob Bower
- 10 Matt Milloy
- 11 Justen Lyle
- 11 Stephen Vincent
- 14 Danisa Skwarczynski
- 15 Louse Hicking
- 15 Kimberly Rodger
- 18 Lorena Magni
- 22 Ben Hillier
- 22 Sukhjeet Sandhu
- 26 Jeff Conway-Jones
- 26 Natalie Krupa
- 26 Sylvie Dowse
- 29 Richard Makepeace
- 30 Ryan Bartlett

October

- 1 Kiersten McLeod
- 2 David Flynn
- 3 Carrie Beaumont
- 3 April Utu
- 5 Ashley Everitt
- 10 Al Novak
- 13 Hannah Christo
- 13 Rob Crompton
- 17 Taranvir Dhaliwal
- 18 Angie Ferrill
- 18 Stacy Potter
- 20 Rose Loftus
- 20 Jordan Ray
- 21 Karissa Martin
- 25 Clayton Murphy
- 26 Karen Russell
- 27 Karissa Dorn-Thompson
- 27 Alexandra Manyakina
- 28 Phyllis Musseau
- 28 Paula Bittancourt
- 30 Lindsay Robertson
- 31 Ken Bowman
- 31 Chris Kane

November

- 2 Ashley Douglass
- 5 Jason Zheng
- 5 Evan Dickinson
- 6 Sheldon Griff
- 13 Chris Currie
- 13 Shafeela Gill
- 14 Sonja Bidese
- 14 Jag Gordaya
- 19 Melissa Rendall
- 19 Marco Gonzalez
- 20 Caitlyn Day
- 20 Julia Pakstas
- 21 Eric Mak
- 22 Leah Fletcher
- 26 Jessica McNeil
- 28 Jennifer Callioux
- 28 Robbie McDougall

Welcome to the world



Lidia and her husband welcome little Isabella to the world on Saturday, September 12 at 8:44am.

"Sugar and Spice and all things nice. That's what little girls are made of".



Claudia and her husband welcome Abby Joy to the world on Thursday, October 8th at 3:50 pm.



We would like to introduce Chip, the Bear. He joined us June 4, 2015 and weighs 3lbs and 7 ozs. His passion is "ResortLife" and enjoys everything Bear Mountain has to offer. He is a rescue bear from Children's Health Vancouver Island. Please stop by to say hello to Chip at his current location at the Concierge desk.

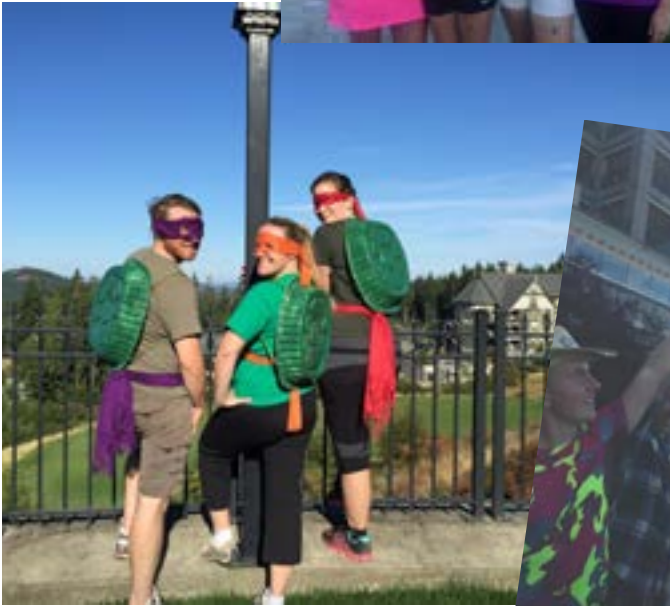
CANADA DAY



THE AMAZING RACE BEAR MOUNTAIN



On August 25, 10 teams raced around the resort searching for clues and completing tasks to complete all the challenges to win the race.



THE AMAZING RACE BEAR MOUNTAIN



- SPECIALS**
- ① You can't touch this
 - ② P44 Special
 - ③ Bearded Mountain Men
 - ④ Team "Slayra"
 - ⑤ Chef Burgerdec
 - ⑥ #DP
 - ⑦ Queen's of Sales
 - ⑧ Ninjas
 - ⑨ The Hunnes
 - ⑩ AL

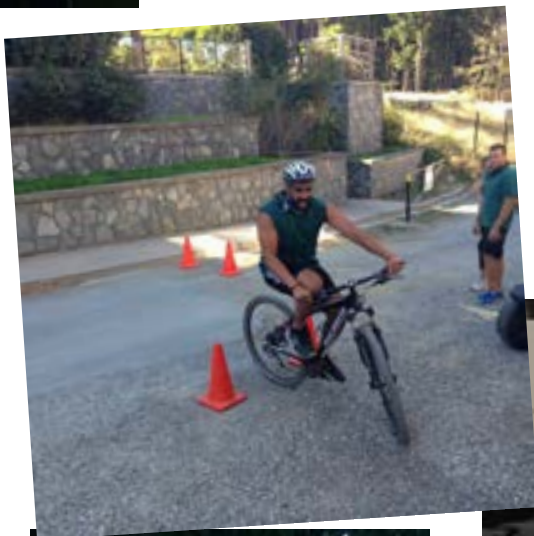


photo gallery



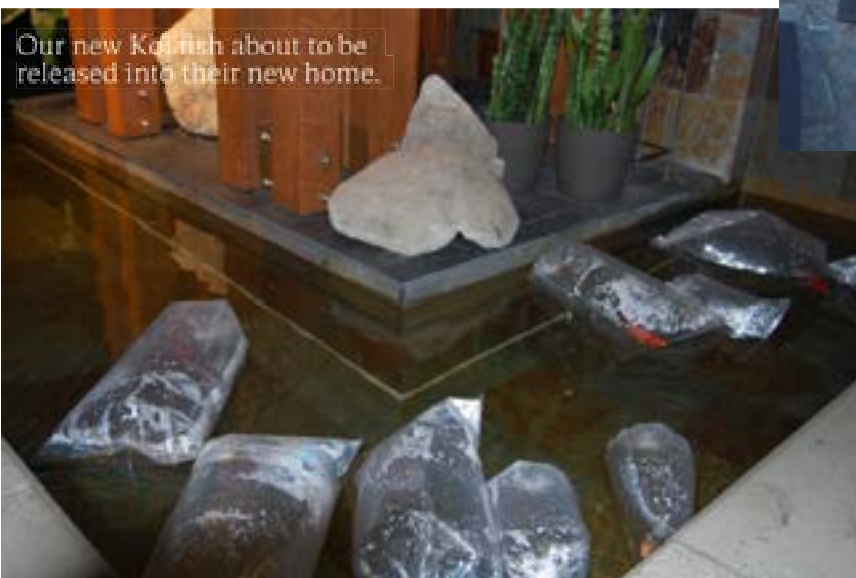
Orientation tour of the resort



Even Chip, The Bear, attended orientation.



Tourism Victoria & Westshore Chamber of Commerce



Our new Koi fish about to be released into their new home.



Tripadvisor Comments

“Beautiful Resort”

August 2015

This is an amazing resort. We stayed in a spectacular 1 bedroom suite with a huge balcony, a spacious bedroom with an ensuite bath, as well as a large living room/kitchen. We don't golf, but you don't have to. This resort has something for everyone. Great restaurants, helpful and friendly staff, a well equipped fitness centre, running/hiking trails, a large pool and hot tub, and much more!

“Amazing Place”

August 2015

We stayed here to attend the wedding of some friends. The property is first class and the setting is beautiful. Our room was huuuuge and very well equipped. My wife and I did 30min massages in the Spa and it was easily the best massage I have ever had and I get massages fairly regularly, so that

“Beautiful Hotel and Views”

July 2015

A golfers dream hotel and a beautiful place to stay. Even though the hotel is located about 30 minutes from downtown Victoria it is a great place to stay if you are looking for a quiet get away with amazing views and a little gold on the side. If you are looking to head into downtown Victoria the hotel does offer a daily shuttle for a reasonable charge. The rooms were fantastic, with comfortable beds. The restaurants had excellent food and if you sat on the patio you have an amazing view of the golf course, mountains and you can even see Mount Baker in Washington on a clear evening.

“Wonderful Property with great staff at check in”

August 2015

I was very frustrated with Weston's central booking system where people didn't even know where Vancouver Island was, I almost went elsewhere till I phoned the front desk at the Weston and Kristina Alexander was very helpful and changed my mind on the Bear Mountains customer service. Kristina helped me pick the room I wanted since the booking staff were clueless, after being very helpful she found out that it was for our 35th wedding anniversary. Upon arrival they had upgraded our room to the penthouse suite and supplied us with a bottle of wine and chocolate covered strawberries, nice touch. We thoroughly enjoyed our stay and loved golfing the Mountain course. What a beautiful hotel and golf vacation. Would highly recommend.

“Amazing Stay in Victoria

July 2015

I highly recommend people to stay at this resort. Yes, it is a bit of a drive from Victoria but the view is beautiful. If you want peace and quiet, this is where you want to stay. If you like golfing, even more reason to stay here. We did not plan to golf but definitely the next time we come, we are bringing our golf clubs. Oh, and you get to golf for free on your birthday! The room we stayed in was HUGE, spacious, and clean. I could have stayed here for the week! But we only plan to spend 2 nights/3 days in Victoria. Loved the bathroom and again huge! Food in the restaurant was good. Dinner was expensive but food was worth it. I had seafood risotto. One of the best I ever had. Also had breakfast out in the patio, overlooking the golf course. It was so peaceful. Oh, and had a massage at their spa. Again, it was fantastic. Love to spend a week here to relax, golf and spoil yourself with spa treatments!

Occupational Health & Safety



The COR External Audit 2015

Thank you to everyone for your help with our External Audit. We should have our report soon.

WHY WE GET AUDITED?

Companies seeking COR certification must retain a go2HR certified External Auditor to perform an external audit. Trained and certified by go2HR, these External Auditors are independent consultants selected and paid for by the companies requesting their services.

RESPONSIBILITY OF THE AUDITOR

Auditors must exhibit the highest level of professional objectivity in gathering, evaluating, and communicating information about audit activities. They must make a balanced assessment of all relevant circumstances and are not to be unduly influenced by their own interests, or by others when forming judgments. It is essential that auditors remain independent and impartial at all times.

WHAT IS COR?

The Certificate of Recognition program (COR) is a nationally recognized audit, certification and incentive program, rewarding employers that go beyond the legal requirements of the Workers Compensation Act and Occupational Health and Safety (OHS)

SAFETY ORIENTATION CHECKLISTS AND SWP'S

Please ensure you have completed your Orientation Checklist with SWPs. If you are unsure please contact Jennifer in HR. Thank you.

Westin's Featured Property

The Westin Resort, Costa Navarino, Greece

Located next to the Ionian Sea coastline of The Dunes Beach, The Westin Resort Costa Navarino features 445 rooms and suites, inspired and designed by old Messinian mansions that spring from nature and create an ambiance of genuine hospitality. Most of the rooms enjoy unobstructed views of the Ionian Sea, individual infinity pools



The Westin Resort Costa Navarino is the ideal destination for family getaways offering a plethora of children activities such as the wonderful Aqua Park with water slides, a playground and recreational center, as well as two specially designed hubs for children, Cocoon and SandCastle.

SLIDE OVER FUN

Aqua park is the greatest place to escape for fun. Suitable for adults and kids the 3 waterslides will offer you great water experiences and a never ending game. With lifeguard supervision you and your families will always feel safe. Allow our younger guests to play at the shallow pools with many more water fun games or simply swing and run at the nearby playground.

The Dunes Course GREECE'S FIRST SIGNATURE GOLF COURSE





**The challenge started off by raising \$245.
Thanks Matt, Chris and Raj!**



Please bring your food donations to the lunch room before October 29

Thanks to everyone who came out to donate and show your support for the Mustard Seed.



WHAT WE NEED

DAIRY	NON-PERISHABLES	BABY NEEDS
Milk	Peanut Butter	Formula (powder or liquid)
Yogurt	Canned Fruit	Baby Food (jars)
Cheese	Canned Veggies	Diapers
Eggs	Canned Beans chickpeas/kidney/brown	Pull-ups
PERISHABLES	Canned Fish	PERSONAL NEEDS
Fresh veg & fruit	Dry Pasta	Soap (laundry/dish/hand)
Potatoes, carrots & onions	Pasta Sauce	Toothpaste and brushes
	Rice	Deodorant
Meat/protein	Canned Soups	Feminine Supplies

What's up at the Bear

October

ALL ASSOCIATE SPOOKY LUNCH

October 28—Goldstream Room

Two Seatings:

11:00am - 2:00pm

4:00pm - 6:00pm

PUMPKIN CARVING CONTEST

Pumpkins will be on display for voting at the All Associate Lunch on October 28th.



The 1st Annual Amateur Freeride Competition

Join us Sunday, October 25th, noon to 6 pm for the 1st Annual Amateur Free Ride Competition at the new Bear Mountain Bike Park.

Categories will include beginner, intermediate, and advanced. Our prestigious panel of judges include Bear Mountain's own pro-rider Jordie Lunn, and friends.

\$10 Park Members · \$20 Non-Members

HALLOWEEN SPOOKTACULAR

- 6pm - Carnival Games & Treats for all ages
- Dusk - FIREWORKS BEGIN!

December

Associate Christmas Party Tentative Dec 1

Annual Staff Family Breakfast with Santa

Date TBA



November

MOVEMBER



Stay-tuned for the Final Pie-Off
Beginning of November.
Don't forget to vote!



FITNESS EVENTS @ THE BEAR

If you would like to volunteer for any of these events please contact Cathy Noel at cathy.noel@westinbearmountain.com

Monster Run—October 31

<https://www.raceonline.ca/events/details/982>

Bear Mtn 10k—November 14

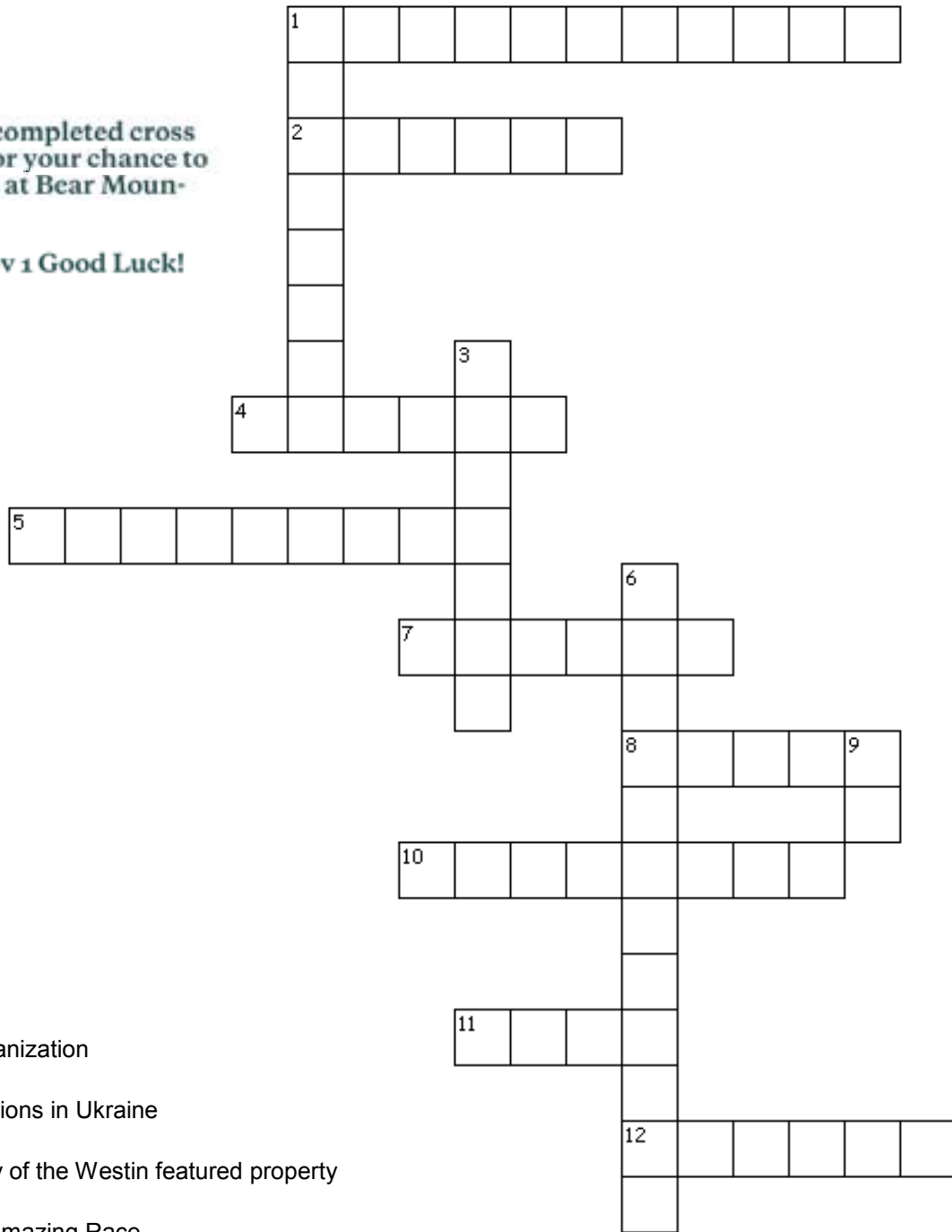
<http://www.raceonline.ca/events/details/?id=927>

Name: _____

Westin Wisdom

Submit your completed cross word to HR for your chance to win a \$25 G/C at Bear Mountain.

Deadline: Nov 1 Good Luck!



Across

- 1. Charity organization
- 2. Congratulations in Ukraine
- 4. The country of the Westin featured property
- 5. Winner of Amazing Race
- 7. The colour Team 'straylia was wearing in the race.
- 8. Breakfast with_____.
- 10. What we carve in October
- 11. A stuffed associate at Orientation
- 12. Team who won the "Best Costume"

Down

- 1. Men will be growing mustaches for this.
- 3. The month David Flynn was born
- 6. Heart of House department winner for July
- 9. Who is wearing a halo?